



MODERN SLAVERY STATEMENT FY25



REPORTING ENTITY

This statement has been prepared to meet the reporting requirements of the Australian *Modern Slavery Act 2018* (Cth) for the financial year ending 30 June 2025 (FY25). It outlines the actions taken by Chrisco to identify, assess and address modern slavery risks across our operations and supply chains during the reporting period.

This is a single modern slavery statement made by **Chrisco Hampers Australia Limited (ABN 41080852535, NZBN 9429037963507)** ('Chrisco') for itself and on behalf of the following entities, which it owns or controls:

- Chrisco International Holdings Limited (NZBN 9429045898129)
- Chrisco Hampers Limited (NZBN 9429037333386)
- Chrisco IP Limited NZ (NZBN 9429034998274)

CONSULTATION

In preparing this FY25 statement, consultation occurred between our Modern Slavery Working Group and senior representatives from management, procurement and buying teams across all owned or controlled entities. These consultations involved the exchange and review of operational and supply chain data, discussion of risk-management priorities and consideration of opportunities to strengthen due diligence practices.

The draft statement was provided to the leadership team for review and comment, ensuring that feedback from all business areas was considered. Following this, the statement was endorsed by senior executives and formally approved by the Board of Chrisco Hampers Australia Limited prior to submission.

APPROVAL

This modern slavery statement was approved by the Board of Chrisco on 2nd December 2025.

FROM OUR CEO

I am pleased to present Chrisco's FY25 Modern Slavery Statement, which reflects our continued commitment to operating responsibly and improving transparency across our operations and supply chains.

Chrisco has grown as a direct-to-consumer business trusted by families across Australia and New Zealand, offering flexible payment options that make it easier to plan and budget for special occasions. Through our catalogues, website, and customer service channels, we aim to provide accessible and affordable products while upholding the values of integrity and fairness that guide our business.

During FY25, we focused on strengthening our understanding of modern slavery risks within our supply chain. Our Modern Slavery Working Group has continued to engage with trade partners and review supplier information to identify key areas of exposure and opportunities for improvement. Many of our suppliers have now agreed to the Chrisco Code of Conduct, helping to establish clearer expectations around ethical business conduct and fair treatment of workers.

We recognise that addressing modern slavery risks is a long-term process that requires ongoing learning, collaboration, and practical steps. Over the coming year, Chrisco will continue to focus on higher-risk product categories, engage more closely with suppliers, and build capability within our team to manage these risks more effectively.

Modern slavery is a complex and evolving challenge that no business can address in isolation. Chrisco remains committed to improving transparency, deepening our understanding of the risks within our operations and supply chains, and contributing to continuous improvement in ethical sourcing practices.



Geoff Spong
Chrisco CEO & Managing Director

2nd December 2025

MODERN SLAVERY REPORTING REQUIREMENTS

This statement identifies the reporting entity covered by the statement on page 2 and describes Chrisco's structure, operations, and supply chains on pages 6-10, providing context for understanding where modern slavery risks may arise.

Our approach to identifying and managing these risks within our operations and supply chains is outlined on pages 11 and 12, along with the actions taken to assess and address them on pages 13 and 14.

Information on how we evaluate the effectiveness of these actions is provided on page 15 and 16 and the consultation process undertaken with entities owned or controlled by Chrisco is described on page 3.

Finally, pages 17 and 18 include additional relevant information, including Chrisco's priorities for FY26 and our ongoing efforts to strengthen transparency and responsible business practices.



1. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

The Chrisco Group is a privately owned company that has been helping families plan and celebrate Christmas for more than 35 years. Established in New Zealand and expanding to Australia in 1997, Chrisco has become a leading provider of pre-ordered hampers and goods, offering customers a simple and reliable way to budget for special occasions throughout the year.

Chrisco's head office is located in Auburn, Sydney, and it also operates across New Zealand. Chrisco's goal is to make Christmas easier and more enjoyable by allowing customers to spread payments over the year for a wide range of products, including food and beverage hampers, household goods, electronics, toys, furniture, and gifts. Customers can place orders through printed catalogues, the website, or directly with Chrisco's customer service team.

The company's flagship product, the Chrisco Christmas Hamper, allows customers to plan up to 14 months in advance, locking in prices for the year and ensuring delivery arrives in time for the festive season. Orders are delivered directly to customers' homes or made available for depot collection. Chrisco serves more than 100,000 customers annually, supported by distribution centres in Sydney and Brisbane.

Behind our long-standing success is a dedicated team - many of whom have been with Chrisco for years - focused on providing a high-quality and reliable experience from planning and packing through to final delivery. Through its flexible lay-by payment model, Chrisco continues to support households across Australia and New Zealand with affordable, stress-free access to quality products, helping families create lasting memories and celebrate with confidence.

OUR PRODUCTS

Chrisco offers a diverse range of products across several categories, featuring well-known brands to cater to various customer needs.



Our main product categories are:

CHRISTMAS HAMPERS

Chrisco's signature product line includes a variety of hampers curated for the holiday season. These hampers feature an assortment of food and drink items, including pantry staples, frozen foods, confectionery, and beverages (alcoholic and non-alcoholic). Some hampers are tailored for specific dietary preferences, such as gluten-free or gourmet options, catering to diverse customer needs.

ELECTRONICS

Chrisco offers a range of personal and home electronics from well-known brands. Customers can find items like tablets, smartphones, laptops, home audio systems, gaming consoles, and accessories. Popular products include devices such as iPads, iPhones, gaming systems, and high-quality headphones, allowing customers to access the latest technology through manageable payment plans.

HOME & LIVING

This category encompasses a variety of products aimed at enhancing household comfort and functionality. Chrisco provides home furnishings, décor, kitchen appliances, and large household appliances, such as refrigerators, washing machines, and vacuum cleaners. Customers can also choose from an assortment of small kitchen appliances like mixers, blenders, and toasters, offering practical solutions for everyday home needs.

OUTDOOR & RECREATION

Chrisco's outdoor and recreational range includes products that encourage active and outdoor lifestyles. Customers can find equipment for camping, sports, and recreation, such as tents, outdoor furniture, barbecue grills, pools, and spas. There is also a selection of fitness equipment for home use, including treadmills, exercise bikes, and home gym setups, as well as outdoor play items for children, like swing sets and trampolines.

GIFT CARDS

Chrisco offers gift cards as part of our product lineup, providing flexibility for customers who prefer to give the gift of choice. These gift cards cover various well-known retailers, enabling recipients to select their preferred items. Gift cards are popular for their versatility and are available in different denominations.



OUR SERVICES AND GOODS NOT FOR RESALE (GNFR)

A range of services and goods not for resale support Chrisco's operations, enabling our business to efficiently manage product distribution, customer interactions, and internal processes across Australia and New Zealand.

FREIGHT AND LOGISTICS

Chrisco depends on freight and logistics services for the storage, transportation, and distribution of products across Australia and New Zealand. These services are crucial for ensuring that customer orders are delivered on time, particularly during peak periods like the Christmas season.



CLEANING SERVICES

Cleaning services are used to maintain hygiene and cleanliness in Chrisco's offices, warehouses, and distribution centres. Regular cleaning ensures a safe and professional environment for employees and helps in handling products under sanitary conditions.

SECURITY SERVICES

Security services protect Chrisco's facilities, including offices, warehouses, and distribution centres. Security personnel and systems are engaged to prevent theft, monitor premises, and ensure the safety of employees and stored products.

COMMUNICATION SERVICES

Communication services, such as telecommunications and internet connectivity, are essential for Chrisco's customer service and general operations. These services enable effective communication with customers, suppliers, and internal teams across various locations, supporting customer enquiries and business coordination.

CALL CENTRES

Chrisco uses an in-house call centre to handle inbound and outbound customer interactions, including taking orders, answering product inquiries, assisting with payment plans, and addressing customer issues. Call centres play a vital role in customer service, ensuring that Chrisco can respond promptly to customer needs and provide a high level of service.

CUSTOMER CARE CENTRES

Customer care centres provide personalised support for customers, including assistance with account management, payment plans, and product inquiries. These centres may also be required to resolve more complex issues, ensuring customer satisfaction, and building long-term relationships with our customer base.

COMMISSION-BASED CONSULTANTS

Chrisco utilises consultants who sell products on a commission basis. These consultants help reach new customers and promote Chrisco's offerings by engaging directly with potential buyers, explaining product options, and assisting with the ordering process. Commission-based consultants are particularly valuable in expanding Chrisco's market reach and providing a more personalised sales experience.

RECRUITMENT AND STAFFING

Recruitment and staffing services support Chrisco in hiring, onboarding, and managing employees across various roles, including customer service, warehousing, and distribution. Staffing agencies may also provide temporary workers during high-demand periods to ensure Chrisco has adequate personnel.

INFORMATION TECHNOLOGY (IT) SUPPORT AND MAINTENANCE

IT support and maintenance services ensure the functionality and security of Chrisco's computer systems, servers, and digital infrastructure. These services include troubleshooting, updates, cybersecurity, and support for e-commerce and payment processing systems, which are essential for our smooth operation.

WASTE MANAGEMENT AND DISPOSAL

Waste management services handle the disposal of packaging waste, office refuse, and other non-recyclable materials generated by Chrisco's operations. Proper waste disposal ensures environmental compliance and reduces Chrisco's environmental impact.

GRAPHIC DESIGN AND PRINTING

Graphic design and printing services produce Chrisco's catalogues, promotional materials, and branded packaging. These materials are key to Chrisco's marketing strategy, helping to visually communicate product offerings and engage customers both online and in print.

PROFESSIONAL SERVICES (LEGAL, FINANCIAL, CONSULTING)

Professional services provide Chrisco with legal advice, financial management, and consulting support. Legal services help ensure compliance with regulations, including modern slavery reporting and due diligence, while financial and consulting services assist with strategic planning, budgeting, and growth initiatives.



PACKAGING MATERIALS

Chrisco sources boxes, wrapping, and protective materials to pack and ship customer orders securely. These materials ensure that products arrive undamaged, especially fragile items such as electronics and glassware included in hampers.

OFFICE SUPPLIES

Office supplies, including stationery, printing materials, and administrative tools, support daily operations at Chrisco's offices. These supplies are used for tasks such as order processing, record-keeping, and general administration.

UNIFORMS AND STAFF APPAREL

Chrisco may provide uniforms and apparel for employees working in warehouses, distribution centres, and customer service roles. Uniforms enhance professional appearance and may include protective clothing for staff handling goods.

IT EQUIPMENT

IT equipment, such as computers, servers, and other hardware, supports Chrisco's e-commerce platform, inventory management, and internal communications. Reliable IT infrastructure is crucial for order processing, customer service, and overall business efficiency.

3. OUR MODERN SLAVERY RISKS

Chrisco recognises that modern slavery risks may exist within our operations and supply chains, particularly where products or raw materials are sourced through multi-tier or offshore supply chains. These risks are heightened in industries characterised by complex sourcing arrangements, seasonal demand, cost pressures, and limited visibility over labour conditions further down the chain.

Chrisco's current exposure is most likely to occur where offshore manufacturing coincides with limited traceability of raw-material origins. During FY25, information gathered through supplier reviews provided a clearer picture of these potential risks and reinforced the need for continued attention to supply-chain transparency and supplier engagement.

Our Supplier Code of Conduct outlines minimum expectations regarding fair wages, safe working conditions, and the prohibition of forced and child labour. While these principles guide Chrisco's approach, we recognise that practical implementation across all tiers of supply may take time and requires collaboration with trade partners.

Modern slavery risks appear most relevant in product categories such as confectionery, toys and giftware, household goods, furniture, and small appliances. Many of these products are manufactured in regions where labour oversight may be weaker and subcontracting more common. Some of the materials used in our products - such as cocoa, palm oil, sugar, wood, textiles, plastics, and metals - are known globally to have higher exposure to forced and child labour risks. Components in electronics and appliances may also involve minerals like cobalt, lithium, and tin, which have complex international supply chains. Furniture and homewares sourced from South and Southeast Asia may carry risks associated with leather tanning, textile manufacturing, and timber processing.

These factors are consistent with well-recognised risk patterns across global supply chains, where vulnerability can be linked to low wages, high production targets, or reliance on migrant or temporary labour. Insights from Chrisco's FY25 supplier review indicate that several trade partners operate in product categories and sourcing locations that align with these higher-risk profiles. The company intends to use this

information to inform its future risk-assessment and engagement activities, focusing on improved traceability and responsible sourcing practices.

Within Australia and New Zealand, potential risks are more likely to relate to subcontracted and labour-intensive services such as logistics, cleaning, security, and customer support. These sectors sometimes rely on temporary, casual, or migrant workers who may be more vulnerable to underpayment or poor working conditions. Chrisco recognises the need for ongoing oversight of these arrangements to help ensure that labour-hire and contracting practices are consistent with its standards and relevant legal obligations.

Overall, Chrisco continues to take a cautious and evidence-based approach to identifying and managing modern slavery risks. We acknowledge that our current systems are developing and that further progress will depend on strengthened supplier relationships, improved access to supply-chain data, and sustained efforts to embed responsible business practices over time.



4. ACTIONS TAKEN TO ADDRESS OUR MODERN SLAVERY RISKS

During FY25, Chrisco took practical steps to strengthen its management of modern slavery risks in its supply chains and operations. These actions focused on building awareness, improving supplier visibility, and laying the groundwork for longer-term due diligence processes.

Staff in relevant areas, including procurement and buying, received awareness training on modern slavery risks and indicators. The training aimed to improve understanding of how these risks may arise in commercial supply chains and how staff can escalate concerns when they arise.



Chrisco continued to gather information from its trade partners through structured supplier questionnaires designed to provide greater transparency over sourcing practices, subcontracting, and workforce conditions. The data collected through this process has helped identify potential areas of risk and supported more informed decision-making when engaging with suppliers.

Each supplier was asked to confirm its agreement to the Chrisco Supplier Code of Conduct, which outlines minimum expectations regarding fair wages, safe working

conditions, and the prohibition of forced and child labour. Chrisco encouraged suppliers to review their own systems in line with these principles and offered guidance where gaps were identified.

The company maintained a risk-based approach to supplier engagement, focusing its efforts on those product categories and sourcing regions considered to present higher vulnerability. Ongoing dialogue with a small number of suppliers has helped Chrisco better understand their practices and identify opportunities for improvement over time.

Internally, Chrisco upheld compliance with Australian and New Zealand workplace standards and continued to apply ethical sourcing principles to its goods not for resale, such as logistics, packaging, and office supplies. A confidential whistleblowing mechanism remained available to staff and suppliers to report any concerns relating to unethical or unlawful conduct.

Chrisco recognises that its current approach represents an early stage of maturity and that further development is needed to meet evolving expectations under the Modern Slavery Act. Over the coming year, Chrisco will continue to strengthen supplier engagement, review risk-assessment tools, and explore options to improve traceability within its supply chain.



5. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Chrisco continued to review and refine its approach to assessing the effectiveness of its actions to address modern slavery risks. During FY25, this process focused on gathering information, improving understanding, and identifying areas for gradual improvement rather than formal measurement or certification.

Staff who participated in modern slavery awareness sessions were asked for feedback to help gauge how well key messages were understood and where additional training support may be needed. These insights are being used to inform future internal training priorities.

Information gathered through supplier review forms was analysed to assess completeness and identify patterns in supplier responses. This has helped Chrisco understand the level of supplier awareness and the extent to which suppliers are developing policies or practices consistent with its expectations.

Risk assessment processes were reviewed and refined to ensure they continue to identify areas of higher exposure, such as product categories or sourcing countries with known vulnerabilities. This process remains largely qualitative and is being improved incrementally as supplier data becomes more consistent.

Chrisco also considered how effectively its Supplier Code of Conduct is being communicated and understood by trade partners. Our Modern Slavery Working Group engaged informally with a number of suppliers to clarify expectations and to identify where additional guidance might assist in aligning practices with the Code's intent.

Internally, the company-maintained oversight of labour standards for its Australian and New Zealand operations and considered feedback from managers and contractors to help ensure ongoing compliance with local labour laws. Chrisco also reviewed procurement practices for goods not for resale, such as logistics, packaging, and office materials, to confirm that ethical sourcing principles continue to be applied consistently.

Finally, Chrisco monitored its confidential reporting channel and call centre for any concerns relating to unethical behaviour or working conditions. While no substantiated issues relating to modern slavery were identified during the reporting period, the mechanism remains an important safeguard and will continue to be reviewed for accessibility and responsiveness.

Chrisco recognises that evaluating the effectiveness of actions in this area requires time, consistent data, and ongoing supplier engagement. The company will continue to focus on building its capacity to measure progress more systematically in future reporting periods.



6. OUR GOALS FOR FY26

In FY26, Chrisco intends to build on the progress made during the past year by continuing to improve its understanding and management of modern slavery risks. The company's focus will remain on strengthening supplier engagement, refining internal systems, and enhancing awareness across its workforce. These goals are designed to support steady, measurable improvement in our processes.

Chrisco will continue to monitor developments in Australian and New Zealand modern slavery legislation and emerging areas of risk that may affect its operations and supply chains. This will include keeping informed of any regulatory updates, new sector guidance, and changes in industry expectations that may influence reporting obligations or due-diligence requirements.

Work will also continue working on developing staff capability. Chrisco plans to update and expand its training materials to provide more practical examples of modern slavery risks and to ensure new and existing staff in procurement, buying, and management roles understand how these issues may arise in their areas of responsibility.



In line with the findings of the FY25 supplier review, Chrisco also intends to refine its supplier review process to improve consistency and clarity in responses. Over time, this will help build a more reliable evidence base for identifying higher-risk suppliers and understanding the effectiveness of mitigation steps.

Chrisco will explore opportunities to improve transparency in higher-risk product categories such as confectionery, toys, homewares, and furniture. This may include requesting additional information from suppliers on sourcing practices, subcontracting arrangements, and raw-material traceability where feasible.

Finally, we intend to review how ethical standards are reflected in the procurement of goods not for resale, including packaging and logistics services, to ensure that its expectations on fair treatment, safe working conditions, and lawful employment are consistently applied.

Through these goals, Chrisco seeks to take practical and achievable steps to strengthen its response to modern slavery risks, guided by a focus on transparency, collaboration with suppliers, and continuous improvement.

