



Chrisco[®]

THE CHRISCO GROUP
AUSTRALIA • NEW ZEALAND

Modern Slavery Statement FY22



| | |
|----------------------------------------------------------------|-----------|
| 1. <u>REPORTING AND CONSULTATION</u> | 3 |
| 2. <u>FROM OUR CEO</u> | 4 |
| 3. <u>MODERN SLAVERY STATEMENT OVERVIEW</u> | 5 |
| 4. <u>OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS</u> | 6 |
| 5. <u>RISKS OF MODERN SLAVERY PRACTICES</u> | 11 |
| 6. <u>ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS</u> | 22 |
| 7. <u>ASSESSMENT OF ACTIONS TAKEN</u> | 27 |
| 8. <u>MOVING FORWARD</u> | 28 |



1. *Reporting and Consultation*

We have prepared this statement to meet reporting requirements under the *Australian Modern Slavery Act 2018* (Cth). The statement outlines the actions that have been taken by Chrisco to identify, assess, and address modern slavery risks across our operations and supply chains in the financial year ending 30 June 2022 (FY22).

Chrisco makes this single joint modern slavery statement on behalf of the following entities:

- Chrisco Hampers Australia Limited (NZBN 9429037963507, ABN 41080852535);
- Chrisco International Holdings Limited (NZBN 9429045898129);
- Chrisco Hampers Limited (NZBN 9429037333386);
- Chrisco Distribution Limited (NZBN 9429035341345); and
- Chrisco IP Limited NZ (NZBN 9429034998274).

Whilst some of the entities listed above may not be reporting entities for the purposes of the Act, we have adopted a 'business-wide approach', and this statement applies to all of Chrisco's operations.

Consultation

Chrisco has policies, systems and procedures that apply broadly across our business.

Our modern slavery working group consulted relevant management, procurement and buying teams from entities we own or control.

We gathered some information about the supply chains and operations from each of those entities and reviewed the processes that they have in place to monitor and address modern slavery risk. This modern slavery statement was also circulated to relevant members of our leadership team for comment prior to being put to the Board of Chrisco for review and approval.

This modern slavery statement was approved by the Board of Chrisco on 22 November 2022.

2. *From Our CFO*

I am pleased to present Chrisco's third modern slavery statement.

Chrisco is committed to an ongoing due diligence process to identify and address our modern slavery risks. This involves working to identify any risk of trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour that may exist in our supply chains and operations.

During FY22 we have updated our online modern slavery training and this will be rolled out to relevant team members in FY23. This is one of the practical steps that we are taking to provide support and guidance for our buying and procurement teams so that they can take steps to mitigate the risk of modern slavery.

We are also committed to continuing our risk-based approach to the ongoing review of our supply chain, with the goal of identifying all our Tier 1 and 2 suppliers.

Our supply chains and operations continue to be impacted by the ongoing effects of the Covid-19 pandemic. We have maintained our approach of working closely with our suppliers to overcome issues during this challenging time.

We look forward to continuing our anti-modern slavery work in FY23.



Geoff Spong
Chrisco CEO & Managing Director

16 December 2022

3. Modern Slavery Statement Overview

The *Modern Slavery Act 2018* section 16 mandatory criteria and reporting requirements have been addressed in this statement as follows:

Identification of the reporting entity

This is addressed on page 3.

Description of the process of consultation with any entities the reporting entity owns or controls

This is addressed on page 3.

Description of our structure, operations, and supply chain

This is addressed on pages 6-10.

Description of the risks of modern slavery practices in our operations and supply chains and any entities we own or control

This is addressed on pages 11-21.

Description of the actions we have taken to assess and address these risks

This is addressed on pages 22-26.

How we assess the effectiveness of our actions

This is addressed on page 29.



4. Our Structure, Operations and Supply Chains

The Chrisco Group is a privately-owned company and acts as the purchasing agent for Chrisco Hampers Australia Ltd. Chrisco is a company registered in New Zealand that has been operating in Australia since 1997, with our head office located in Granville (Sydney), New South Wales. Chrisco offers a broad range of goods including food hampers, merchandise, gift cards, furniture, appliances, toys, gifts and homewares and other merchandise to consumers predominantly via lay-by typically over a 52-week period.

Chrisco does not operate physical retail outlets, but instead promotes and sells its goods via a catalogue and its website at www.chrisco.com.au. Consumers can place orders for hampers and other merchandise from Chrisco by completing an order form (available from a catalogue or by downloading and printing it from the Chrisco website), making an online order via the Chrisco website, or placing an order over the telephone.

Chrisco has operations in Melbourne, Brisbane, and Sydney, where a wide range of products are received and packed into hampers to be sent to our customers. In certain circumstances a 'depot collect' is established where Chrisco cannot deliver directly to the customer. Chrisco employs 64 full time staff in New Zealand and Australia.



Chrisco sells and delivers Christmas Hampers containing foodstuffs and wider consumer goods to 100,000+ customers in Australia (80%) and New Zealand (20%). Its core capabilities are the procurement, sale, purchasing and distribution of quality products against regular purchase savings plans (layby).

Chrisco has over 100 different Christmas Hampers and gift items and customers are able to pick and choose their hampers - from a wide range of food, electronics, toys, and household wares - up to 14 months in advance of delivery. Regular payment plans allow the cost of purchases to be spread over an extended period.



Our Products

Chrisco provides our customers with a wide, varied and constantly updated range of products which include the following:



In terms of expenditure, the products that we spend the most on are usually sourced from major brands that have their own modern slavery measures and initiatives in place. Most of these businesses are required to issue their own modern slavery reports. For example, we source the following types of products from our brand suppliers:

Gift Cards – We source gift cards from major retailers who are required to have their own modern slavery reporting processes and have issued modern slavery statements. These include Coles Group Limited, JB Hi Fi, Harvey Norman, Supergifts, Woolworths, EB Games, Myer, Just Group Ltd, Priceline, Blackhawk Network Australia Pty Ltd (City Beach, Cotton On) and Big4 Holiday Parks.

Meat (Beef, Chicken, Pork)

We use Australian meat producers and suppliers with whom we have well-established, long-term relationships. These suppliers are mostly family-owned businesses that specializing in high quality meat sales to the domestic and export market. Some of our meat suppliers,

including Bartter Enterprises (Steggles Brand), Pacific Meats (Tara Valley Brand), and (B.E Campbell (NSW) Pty Ltd (Bruemar Brand & Zammit).

Seafood – We source tuna products from John West, and cooked prawns from our Australian wholesaler who sources locally and from overseas.

Coffee and Chocolate – we source from a range of suppliers including Nestle, Lindt, and Cadbury Chocolates.

Electronics – We source products from Nintendo, Harvey Norman Commercial (Dyson), Bissell Australia Pty. Ltd., Fisher & Paykel Australia Pty Limited, JB Hi Fi Group, Panasonic Australia Pty Ltd and Stanley, Black & Decker (Australia) Pty. Ltd. and we are a certified Apple reseller.

Consumer Goods – We sell quality toys and sporting goods that are sourced from leading major international brands including Sony, Lego, Crayola and NERF. Most of these large businesses also report on their modern slavery compliance or have their compliance information published online.



Goods not for re-sale



To support our head offices, warehouses, and local operations we also procure the above type of goods not for re-sale (services) and have included these in our modern slavery risk assessment process.



5. Risks of Modern Slavery Practices

Chrisco recognises that due to the prevalence of modern slavery practices across the world, sourcing our products will come with some modern slavery risk.

Through our training program, our compliance team aims to make our buyers aware of general industry and geographic risks that they can look out for. We are conscious of the challenges that we face due to some lack of transparency over the local operating contexts of our suppliers, and we know this hinders our modern slavery risk identification. We have therefore focussed on ensuring our buying teams are informed and updated about current global modern slavery issues and we rely on published guidance in order to further understand our modern slavery risks.

This statement outlines the general modern slavery risks we are aware exist for our business. Some of the products and services that we source have an inherent risk of modern slavery due to the locations from which they are sourced, the type of product or service they are, or because of the raw materials that are used in their production.



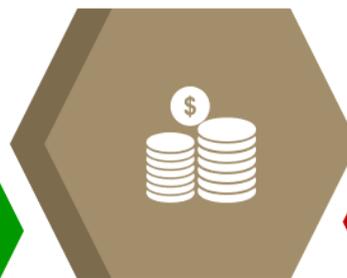
Geographic

- the **geographical locations** from which we source our products (e.g. China);



Product Type

- the **type of product** (e.g. toys, electronics, homewares);



Raw Materials

- the **raw materials and natural resources** in our products (e.g. cotton, coffee beans, cocoa beans, tuna and meat products);



Service Type

- the **type of service** (e.g. cleaning, logistics, call centres, labour recruitment services).

Geographic Risk

The majority of Chrisco's products are sourced from agents (our tier 1 suppliers) in Australia, with the majority of our tier 2 suppliers (other than food suppliers) based in China. We have also, to date, identified a small number of Tier 2 suppliers in Vietnam and the USA.

Australia

As most of our staff are employed in Australia or New Zealand, this lowers the risk of modern slavery risk in regard to our direct workforce. This is due to the strong regulatory frameworks in both those countries.

We are however aware that there may be modern slavery risks for us when we source and contract for communications, cleaning services, security arrangements, freight, distribution, construction, store fit outs and logistics locally. Some of the types of service providers that we may use, often rely on a workforce that often include migrants, low-skilled workers, or people from cultural or linguistically diverse backgrounds which we understand increases our modern slavery risks. Chrisco also relies on recruiters or third-party labour hire services, which we know as an industry, has been linked to modern slavery practices in Australia. These modern slavery risks will be further investigated and addressed during our ongoing review of suppliers of services and goods not for resale.

China

We are aware that during FY22, there continue to be reports of forced labour of Uyghurs and other Turkic Muslims in the Xinjiang Uyghur Autonomous Region of China. This modern slavery reportedly includes the use of forced labour.

We are also aware that the United State of America introduced the *Uyghur Forced Labor Prevention Act* in 2022 and that this restricts the import into the USA of all goods made in Xinjiang, China (and establishes a rebuttable presumption that any goods made in Xinjiang have been made using forced labour). We are also aware that the European Commission has proposed regulations to also prohibit the import of goods made using forced labour.

Chrisco is aware that where possible, we need to engage in supply chain tracing to determine if the products we import - even from countries outside China - are made with Xinjiang cotton or are otherwise linked to forced labour in this region.

Our Supply and Trading Terms Agreement, which we require all our suppliers to agree to and sign, includes the requirement that suppliers (and their subcontractors) agree to not use forced,

bonded or prison labour and that they ensure that workers' freedom of movement shall not be unreasonably restricted. The Agreement also includes other modern slavery and social responsibility requirements that are relevant to the issues that have been identified in some regions of China.

Chrisco will continue to monitor the situation in this region. Our updated modern slavery training for staff includes information available on the issues that have been highlighted above, and also provides access to resources prepared by the US Department of Labor and the Australian Strategic Policy Institute on this situation. If we become aware that any factories or other raw material suppliers that form part of the Chrisco supply chain are linked to forced labour or exploitation of the Uyghur people in the Xinjiang region, we will address this and putting appropriate remediation processes in place.

Product Type

Toys and Sporting Goods

Chrisco sells quality toys and sporting goods that are sourced from leading major international brands including:

- LEGO
- Peg Perego
- Traxxas
- Smoby
- Little Tikes
- Go Skitz
- Razor
- Zero X
- Scalextric
- Kid Kraft
- Ravensburger
- Pixbee Kids
- John Deere
- Vtech
- Baby – G
- Crayola
- Disney
- Meccano
- Leap Frog

Most of these large businesses publish modern slavery statements or provide their compliance information online. We rely on this published information and due diligence using resources such the ICTI Ethical Toy Program (IETP) to assess our risks.

Case Study – Chrisco toy supplier - LEGO



We are aware that the LEGO Group has joined the IETP as a Buyer Member and will use their Connect platform to monitor and manage their suppliers. We are also aware that LEGO has recently worked on projects to support workers with Left-Behind Children in China and on the development of our new Audit Checklist and Certifications.

Case Study – Chrisco toy supplier - Disney, Ravensberg, Eurotrike, Schleich

During our due diligence process, we obtained detailed information about our licensed/branded products including Disney, Ravensberg, Eurotrike, Schleich and Galt. Our investigations revealed that our supplier has a very good understanding of its product supply chain, is an AB SEDEX platform member, and that an Ethical Sourcing Policy (ESP) is provided to their suppliers (tier 2).

Our modern slavery risks in relation to toys and sporting goods will be further investigated and addressed during our ongoing review of suppliers.

Electrical & Homewares Suppliers

Chrisco sells quality electrical and homewares products that we source from leading major international brands including Sony, Samsung, Breville, Hisense, Panasonic, Haier, Dyson, Wiltshire, Sleepmaker, Sealy and Tefal.

Most of these large businesses make modern slavery statements or have their compliance information published online. Some of our smaller electrical suppliers have indicated that they conduct factory audits using their own staff, and independent third-party contractors for China and New Zealand and independent auditors for factories in Taiwan, Israel, the United States, the United Kingdom, Germany, and Brazil. We will continue to review of our electrical and electronic product risk in FY23.

Cotton and Textiles

Chrisco is also aware that some of our homeware products (such as towels, bed linens, rugs and pillows) have an inherent high risk of modern slavery in their production due to the nature of the product, the work involved in their manufacture, and because cotton is a raw material that is often linked to incidences of modern slavery. We will continue our review of our higher risk products moving forward in FY23.





Raw Materials

Chrisco is aware that there are modern slavery risks that are inherent in the products we sell based on the raw materials used to produce them. The following key products have been identified for further investigation during our ongoing supplier review:

- Cotton and Textile products;
- Finished Goods;
- Meat (beef, chicken, pork);
- Seafood; and
- Palm oil.

Cotton and Textiles

Chrisco sells a range of products that use cotton as their raw material including towels, bed linen, sleeping bags, rugs, pillows, and other homewares. As we source these items from our direct suppliers as finished products, we do not necessarily have full transparency over the supply chains and operations that are involved in their production. We also do not have full details about where the raw materials that go into their production are sourced from.

As detailed in this statement we are aware that there are modern slavery risks associated in some key cotton growing areas where agricultural labourers are reported to be at risk of exploitation.

We will continue to monitor the sourcing and supply of the raw material cotton that are used to make the products that we sell. If we become aware that any factories or other raw material suppliers involved in the Chrisco supply chain are connected with the use of forced labour, exploitation of workers or other modern slavery practices, we are committed to addressing this and putting appropriate remediation processes in place.

Finished Goods

Chrisco is aware that some of the finished goods that we sell are of a type that have been linked by the US Department of Labor to modern slavery practices, although we are not aware currently of any specific modern slavery issues with the products that we sell. The finished goods that we may source that have been noted as higher risk (or that contain higher risk raw materials) are as follows and are from:

- **China** – including artificial flowers, Christmas decorations, footwear, fish, garments, gloves, hair products, nails, thread, yarn, tomato products, cotton, electronics, fireworks, textiles and toys.
- **India** – including brassware, cotton, fireworks, footwear, gems, glass bangles, incense (agarbatti), leather goods and accessories, locks, matches, mica, silk fabric, silk thread, soccer balls and thread, yarn, carpets, embellished textiles, garments and rice.
- **Vietnam** – including cashews, coffee, fish, footwear, furniture, leather, pepper, rice, rubber, sugarcane, tea, textiles and timber.
- **Pakistan** – including carpets, cotton, sugarcane and wheat.
- **Malaysia** – including electronics, garments, palm oil and rubber gloves.

Meat (Beef, Chicken, Pork)

We use Australian meat producers and suppliers with whom we have well-established, long-term relationships.

We are however aware that there have been reports of labour exploitation by some businesses operating in the meat processing sector in Australia, and that action has been taken against some abattoirs by the Fair Work Ombudsman. These cases have involved underpayment of migrant workers and exploitation of casual workers who were on short term visas.

When we onboard suppliers, we check on the worker related policies and processes that are in place within our meat processing businesses.

Seafood

The *Global Slavery Index* has identified China, Japan, Russia, Spain, South Korea, Taiwan, and Thailand as having a high prevalence of modern slavery in their respective fishing industries. We are aware there have been ongoing reports of human rights abuses and the use of forced labour in the Thai fishing industry, with reports that some of the seafood produced, is used by big, multi-national brand seafood products.

We source our seafood through John West (which has published a modern statement in the United Kingdom), and we source cooked prawns from our Australian wholesaler who sources locally and from overseas. John West has reported that it sources from 5 main species or groups of species of seafood: tuna, salmon, sardine, mackerel and cephalopods. They reported that Thai Union is their primary processor, but that neither Thai Union or John West own any fishing vessels. The seafood raw materials used by John West are therefore sourced from suppliers from oceans and aquaculture operations around the world. In addition to seafood raw materials, they also source a variety of food ingredients, packaging materials and logistics services from suppliers based in various countries.

We will continue to take steps to review the seafood products sourced from our suppliers to identify any modern slavery related risks during FY23.



Palm Oil

Palm oil is an edible vegetable oil that comes from the fruit of oil palm trees and is used as a filler to make many food items (often used as an alternative to trans fats). Chrisco understands that some Indonesian and Malaysian palm oil plantations have been linked with deforestation and also with the use of child labour, forced labour and other serious crimes committed against workers, especially women and young girls.

The process of identifying the source of the palm oil in any products that Chrisco sells, is made very difficult by the fact that this ingredient is sometimes not properly labelled on those products (or if it is, details are not provided about the place of production). We will be making our procurement team aware during our modern slavery training that palm oil is a product risk, and that where possible efforts should be made to avoid sourcing products that are made using palm oil.

We will continue to take steps to review the products sourced from our suppliers to try identifying if they contain palm oil, and if there are any related modern slavery risks for our business.

Service Type

Cleaning

Like most major retailers, Chrisco relies on large businesses to provide cleaning and waste management services such as Shred-X, J.J. Richards, Veolia, Sanokil and Rentokil. Most of these large businesses report on their modern slavery compliance or have their compliance information published online.

Chrisco is also aware that cleaning is a high modern slavery risk sector, and that modern slavery-related issues of concern in the cleaning industry include:

- withholding of wages;
- lack of legally mandated entitlements (e.g., superannuation and leave);
- income insecurity;
- immigration-related coercion and threats (vulnerable workers on temporary work visas);
- high proportion of temporary migrant workers whose immigration status is precarious;
- deceptive recruitment;

- excessive overtime;
- debt bondage - where a person works to pay off a debt or loan, and is not paid for their services;
- confiscation of personal travel documents (e.g. passports);
- dangerous and sub-standard working conditions;
- workers with low English language competency, lack of social networks, lack of knowledge about workplace rights, and very little power to obtain redress when they experience exploitation at work; and
- Sham contracting - where companies are avoiding their lawful obligations to their workers by asking them to register as independent contractors instead of paying them as employees and providing them leave and other entitlements under the relevant Award.

During FY23, we will continue to monitor our exposure to modern slavery risk in this sector.

Freight and Logistics

Across Australia, we are aware that longer than normal lead times for production and import of products has continued to increase pressure on logistics and freight providers. This has most likely caused the risk of modern slavery in this sector to increase, and that there are likely cases of excessive overtime and other issues occurring.

Due to the pressure currently on this sector generally - as a result of the growth of online shopping during the ongoing Covid-19 pandemic, border restrictions and related issues - issues relating to worker conditions may have arisen in freight and logistics businesses that we utilise.

However, given our reliance on freight and logistics suppliers to enable our business to function, we are limited in terms of our 'possible influence' in this space. We can only do what we can to ensure our suppliers are meeting our required standards and not engaging in any modern slavery practices.

To that end, we will continue to collect detailed worker-related information from our direct freight and logistics suppliers, and we will aim to identify any issues of concern.

Modern Slavery Risk During the Covid-19 Pandemic

We are aware that during the ongoing COVID 19 pandemic, the risks of modern slavery in our supply chain may have increased, and that there has also been less opportunity for these issues to be monitored or addressed by Chrisco or our direct suppliers.

The pandemic continued to significantly impact our supply chains during FY22. Chrisco has experienced longer than normal logistic lead times and international shipping costs have quadrupled. These longer than normal lead times have put increased pressure on our logistics and freight providers to deliver in time for Christmas across Australia.

Chrisco has been working consistently to maintain our valued supplier partnerships, and we will continue to do what we can to ensure we have responsible purchasing and payment practices in place to support our suppliers and their workers.

Our buying teams are made aware of the ongoing risks associated with the pandemic by means of our internal training. Specifically, our teams are advised on modern slavery impacts of the pandemic such as:

- increasing risks for migrant workers that may be fleeing the effects of the pandemic;
- disruption of normal supply chains and raw materials sourcing;
- new opportunities for exploitation and abuse of workers;
- stalled global efforts to address and mitigate modern slavery; and
- increasing the need for sub-contracting by some suppliers in order to fill orders.



6. Actions Taken to Address Modern Slavery Risks

During FY22, Chrisco has worked to address our identified modern slavery risks and has taken the following actions to address those risks.

Board Level Commitment

The Chrisco Board is committed to:

- encouraging a culture of compliance within Chrisco, that includes the eradication of modern slavery from its supply chains and operations.
- ensuring that each relevant staff member in his or her business unit (e.g. buyers, procurement staff) understands this commitment and has received training on modern slavery risks;
- updating current and putting in place new procedures, systems and documentation to address modern slavery in our operations and supply chains; and
- committing resources to the preparation of modern slavery statements to meet reporting requirements.

Chrisco has a modern slavery working group, overseen by our Chief Commercial Officer and Compliance Officer, and has committed resources to continuous improvement in this space.



Update of our Modern Slavery Training

During FY22 our compliance team worked to develop a new tailored online modern slavery training program for our relevant staff to complete during FY23.

This training provides our teams with updated information about the business' reporting obligations under the Modern Slavery Act 2018 and also other modern slavery legislation and initiatives around the world and covers topics including:

- What is modern slavery?
- Why does Chrisco need to address modern slavery?
- How could modern slavery manifest in Chrisco's supply chains and operations;
- Modern Slavery Risks in the Manufacturing Industry;
- The Impact of COVID-19 on our modern slavery risks;
- What is Chrisco doing to address modern slavery?
- Next steps – your role in addressing modern slavery at Chrisco; and
- Conducting a supplier review for Chrisco.

The roll out of this new training will commence in FY23. We will keep a record of all training offered and completed during the training roll-out.

Improving Our Transparency



During FY23 we will focus on this process with goal of further identifying any modern slavery risks in our supply chain and operations. We will continue to work with our first-tier suppliers to get more information about their production and facilities and also the workforce they engage (as part of their own operations or as tier 3). We will also be taking steps to identify the regions and locations from which our high risk raw materials and natural products (e.g. foodstuffs) come from.

Update and Development of Internal Policies and Processes

During FY22, we continued to update our range of corporate and social responsibility policies. These policies communicate our standards and requirements to the business partners in our supply chain.

The Chrisco **Supply and Trading Terms Agreement** must be signed by any supplier wishing to trade with Chrisco. The Agreement includes a clause on modern slavery and social responsibility which requires suppliers to take actions to address risks of modern slavery practices in any parts of their operations and supply chains, and suppliers are required to warrant and agree that they will:

- comply with all local laws, regulations and industry standards that are in place in the countries or regions in which the goods or services that they supply Chrisco are produced or sourced;
- conduct their business with honesty, integrity and with respect for human rights and worker interests;
- provide full transparency in relation to any of their relevant supply chains and operations - including disclosure to Chrisco of all sources of raw materials, manufacturing sources or other information relating to the supply of goods or services (upon request from us or our authorised representatives);
- not use forced, bonded or prison labour, and ensure that workers' freedom of movement shall not be unreasonably restricted;
- not use child labour i.e. employ a person under the age of 15 - or under the age of completion of compulsory education - whichever is higher (and follow all legal limitations regarding the employment of individuals under the age of 18);
- treat workers with dignity and respect and not (or allow any subcontractor to) use punishment, threats or any forms of sexual, psychological or verbal abuse against workers;
- provide contracts of employment to workers in their native language, clearly indicating their rights and responsibilities and conditions of employment, including wages, benefits, working hours, locations of the work, living conditions, housing and associated costs, work-related hazards, and other working and employment conditions;
- ensure that individuals working on tourist or temporary visas or migrant workers shall benefit from conditions of work no less favourable than those available to country nationals (including but not limited to wages, benefits, and accommodations);

- ensure that all workers are paid a fair living wage (which should be at least the minimum wage required by applicable laws) and that workers are provided all legally mandated benefits;
- not require workers to lodge 'deposits' or confiscate, destroy, withhold or otherwise deny workers' access to their identity or immigration documents, including work permits and travel documentation (e.g. passports);
- ensure that workers are free to leave the employment provided by the supplier or their subcontractors (with reasonable notice) and ensure that wage deductions are not used to keep workers tied to them as their employer or to their jobs;
- allow workers to associate, form and join trade unions and to bargain collectively;
- exercise non-discretionary hiring practices and not discriminate on the basis of race, caste, colour, gender, religion, political opinion, union membership, nationality, social origin, sexual orientation, age, disability or marital status;
- provide workers with a safe and healthy workplace which meets or exceeds the requirements of all relevant health and safety laws or requirements and is designed to prevent accidents or injury to workers - including the provisions of required safety equipment, safe operating procedures, access to clean drinking water, freely accessible toilet facilities, adequate lighting, proper ventilation and fire safety provisions;
- comply with all applicable working hour laws, regulations and industry standards;
- take steps to ensure overtime shall be purely voluntary, unless this is part of a legally recognised collective bargaining agreement;
- not engage out-sourcing of agreed production unless this has been authorised by Chrisco;
- ensure that any business partners used for outsourcing of production or supply of raw materials retain information and documentation to allow verification of sources of raw materials and the identification of production facilities;
- be aware that Chrisco will not under any circumstances accept products or services from suppliers, factories, sites or subcontractors that are identified as engaging in modern slavery practices; and
- effectively remediate any identified non-compliance to the above.

The Chrisco **Supplier Code of Conduct** sets out fundamental requirements for all of our suppliers and business partners (including all authorised sub-contractors or raw materials suppliers).

Chrisco has also recently updated its **Whistleblower Policy** (for Australia and New Zealand) to supports the disclosure by individuals of wrongdoing occurring within Chrisco. We support and will foster an environment in which staff and suppliers can report and raise any modern slavery-related concerns, and in which Chrisco can respond and rectify any compliance concern in a timely and appropriate way.

Strong Supplier Relationships

Chrisco has a professional purchasing department with many years of experience in their areas of expertise. We consistently work with our suppliers to support and accommodate them, and to provide reasonable lead times.

Chrisco Hampers sales period runs for 52 weeks from September through to October the following year. As a result, final sales are not confirmed until November each year, after hamper production has been completed.

Chrisco provides its suppliers with forecast requirements for the current sales year, including:

- March, April & May – indicative national forecast;
- June & July – demand schedule detailing forecasted volume by location and delivery dates;
- Forecasted volume – this may fluctuate as monthly sales are updated; and
- Delivery dates – this is an indicative date not the actual delivery date and may vary to suit changes in our production schedule.

We also let our suppliers know, that if they have any issues with delivery of products within the dates provided, that they let us know as soon as possible so that we can work with them to resolve any issues.



7. Assessment of Actions Taken

During FY22 Chrisco has put in place measures that will allow us to assess the effectiveness of the actions we have taken so far to address the modern slavery risks in our supply chains and operations.

Modern Slavery KPIs

Chrisco has developed a set of modern slavery KPIs to allow us to report on our progress, (as measured against these), in our next statement.

Our modern slavery KPIs for FY23 are:

1. Roll out our new modern slavery training module to all relevant staff;
2. Continue the implementation of our Supply & Trading Term Agreement;
3. Continue the review of Chrisco's suppliers of products and services;
4. Identify opportunities to collaborate with relevant groups and organisations that are focused on the management and eradication of modern slavery.

We are also committed to addressing any issues that come to our attention through our Whistleblower process, and to providing and promoting an avenue for workers to bring any issues of non-compliance with our code and principles to our attention.

8. *Moving Forward*

Ongoing Supplier Review

During FY23, we will continue the ongoing work we started in FY20, with the aim of gathering more detailed information about the sectors, countries and regions that are products come from.

- the number of suppliers by direct/indirect (or by tier 1, tier 2 etc); and
- the number of suppliers by country/ region.

We will also aim to set out some more detailed information on our supply spend by category once we have completed our supplier review process.

During FY23 we will continue to focus on specific high risk areas, whilst also gathering more detailed information from the suppliers who were the subjects of our FY22 review.

Responsible Buying Plan

During FY23 will be focussed on supporting and training our teams to understand they have a responsibility to conduct initial supplier checks (for both current and potential suppliers) to determine if the products or services they are sourcing are from high-risk modern slavery countries or regions.