

2024 Modern Slavery Statement

This is The Reject Shop Limited's (ABN 33 006 122 676) (**The Reject Shop**) 2024 Modern Slavery Statement prepared and published in accordance with the *Modern Slavery Act 2018* (Cth) (the **Act**). This Statement describes the risks of modern slavery in the operations and supply chain of The Reject Shop and includes information about the actions taken by The Reject Shop to address those risks during the financial year ended 30 June 2024 unless otherwise stated.

Modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive their freedom and includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

The Reject Shop is an Australian public company listed on the Australian Securities Exchange and is a single reporting entity for the purposes of the Act.

The Reject Shop has been delivering value to shoppers for over 40 years. The Reject Shop helps all Australians save money every day by offering its customers low everyday prices on household essentials as well as unique and exciting products at compelling value for every event and occasion.

The Reject Shop recognises that modern slavery is a global issue with severe consequences for its victims and is committed to respecting human rights and implementing policies, procedures and internal checks to address any forms of modern slavery or human rights violations identified in its operations and supply chain.

This Statement was approved by the Board of The Reject Shop on 17 December 2024.



DISCLAIMER: This Statement contains forward-looking statements. Such statements are based on information known to The Reject Shop as at the date of this Statement and are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of The Reject Shop, its Directors and management. Actual performance may differ materially from these forward-looking statements. Except as required by law, The Reject Shop does not undertake to provide any additional or updated information, whether as a result of new information, future events, results or otherwise.

Our Structure and Operations

The Reject Shop operates in the discount variety retail sector in Australia, serving a broad range of value-conscious consumers who are attracted to low price points, convenient shopping locations and the opportunity to purchase a bargain.

The Reject Shop has over 390¹ stores across Australia and offers a wide variety of consumables, including branded everyday essential items such as cleaning products, toiletries, personal hygiene products, confectionary, snacks and pet products, as well as general merchandise and seasonal products.

The Reject Shop has over 4,000 team members in Australia across its stores, Distribution Centres and Store Support Centre.



As at 30 June 2024, The Reject Shop had the following two wholly owned subsidiaries which are not reporting entities for the purposes of the Act and it therefore makes this Statement on its own behalf:

- TRS Trading Group Pty Ltd, a non-operational private company incorporated in Australia; and
- TRS Sourcing Limited, a dormant company incorporated in Hong Kong which has since been deregistered.

For more information about The Reject Shop and its operations, refer to the 2024 Annual Report which can be found at: <https://www.rejectshop.com.au/about/corporate-governance>

1. As at the date of this Statement.

Our Supply Chain

The Reject Shop offers over 8,000 stock keeping units (SKUs) in its stores, comprising national branded, international branded and private label products.

The Reject Shop does not own or operate any manufacturing facilities or factories. The Reject Shop sources its products for resale in its stores from over 400 direct local and international suppliers. The products are manufactured in a range of countries with manufacturing of general merchandise products occurring mainly in China and South East Asia.

In addition to purchasing products for resale in its stores, The Reject Shop procures goods and services to support its operations from over 500 suppliers, including:

- transport, warehousing and logistics;
- facilities maintenance, including cleaning, waste and security;
- utilities;
- property construction, including store fit out and repairs and maintenance;
- uniforms;
- technology, including hardware, software and services;
- financial and payment services; and
- professional advisory and consultancy services.

Modern Slavery Risks in our Operations

The Reject Shop considers the risk of modern slavery practices in its direct workforce as low. The Reject Shop's team members are based in Australia and are engaged under employment contracts or enterprise bargaining agreements approved by the Fair Work Commission. The standards, obligations and worker protections required by Australian employment laws result in a lower risk of modern slavery within our operations.

The Reject Shop engages labour hire agencies to provide labour at certain of its Distribution Centres and considers the risk of modern slavery associated with these labour hire arrangements as low due to the requirements in place for the use of these services. The Reject Shop recognises that the use of labour hire arrangements may give rise to a higher level of modern slavery risk than direct employment.

Modern Slavery Risks in our Supply Chain

As detailed above, The Reject Shop sources its products for resale in its stores from local and international suppliers.

The Reject Shop sources a high proportion of its consumable products from local suppliers based in Australia and therefore considers the risk of modern slavery practices to be low for these suppliers. The Reject Shop acknowledges that its direct local suppliers may have operations in, or may source goods or services from, other jurisdictions which may have a higher risk of modern slavery practices.

The Reject Shop's international suppliers extend through various geographic locations which are considered to have a higher prevalence and/or vulnerability to modern slavery according to Walk Free's 2023 Global Slavery Index. The Reject Shop sources its general merchandise products mainly from China and South East Asia and therefore modern slavery practices may be present in The Reject Shop's supply chain.

The Reject Shop has identified the following salient human rights risks in its supply chain for products intended for resale:

- labour rights (human rights), including forced or compulsory labour, wages and benefits, work hours, and child labour;
- freedom of association;
- health & safety;
- discrimination;
- bribery and corruption; and
- access to grievance mechanisms.

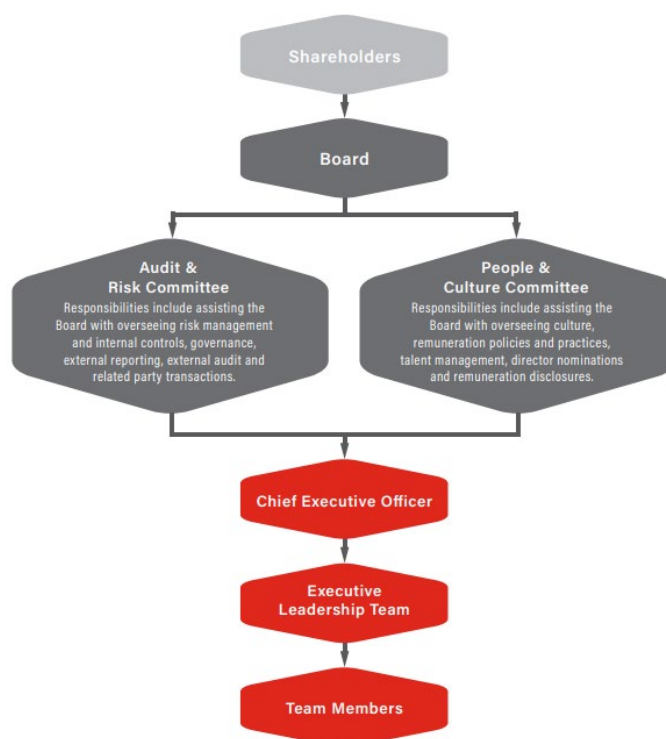
The Reject Shop continues to engage with its key international suppliers to consider and understand modern slavery risks.

The Reject Shop also recognises that modern slavery practices may be present in the supply of goods and services required to support its operations.

Our Actions

The Reject Shop is committed to maintaining high standards of corporate governance.

The Board operates in accordance with The Reject Shop's Constitution and Board Charter which establishes the composition of the Board and its responsibilities.



The Reject Shop has in place a range of policies that set the standards of conduct expected of directors, team members, contractors and third parties (where applicable).

The table below provides an overview of the key policies and standards related to the management of The Reject Shop's modern slavery risks.

Code of Conduct	<p>The Reject Shop has adopted a Code of Conduct that outlines the standards of conduct expected of all team members in the workplace and in dealing with external stakeholders.</p> <p>The Code of Conduct applies to directors and team members, regardless of employment status or work location.</p> <p>The Code of Conduct forms the basis of a shared view of The Reject Shop, its mission and ethical standards which is essential for long-term performance and sustainability, as well as to protect and enhance the interests of shareholders and other stakeholders.</p> <p>Team members are encouraged to report any breaches of the Code of Conduct to senior management or the People and Culture team.</p> <p>Material breaches of the Code of Conduct are reported to the People & Culture Committee.</p>
Modern Slavery Policy	<p>The Reject Shop has adopted a Modern Slavery Policy to affirm its commitment to contributing to ending modern slavery and maintaining a high level of compliance with the Act.</p> <p>The policy applies to directors, team members, contractors, consultants, suppliers and their employees, and business partners.</p> <p>Breaches of the policy are reported to the Board.</p>
Ethical Sourcing Policy	<p>The Reject Shop has adopted an Ethical Sourcing Policy to affirm its commitment to sourcing products in an ethical manner and from suppliers believed to adopt appropriate employment conditions and workplace safety practices.</p> <p>The policy outlines the minimum ethical requirements and expectations that all suppliers, wholesalers and agents are to comply with when producing and supplying goods to The Reject Shop.</p>

	The Reject Shop expects its suppliers to adhere to the higher of (or affords greater protection of) core labour standards established by local laws and regulations in the countries in which they operate or standards which have been established by world bodies (including the United Nations) and other international and national retailers.
Anti-Bribery and Corruption Policy	<p>The Reject Shop has adopted an Anti-Bribery and Corruption Policy to affirm its commitment to acting with integrity, honesty, fairness and in compliance with all laws and regulations which is integral to the success of The Reject Shop's team members, customers and other stakeholders.</p> <p>The policy confirms that The Reject Shop will not tolerate bribery or corrupt conduct.</p> <p>The policy applies to directors, team members, contractors, consultants, agents, advisors, suppliers, associates, affiliates and joint venture partners.</p> <p>Material breaches of the policy are reported to the Board.</p>
Supply Chain Standards	<p>The Reject Shop has established a business policy as well as a minimum set of standards expected to be met by agents, suppliers and service providers.</p> <p>Agents, suppliers and service providers are required to ensure that all products comply with Australian standards and regulations, are safe to use and fit for purpose and comply with product labelling, barcode format and carton marking standards.</p> <p>In selecting agents, suppliers and service providers, The Reject Shop evaluates the ethical standards of these third parties.</p>
Whistleblowing Policy	<p>The Reject Shop has adopted a Whistleblowing Policy which is intended to assist with the development of a culture of 'speaking up' when things are not quite how they should be.</p> <p>The policy deals with the disclosure of information which relates to actual or suspected wrongdoing or misconduct (generally a breach of the law, policy or unethical behaviour).</p> <p>The policy applies to directors, team members, contractors, consultants, suppliers and their employees, and their relatives and dependants.</p> <p>Material incidents reported under the policy are reported to the People & Culture Committee.</p>

The Reject Shop continues to assess the risk of modern slavery practices in its operations and supply chain, with a key focus on products for resale. Below are some of the key actions undertaken by The Reject Shop to address modern slavery risks in its supply chain:

- provision of clear guidance to suppliers on the ethical sourcing requirements and expectations during the onboarding process;
- partnered with one of the world's leading ethical trade service providers, Sedex, which allows suppliers and their manufacturing sites to share information on their ethical sourcing data thereby enabling The Reject Shop to complete modern slavery risk assessments. A number of suppliers are monitored on the Sedex platform or the Business Social Compliance Initiative (BSCI);
- completion of factory visits/inspections, where possible;
- provision of annual training on modern slavery to the Merchandise team; and
- inclusion of modern slavery compliance clauses in supplier contracts.

Effectiveness of our Actions

The Reject Shop recognises the importance of measuring the effectiveness of its actions to address modern slavery risks in its operations and supply chain.

The Reject Shop is committed to maintaining effective systems to identify, assess and manage modern slavery risks.

Following the reporting period, a management level Modern Slavery Working Group was established to oversee The Reject Shop's identification of, and response to, managing modern slavery risks within its operations and supply chain. The Modern Slavery Working Group includes representatives from the Corporate Governance, Merchandise, People & Culture, Supply Chain and Finance teams. The Modern Slavery Working Group meets on a quarterly basis and will report to the Board as appropriate.

The Reject Shop did not identify, or otherwise become aware of, any actual or suspected incidences of modern slavery in its operations or supply chain during the reporting period.

Looking Forward

Looking forward, The Reject Shop will focus on:

- reviewing and updating its policies related to modern slavery;
- reviewing and updating the supplier onboarding process and related materials;
- providing modern slavery training to a broader group of team members; and
- continuing to engage with suppliers to raise awareness of modern slavery risks.

This Statement has been signed by Steven Fisher in his role as Non-executive Chair of The Reject Shop Limited.

A handwritten signature in black ink, appearing to read 'Steven Fisher', written in a cursive style.

Steven Fisher
Non-executive Chair
17 December 2024