

## Statement: Modern Slavery

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Mayo Hardware (“the Company”) Australia is subject to the Modern Slavery Act 2018 (Cth) (“Act”) that commenced operation on 01 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement. Our first annual statement is due on 31 March 2021.

We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and employee inclusion and diversity. We have a Register Alert email for employees and suppliers to use.

To manage the risk of modern slavery in the Company’s operations and supply chains and to identify emerging issues, the Company will provide training to relevant team members and suppliers, collaborate with various organisations, embed ethical sourcing and modern slavery policies into existing processes and audit high risk suppliers in conjunction with Sedex’s affiliation.

In preparing for our first annual modern slavery statement, our Senior Management Team will take ownership and responsibility for compliance with the Act.

Particular steps we will undertake, include:

- Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high-risk geographical locations and business transactions
- Developing and reviewing company policies on modern slavery in operations and supply chains
- Developing training for staff in modern slavery requirements
- Preparing to conduct due diligence on local and global supply chains
- Reviewing supplier contracts to ensure they contain terms that are consistent with the Act, and
- Taking steps to address any potential modern slavery risks identified

This statement was approved by all members of Mayo Hardware's Leadership Team in its capacity as principal governing body on 24 March 2021.



**Sarah Mayo**  
Executive Chair  
26 March 2021