

This statement, pursuant to the Modern Slavery Act 2018, describes the risks of modern slavery in the operations and supply chain of BBQSAM Holdings Pty Ltd (ABN 41 159 613 706) (trading as Amart Furniture), and includes information about actions taken to address those risks for the financial year ended 30 June 2024.

Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services, and the worst forms of child labour. BBQSAM is committed to limiting the risks of modern slavery within its supply chains or through any other business relationship.

This statement, which is intended to meet the requirements of section 13 of the Modern Slavery Act 2018, outlines the steps taken by BBQSAM during the past year to seek to minimise the risk of modern slavery occurring in its business and its supply chains.

Our structure, operations, and supply chain

Amart Furniture is an Australian retailer of furniture, bedding and homewares. Amart Furniture employs over 1,000 team members around Australia at 68 stores, 4 distribution centres and the Store Support Centre at 41 Brickworks Place, Rochedale QLD 4123. In addition to physical stores, the company also operates an online store which offers home delivery to all areas of Australia, and a click and collect service through the DC network.

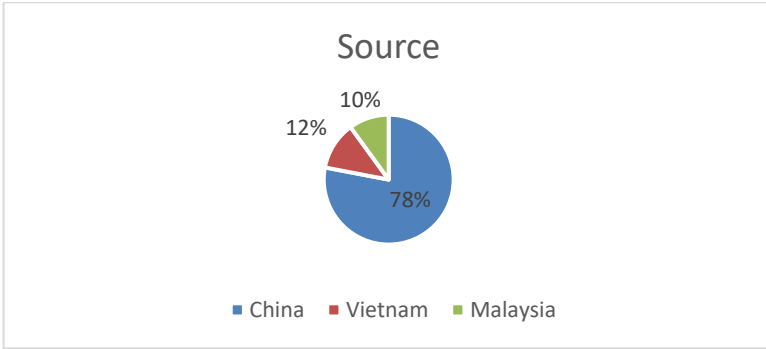
There are a small number of team members based overseas (10 Team Members based in the Philippines) that provide administrative services to various Amart business functions. These Team Members are not Amart employees but are engaged through an Australian based outsourcing company.

Amart Furniture directly engages contractors for specific projects or specialist roles in the Amart Store Support Centre from time to time, and indirectly engages contractors through labour hire companies,

- to assist with store setups and relocations
- to assist with stock handling and container unloading in Distribution Centres

Amart also engages drivers (both directly and indirectly) to deliver our products from distribution centres to customers and stores.

92% of products sold across Amart Furniture's network are sourced from suppliers based overseas. Remaining 8% of purchases are made from Australian based suppliers, which are products produced within Australia from Australian and overseas sourced materials or sourced directly from overseas. All products sourced directly by Amart Furniture from overseas suppliers originate from supply chains based in the Asia region, principally China, Vietnam, and Malaysia in order of volume.



Amart Furniture also procures a diverse range of goods and services in connection with its business operations at its retail stores, distribution centres and Store Support Centre including office supplies (IT equipment and stationery), cleaning, waste disposal and security services, store development services (store fit out) and other services (marketing, consultancy, and professional services).

Organisation of Responsibility for Modern Slavery

The chart below shows how the responsibility of managing Modern Slavery risks is shared within the organisation. We have an established ESG Committee who meets monthly and has oversight and responsibility for Modern Slavery Risk. The CEO also attends this meeting and reports up to the Board.



Risks of Modern Slavery Practices and Mitigating Actions

Modern Slavery risks are part of Amart’s corporate risk register, which is reviewed and reported on every quarter. The assessments are updated each year to reflect the most current conditions in our supply chain and operations.

The table in **Appendix A** summarises current risks by type of function and how these risks are mitigated. Further details on each risk area are provided below:

Overseas Suppliers

- Majority of Amart's products are manufactured in China, followed by Vietnam and Malaysia.
- Supply partner pool is limited and carefully selected through a detailed process including site visits by Amart Buying Team to personally observe the working conditions, quality control systems and management capabilities.
- Standard Modern Slavery clauses are included in all contracts.
- The operations of the factories are closely monitored through Quality Control teams in place.
- They are audited via:
 - self-assessment questionnaires (which are verified by Amart teams during their site visits),
 - a comprehensive factory audit conducted by the Amart buying team that reviews and assesses a wide range of factors including safety, working conditions, quality, security, and environmental considerations.

Offshore Team Members

- There is a small number of Team Members (10) based in the Philippines providing administrative services.
- These Team Members are not employed by Amart but through an established Australian based but global customer experience and resourcing organisation.
- The offshore resourcing business publish their own Modern Slavery Statement detailing their relevant policies and whistleblower program.
- They also provide a Self-Assessment Questionnaire to Amart where they need to detail their Modern Slavery Program and any known breaches.

Facilities Services

- These are services such as Security, Cleaning and Waste Removal which typically employ migrant workforce in Australia with exposure to risk of non-compliant employment practices.
- Provision of these services were tendered within this Financial Year, with Modern Slavery policies and practices being one of the qualifying tender criteria.
- Services were tendered to established national businesses who have published Modern Slavery Statements, Policies and Whistleblower programs.
- They are also required to provide a Self-Assessment Questionnaire to Amart where they need to detail their Modern Slavery Program and any known breaches.

Labour Hire

- These services are also provided by established national businesses with their own Modern Slavery policies and practices.

- Self-Assessment Questionnaires are used to assess the risks and mitigating controls in the supply chain of these service providers.

Delivery Drivers

- There are a number of delivery contractors used in delivering stock to stores or direct to customers. These are either sole traders or employed by small transport companies.
- Processes against Modern Slavery (underpayment, unsafe working conditions) are an important part of selection criteria for these contractors.
- The contracts signed with these persons/companies have the standard Amart Modern Slavery clause.
- The safety of the working conditions of these drivers (overtime, vehicle safety, working conditions) are audited by the Amart Transport Management teams on a weekly basis.

Other Risk Mitigation Actions

In addition to the function specific actions listed above and in Appendix A, Amart also takes a number of other actions to mitigate Modern Slavery risks in the business.

- **Training/Awareness Programs:**

In the month of May 2024, 73 Team Members from different departments at Amart Head Office completed a compulsory Modern Slavery online course which required a 100% pass rate on completion quiz. The training included key topics such as:

- Definition and examples of Modern Slavery;
- Typical industries and scenarios;
- How to identify risks of Modern Slavery; and
- How to address cases of Modern Slavery.

The training program will be refreshed and repeated in 2025.

- **Whistleblower Protection Policy**

Amart Furniture has a Whistleblower Protection Policy which is intended to ensure that concerns regarding unethical or illegal practices, which includes modern slavery concerns, can be reported. For the purposes of the policy, reports can be made via an independently operated whistleblower hotline. Reports can be made anonymously, and our whistleblowing protection processes are intended to ensure that the anonymity of people making whistleblowing reports is protected as required by the Whistleblower Protection Act.

Within the reporting period of this Statement, there has been no calls made to the hotline to report any instances of breaching Modern Slavery Policy.

Amart Modern Slavery Policy

Amart Furniture has a Modern Slavery policy (developed/ communicated in FY21, reviewed and updated each year) that sets out the minimum standards expected of Amart Furniture's suppliers in areas of labour, environment and governance matters.

Among other things, the Modern Slavery policy establishes minimum requirements that suppliers commit to, and we will continue to ensure that within our supply chain:

- all applicable laws and regulations are complied with and do not involve bribery or corruption in any form;
- policies and procedures are maintained to allow violations, misconduct or grievances to be reported by workers and addressed without fear of retaliation;
- all work is freely chosen without the use of forced or compulsory labour;
- a zero-tolerance approach is taken to the use of illegal child labour; and
- workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively are respected.

We are currently in the process of extending this Policy to a broader Responsible Sourcing Policy, which will be recomunicated to all suppliers when completed.

Assessment of the Effectiveness of the Modern Slavery Program

Amart continually assesses the effectiveness of actions taken to mitigate modern slavery practices, including:

- the effectiveness, and ability to conduct due diligence processes and how these processes may be improved;
- discussions around modern slavery in the workplace, including any possible incidences where advice may be sought, or consideration is required; and
- the ideal tools, training, and other resources needed to assist staff in realising Amart's modern slavery commitments

Specific to the risk areas listed above, the effectiveness of the program is assessed by a combination of methods:

- Questionnaires filled in by suppliers requiring them to report any breaches of the policy (local service providers).
- Site visits and audits by Amart teams (overseas suppliers).
- Observations and check-ins through direct contacts (Offshore Team Members and Transport Drivers).

Future Actions under Consideration

- Development of a Responsible Sourcing Policy and 3rd party audits on overseas suppliers
- Ensuring that Amart is held accountable for its commitment to eliminating Modern Slavery through regular reporting to the Amart Board
- Undertaking in-depth analysis of suppliers and establishing a risk segmentation for suppliers

- Continuing to conduct risk assessments related to Modern Slavery practices in operations and supply chains and expanding the Modern Slavery section of the corporate risk register.

Conclusion

Amart acknowledges the importance of seeking to ensure that modern slavery is eliminated from our supply chains, and we understand the role we can play in achieving that. We are committed to the ongoing delivery of our Modern Slavery initiatives.

Amart's work in this space is ongoing, and by committing to the continual monitoring of Modern Slavery risks and development of treatment actions and measures, Amart will have an intrinsic ability to assess the effectiveness of its actions.

This statement was approved by the Board of BBQSAM Holdings Pty Ltd and prepared in consultation with the Amart Furniture Pty Ltd management team.



Lee Chadwick
Director

APPENDIX 1 – MODERN SLAVERY RISK ASSESSMENT /SUMMARY

Area of Risk	Geography	Description of Products or Services	Description of the Risk	Actions and Remediations in place	Other Considerations
Supplier Factories	China, Malaysia, Vietnam	Manufacturing of Furniture & Homewares	Excessive Overtime, Forced Labour, Child Labour, Migrant Labour Exploitation, Unsafe work environments	<ol style="list-style-type: none"> 1. Supplier Self-Assessment Questionnaires 2. Factory Audits and Checks by Amart buying teams 	Factory Audits by qualified third party audit companies in the country (for selected factories), as part of a Responsible Sourcing Policy.
Offshore Team Members	Philippines	Outsourcing of administrative services	Excessive Overtime, Forced Labour, Migrant Labour Exploitation, Unsafe work environments	Outsourced through established Australian based global business with Modern Slavery Policies, Statements, Whistleblower Practice	Extend Amart Whistleblower program or participate with the outsourcing company
Facilities Services	Australia	Cleaning, Security and Waste Removal	Migrant labour exploitation, underpayment of wages	Awarded tender to established national Facilities Management business with Modern Slavery Policies, Statements, Whistleblower Practice	Report on Whistleblower Program
Labour Hire	Australia	Store Setup and Relocations, Stock Handling and Container Unloading in DC's	Migrant labour exploitation, underpayment of wages	<ol style="list-style-type: none"> 1. Services awarded only to national businesses with Modern Slavery Policies and Statements 2. Supplier Self-Assessment Questionnaires 	Continue monitoring through questionnaires
Transport Drivers	Australia	Delivering stock from Distribution Centres to stores and customers	Unsafe Work Environments, Underpayment of Wages	<ol style="list-style-type: none"> 1. Chain of Responsibility Audits assessing safety of working conditions 2. Modern Slavery Clauses in Contracts 	Continue monitoring through audits