

19 December 2024

# MODERN SLAVERY STATEMENT

## About this Statement

This Modern Slavery Statement is made in accordance with section 13 of the Australian Modern Slavery Act 2018 (Cth). It describes the steps taken by Kitchen Warehouse (Aust) Pty Ltd during the year ending 30 June 2024 to mitigate the risk of modern slavery across the Kitchen Warehouse group.

### 1. Reporting Entity

Kitchen Warehouse (Aust) Pty Ltd (ACN 151 232 754) is an Australian private company.

This Modern Slavery Statement is made on behalf of Kitchen Warehouse (Aust) Pty Ltd and its wholly owned subsidiary Kitchen Warehouse Pty Ltd.

### 2. Structure, Operations & Supply Chains

Kitchen Warehouse operates the following;

- Network of retail stores located across Australia;
- Kitchen Warehouse eCommerce website;
- Online marketplaces; and
- Kitchenware Super Store eCommerce website.

Stores and eCommerce operations are supported by a distribution centre in Melbourne, Victoria.

Kitchen Warehouse's headquarters are in North Fremantle, Western Australia.

Products for the retail store network, websites and marketplaces are sourced from a combination of Australian distributors and overseas manufacturers.

### 3. Risks of Modern Slavery Practices in Kitchen Warehouse's Operations and Supply Chains

#### Operations

Kitchen Warehouse operates within Australia and is supported offshore by a team in the Philippines along with a small number of contractors and sub-contractors. Within the Australian and Philippines team, the risk of modern slavery is mitigated by strong people and culture policies and practices.

We assess the risk for contractors and sub-contractors that employ a high proportion of migrant workers or are based overseas as higher.

**Supply Chain**

Kitchen Warehouse sources products from local distributors and overseas manufacturers. Sourcing products from third parties, overseas and via agents along with the breadth of our supplier base increases the risk of modern slavery within our supply chain.

Modern slavery risks identified within Kitchen Warehouse's supply chain are:

- Non-compliance with health and safety requirements, working hours, wages, forced labour, child labour and freedom of association; and
- Non-compliance with broader human rights including employee rights to equality, fair pay, safety and privacy.

**4. Actions taken by Kitchen Warehouse to address identified risks****Audit requirement for overseas manufacturers**

Kitchen Warehouse introduced the requirement for all overseas manufacturers to provide regular independent audit reports measuring compliance with BSCI or other equivalent internationally recognised audit frameworks.

At 24 July 2023, 84% of overseas manufacturers have provided audit reports.

**Site Visits**

Kitchen Warehouse Senior Management complete site visits to overseas manufacturing facilities.

**Commenced discussion with Australian Distributors**

Kitchen Warehouse has commenced discussions with local distributors in an effort to understand the risk attached to products distributed by third parties within Australia.

**Training Key Employees**

Kitchen Warehouse has commenced training for key employees who deal with Australian distributors and overseas manufacturers to increase awareness and support proactive identification of modern slavery risks.

**Organisational Structure**

Kitchen Warehouse's Head of Sourcing reports directly to the Chief Executive Officer. This organisational structure ensures modern slavery risks are raised with the Executive team and Board.

**Implementation of Modern Slavery Policy**

Kitchen Warehouse is in the process of drafting and implementing a Modern Slavery Policy. This policy will be completed during the 2025 financial year.

## **5. How Kitchen Warehouse assesses the effectiveness of these actions**

### **Maintaining Audit Register**

Copies of all independent audit reports from overseas manufacturers are maintained in a central file. Results are collated and reviewed. Where a factory is unable to achieve an acceptable standard in the independent audit report, Kitchen Warehouse will suspend business with that overseas manufacturer.

### **Increased Modern Slavery disclosure from local distributors**

Kitchen Warehouse will collate and review all audit reports and other information collected from local distributors to increase awareness and visibility of the risk associated with products distributed by third parties within Australia. Should disclosed information be inadequate Kitchen Warehouse will suspend business with the local distributor.

### **Company Whistleblower Policy**

Kitchen Warehouse has a Whistleblower Policy which is intended to ensure that concerns regarding unethical or illegal practices, including modern slavery concerns can be reported. Whistleblowing protection processes are in place to ensure the anonymity of people making whistleblowing reports, as required by the Whistleblower Protection Act.

### **Inclusion of Modern Slavery risks within the company's corporate risk register**

Modern slavery risks are identified on the company's corporate risk register. This provides additional oversight of the key risk areas and control measures employed to mitigate risk. The risk register is periodically reviewed and updated by Senior Management and The Board.

## **6. The process of consultation with any entities the reporting entity owns or controls**

The Kitchen Warehouse group functions as a single entity. All control measures, policy settings or auditing processes set in place apply consistently across the entire group.

## **7. Other relevant information**

Not applicable.

### **Approval of this statement**

This Modern Slavery Statement was approved by the Board of Kitchen Warehouse (Aust) Pty Ltd on 19 December 2024.



Peter Macaulay

Director

19 December 2024