

Airport Retail Enterprises Pty Ltd

Modern Slavery Statement



September 2023

ARE

Introduction

This modern slavery statement is made on behalf of Airport Retail Enterprises Pty Ltd, pursuant to the Modern Slavery Act 2018 (Cth).

This statement sets out actions taken by ARE to address modern slavery risks in our business and supply chain.

ARE is taking proactive measures to establish and develop the company's policy, supply chain and culture in accordance with the Act.

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The Reporting Entity

Airport Retail Enterprises Pty Ltd (ARE), ACN 008 749 031, is an Australian private company with its headquarters in QLD.

The company's primary business is owning and operating Food & Beverage outlets in airport terminals around Australia.

At the time of writing, ARE is operating 63 outlets in Sydney, Brisbane, Melbourne, Gold Coast, Canberra, Townsville and Mt Isa Airports.

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Operations

ARE employs over 1,200 people across Australia to work in our operations, many of whom are casual staff, and on overseas visas.

As our F&B outlets are based on airports, all ARE staff require an Aviation Security Identification Card (ASIC), for which they're screened by the Australian Government.

ARE is an Australian owned, family company with strong relationships with its suppliers, customers and employees.

ARE has an excellent reputation in the industry for best practice in all aspects of operation.

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Supply Chain

ARE sources its products from around 250 suppliers.

50% of its products come from 10 major suppliers, who are all large, reputable Australian brands.

More than 90% of our suppliers are local, and 99% of them are Australian, due to the fresh nature of our products.

We have long and strong relationships with our key suppliers (our top ten have all been supplying to us for over six years), and they are open to dialogue concerning Modern Slavery.

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ARE's Risk

As part of the hospitality industry, ARE is considered a high-risk company, in particular in regards to:

- Forced labour
- Child labour
- Discriminatory employment practices

The greatest supply chain risk for ARE is from coffee beans and packaging materials.

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Risk Assessment

Our approach to identifying suppliers and products at risk of Modern Slavery include:

- Focusing attention on high-risk products like coffee beans and food packaging
- Focusing attention on high volume suppliers
- Formalising arrangements with key suppliers
- Reviewing supplier approaches to sourcing goods, and assessing their Modern Slavery Statements
- Review and discussion of the issue with suppliers, including introducing Modern Slavery as a consideration in standard contract terms

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Culture

ARE's staff onboarding process describes the dangers and threats of Modern Slavery, and helps staff identify risks in their dealings.

ARE encourages staff that suspect incidences of Modern Slavery to confidentially report any issues to ARE's HR team.

ARE has a very strict no-tolerance policy towards any type of Modern Slavery, and this is embedded in the culture of the workplace.

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FY24 areas of focus

We will continue to work on improving our Modern Slavery policies to help call out perpetrators and lessen the incidence of Modern Slavery in Australia.

Our focus for 2024 will be:

- Updating our staff onboarding program to place greater focus on Modern Slavery and its risks and dangers
- Assessing our practices and procedures against the requirements of the Modern Slavery Act 2018

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Approval

This Modern Slavery Statement was approved by the Directors of Airport Retail Enterprises Pty Ltd.

Signed for and on behalf of the Directors of Airport Retail Enterprises Pty Ltd.

Peter Butts

Peter Butts

Director

Airport Retail Enterprises

Helen Butts

Helen Butts

Director

Airport Retail Enterprises

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