

Hanshow Australia Pty Ltd ABN 67 647 233 887
2024 Modern Slavery Statement

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Introduction

Hanshow is a global leader in Electronic Shelf Labels ("**ESL**") and digital store solutions. Hanshow services customers in over 50 countries globally and offers world-class, customised IoT touchpoints and digital store solutions which include ESL pricing systems, digital signage, digital payment systems and AI-powered digital shelves. We help our clients improve profitability and increase efficiency in delivering customer-centric insights and streamlining retail operations.

Hanshow became aware of its reporting obligations under the *Modern Slavery Act 2018* (Cth) ("**Act**") late in the 2024 reporting period and accordingly, this is Hanshow's first modern slavery statement.

This modern slavery statement describes Hanshow's initial assessment of its operational and supply chain modern slavery risks and the actions that Hanshow will undertake to address those modern slavery risks in the 2025 reporting period.

Hanshow is a member of the UN Global Compact. Hanshow is committed to operating in a way that meets the fundamental responsibilities of the ten (10) principles of the UN Global Compact.

Criteria 1 – Identify the reporting entity

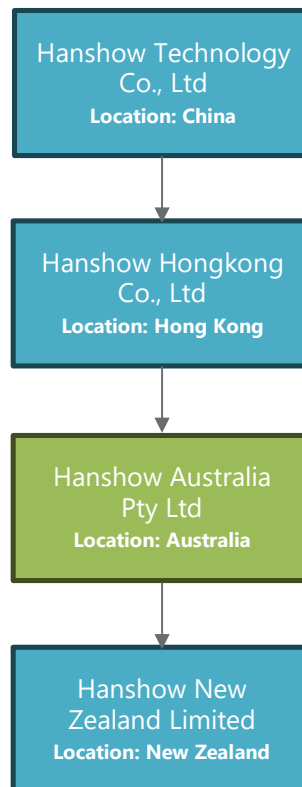
This modern slavery statement is made by Hanshow Australia Pty Ltd ABN 67 647 233 887 ("**Hanshow**", "**we**", "**our**", "**us**") on behalf the entity that it owns and controls as described in **Criteria 2**.

This modern slavery statement is for the calendar year reporting period of 1 January 2024 to 31 December 2024.

Criteria 2 – Describe the reporting entity’s structure, operations and supply chains

Structure

Hanshow is ultimately 100% owned by Hanshow Technology Co., Ltd which is the parent company of the Hanshow Group (“**Head Co**”). The Hanshow Group structure is depicted in the diagram below:



→ The arrows in the above diagram demonstrate 100% ownership lines. This diagram reflects the ownership lines of Hanshow Australia Pty Ltd and not the ownership lines of other subsidiaries owned by the Head Co which are not part of the ownership lines of Hanshow Australia Pty Ltd.

Hanshow is the 100% owner of Hanshow New Zealand Limited (“**Hanshow NZ**”). Hanshow NZ is an included entity within this modern slavery statement. The operational and supply chain risks of Hanshow NZ are covered by, and outlined in, this modern slavery statement.

All entities within the Hanshow Group are operational entities which deliver the operations as described below in their respective jurisdictions of China, Hong Kong, Australia and New Zealand.

Hanshow and Hanshow NZ are governed by a Board of Directors for the Australia and New Zealand Region. The Australia and New Zealand Board report annually to the Board of the Head Co.

Operations

The Hanshow Group was founded in 2012. Its Chinese head company is located at Floor 4, Building 1, Jiaxing Guangfu Innovation Park, No. 1288 Kanghe Road, Xiuzhou District, Jiaxing City, Zhejiang Province, China. The group is headquartered at its Beijing branch office, located at Room 1803, Building C, No. 15 South Hongjunying Road, Chaoyang District, Beijing, China.

Hanshow and the Australian operations are headquartered at Suite 3.01, Building C, 12-24 Talavera Road, Macquarie Park NSW 2113.

As outlined above in the **Introduction**, the Hanshow Group delivers advanced electronic shelf labeling (ESL) and digital retail solutions to supermarkets, department stores, pharmacies, and other retailers across their respective jurisdictions. Globally, the Hanshow Group has delivered its solutions to over 30,000 stores in over 50 countries.

Hanshow has been operating in Australia for 4 years and employs 25 employees. Hanshow New Zealand has been operating for 4 years and employs 2 employees.

Outside of the Hanshow Group, the Hanshow brand has offices in 16 countries, including offices in Europe, the United States and Canada.



Supply Chains

During the reporting period, Hanshow engaged with 26 suppliers and subcontractors.¹ Given Hanshow’s operations are primarily in the delivery of digital solutions in the form of electronic shelf labeling (ESL) and digital retail solutions, Hanshow does not engage with a large number of suppliers. Hanshow’s suppliers are engaged largely for two purposes:

- support in the delivery of Hanshow’s digital solutions, including the purchase and provision of accessories, freight and logistics to deliver products and services; or
- office, employee and business services to support the running of the Hanshow business.

Location	% of supply chain
Australia	92.31%
New Zealand	7.57%
Spain	0.12%

¹ These are the direct suppliers that Hanshow engages for goods and services, also known as our Tier 1 suppliers.

Our key supply chains fall within the following categories

- *Audit, tax, accounting and advisory services:* the provision of accounting, finance, legal and broader consulting support in the operation of the Hanshow business.
- *Logistics and warehouse providers:* the provision of logistics and supply chain services and storage and warehousing facilities.
- *Installation partners:* installation of accessories to support our digital solutions.
- *Accessories:* point of sale displays and ancillary accessories to support and run our digital solutions.
- *Business travel:* travel booking and management services.
- *Office supplies and real estate:* office support services, including property services and the purchase of office suppliers and accessories.

Criteria 3 – Risks of modern slavery in operations and supply chains

Modern slavery, and the process of understanding and assessing modern slavery risk, is a very complex undertaking that requires continuous engagement and improvement. Given it is our first modern slavery statement, we have undertaken an initial assessment of our operational and supply chain modern slavery risks. Over time, this risk assessment process will mature as we deepen our understanding of our modern slavery risks.

Hanshow have relied upon the UN Guiding Principles (“**UNGP’s**”) in undertaking this risk assessment, in particular the *cause, contribute to and directly linked to* framework.

Cause	Contribute to	Directly linked to
Modern slavery that is directly caused by the reporting entity itself via its actions and / or omissions. <i>For example, withholding passports from migrant workers engaged by the entity.</i>	A reporting entities’ activities and / or omissions that facilitate or enable modern slavery. <i>For example, placing unreasonable lead times on a supplier which results in the factory workers working excessive overtime without compensation.</i>	Connected through modern slavery through the reporting entities products, services and business relationships. <i>For example, engaging a supplier who engages in forced labour practices.</i>

Operational risks

Hanshow considers that it has a low risk of modern slavery occurring in its operations. Hanshow has a robust policy and procedure framework which apply to Hanshow and Hanshow NZ. The policy and procedure framework includes the following:

- Modern Slavery Policy
- Whistleblower Policy
- Code of Conduct Policy
- Workplace Health and Safety Policy
- Risk management Policy and Procedure
- Workplace Grievance Mechanism Policy

As outlined above, Hanshow provides a variety of grievance mechanisms to its employees and stakeholders. This includes a whistleblower reporting mechanism which is available for employees, suppliers, contractors and other eligible whistleblowers to report reportable conduct through, and a workplace grievance mechanism for workplace and employment related grievances.

In terms of jurisdictional risks, Hanshow and Hanshow NZ operate in low-risk countries for modern slavery. Hanshow ensures that it pays employees in accordance with legislative requirements and has onboarding training as well as specialised technical training programs for in-demand skills.

Whilst Hanshow does not engage any labour hire within its operations and currently does not engage any migrant or seasonal workers, Hanshow does engage some subcontractors to install Hanshow products for our clients where Hanshow is responsible for the entire product installation products, and to carry out regular in-store product inspections. Hanshow acknowledges that

because of the inherent lack of control and oversight over the operations of these subcontractors, there is higher modern slavery risks present with the engagement of subcontractors.

Overall, we maintain that our risk of modern slavery in our operations is low. Given that this is our first modern slavery statement, Hanshow understands that our understanding of our modern slavery risk will grow in the coming years as we become more mature in this space. We will continue to re-evaluate our operational modern slavery risks and will implement initiatives to ensure that operationally, there are mechanisms in place to identify and mitigate any modern slavery risks.

Supply chain risks

As outlined in **Criteria 2**, 96% of Hanshow's suppliers are based in Australia or New Zealand, with the remaining 4% of suppliers based in European countries. These jurisdictions are all relatively low risk for modern slavery.

In terms of the risks associated with the categories of suppliers that we engage, Hanshow has conducted an analysis of the modern slavery risks associated with its highest risk supply chains in accordance with the UNGP's.

Supplier Category	Link to Hanshow	Explanation
Cleaning	Directly linked	The workforce in the cleaning industry are more vulnerable to exploitation. Practices such as deceptive recruitment and debt bondage are prevalent in the industry.
Logistics (i.e., freight)	Directly linked	Global freight specifically carries heightened modern slavery risks because of the fragmented system of regulatory oversight and isolated working conditions for the workers. These risk factors make workers more vulnerable to exploitation.
Accessories (i.e., supplied by suppliers such as electronics accessories, point of sale displays)	Directly linked	Electronic accessories are high risk for modern slavery given the complexity of the supply chains of these accessories due to the different components that come together to make the electronic accessories.

Hanshow acknowledges that modern slavery risks can lie deeper within its supply chains (beyond its Tier 1 suppliers). This is complex due to the lack of oversight and control that Hanshow has of these supply chains. Some examples of supply chains where risk increases throughout the supply chain are our uniforms and accessories (electronic) supply chains as outlined above.

Criteria 4 – Actions to assess and address modern slavery risks in operations and supply chains

This is Hanshow's first modern slavery statement. Towards the end of the reporting period, Hanshow became aware that it had met the reporting threshold under the Act.

The priority in the reporting period therefore was to educate ourselves regarding the Act, its requirements and to commence mapping out the actions required to address risks of modern slavery.

As part of this process, an initial action was to obtain third party guidance. This involved obtaining advice regarding the requirements of the Act and initiatives required to implement a framework for undertaking due diligence to identify modern slavery risks.

As a consequence of this, we mapped out a Modern Slavery Policy, which would form the foundation of our governance framework.

Given this, we have outlined some key actions that Hanshow will be undertaking in the 2025 reporting period to assess and address the modern slavery risks in our operations and supply chains:

- Developing a due diligence framework to comprehensively risk assess and conduct due diligence on suppliers.
- Developing a supplier modern slavery questionnaire to send to high-risk suppliers to undertake a deeper assessment of modern slavery risks.
- Review of tender documentation and consideration of modern slavery contract clause to embed into supply contracts.
- Implementation of Modern Slavery Policy.
- Consideration of a Supplier Code of Conduct to govern and reflect our expectations of our suppliers.

Criteria 5 – Assessing the effectiveness of our actions

When it was identified that Hanshow was a reporting entity under the Act, Hanshow considered its reporting requirements alongside third party advisors and developed the broad action items for the 2025 reporting period which are outlined in **Criteria 4** above.

During the 2025 reporting period, Hanshow will prioritise the implementation of these action items and develop a more comprehensive action plan to assist in meaningfully actioning these items.

Towards the end of the 2025 reporting period, Hanshow will undertake a review of the action items undertaken during the 2025 reporting period and how effective these actions have been to assess and address Hanshow's operational and supply chain modern slavery risks. Based on this review, Hanshow will develop an action plan for the 2026 reporting period with the aim to continuously improve our modern slavery compliance in future reporting periods.

Criteria 6 – Consultation

This modern slavery statement for the 2024 reporting period has been developed by Hanshow on behalf of its included entity Hanshow NZ.

In terms of consultation during the reporting period, the following governance structures have assisted in consultation and uniform engagement across Hanshow and Hanshow:

- The policy and procedure framework outlined in **Criteria 3** applies to both Hanshow and Hanshow NZ.
- The Board governs both Hanshow and Hanshow NZ which then reports annually up to the Board of the Head Co.

Throughout the implementation of the action items outlined in **Criteria 4**, representatives from Hanshow and Hanshow NZ will be engaged throughout the development and roll out of these initiatives which will ultimately apply across both entities.

In future reporting periods when reviews are undertaken to assess progress made during the reporting period, representatives from Hanshow and Hanshow NZ will be involved in this review procedure to ensure that there is robust consultation across both entities.

Approval

This modern slavery statement is Hanshow's first modern slavery statement and is for the period of 1 January 2024 to 31 December 2024. This modern slavery statement has been reviewed and approved by the Hanshow Board.



Jun Chen – Chair

16 June 2025