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The Mix Australia Modern Slavery Statement FY21

1. REPORTING AND CONSULTATION	4
2. MODERN SLAVERY STATEMENT OVERVIEW	5
3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS	6
ABOUT US	6
PRODUCTS WE SELL	7
SERVICES WE ENGAGE	9
4. OUR RISKS OF MODERN SLAVERY PRACTICES	10
SUPPLY CHAIN TRANSPARENCY	11
THE COVID-19 PANDEMIC	12
ELECTRICAL AND TECHNOLOGY PRODUCT RISKS	13
COTTON PRODUCT RISKS	15
PULP AND PAPER PRODUCT RISKS	21
RATTAN, BAMBOO, WOOD AND SILICONE PRODUCTS	25
SERVICES AND GOODS NOT FOR RESALE RISK	28
5. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS	29
BOARD LEVEL COMMITMENT	29
SUPPLY CHAIN REVIEW AND ASSESSMENT	29
UPDATE AND DEVELOPMENT OF INTERNAL POLICIES AND PROCESSES	29
MODERN SLAVERY TRAINING	32
6. ASSESSMENT OF ACTIONS TAKEN TO ADDRESS RISKS	33
REPORTING ON OUR MODERN SLAVERY KPIS	33
7. MOVING FORWARD	35
ONGOING COMMITMENT TO TRANSPARENCY	35
DEVELOPMENT AND CONTINUATION OF STRONG SUPPLIER RELATIONSHIPS	35
MONITORING AND AWARENESS	35

A message from The Mix Australia

We are pleased to present our second modern slavery statement, which has been prepared to meet reporting requirements under the Australian *Modern Slavery Act 2018* (Cth).

The Mix Australia (TMA) has been working consistently towards our goal of identifying any instances of modern slavery or serious exploitation of workers that may be present anywhere in our operations or supply chains.

During FY21 we further developed internal anti-modern slavery resources and systems across our business. This included the development of our new online modern slavery training module for staff, and the creation of new supplier review forms which we have sent out to be completed by all our first tier suppliers.

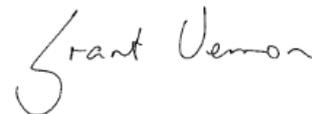
We have continued the process of reviewing responses from our suppliers and assessing our modern slavery risk, and have gathered a great deal of relevant information including factory audit reports, demographic information and copies of modern slavery related policies. We have also accessed detailed information from Vorwerk (our Thermomix machine and accessories supplier) following the publication of their 'Vorwerk Sustainability Report' for 2020.

In our FY20 statement, we reported that we had developed a set of modern slavery KPIs which we aim to meet before the end of our 2023 financial year. We are pleased to report that we have made significant progress towards meeting these performance indicators, and we report on our progress in this statement.

TMA will continue to do the important work of addressing the global challenge of modern slavery during FY22.



16 December 2021
Grace Mazur
Managing Director



16 December 2021
Grant Vernon
Chief Operating Officer

1. REPORTING AND CONSULTATION

We have prepared this modern slavery statement to meet the requirements of the *Modern Slavery Act 2018*. It sets out the steps taken by The Mix Australia Pty Ltd (ABN 88069944930) to identify and address its modern slavery risk over the period 1 July 2020 - 30 June 2021 (FY21).

The registered office of TMA is 30 Ledger Road, Balcatta WA 6021.

Our modern slavery working group consulted relevant management, procurement and buying teams within TMA.

We gathered some information about the supply chains and operations from each of those teams 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 for approval.

This modern slavery statement was approved by the Board of TMA on 16 December 2021.



2. 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 in on page 4.

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

This is addressed on page 4.

Description of our structure, operations, and supply chain

This is addressed on pages 6-9.

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 10-28.

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

This is addressed on pages 29-32.

How we assess the effectiveness of our actions

This is addressed on pages 33-34.

3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

About Us

Our organisation is headed by our Managing Director and co-founder, Grace Mazur. Grace is supported by our Executive Director, Bianca Mazur. Rebecca Williams is the Sales and Marketing Director who is in charge of the Sales, Development, Marketing, Publications, Brands and Communications teams.

Our Chief Operating Officer, Grant Vernon manages our Finance, Warehouse, People & Culture, Ecommerce, Customer Experience, Service, Business Transformation and TheMix Shop Operations teams.



The Thermomix was introduced into the Australian market by Grace in 2001. TMA is the sole Australian distributor of Thermomix machines, which are made by Vorwerk SE & Co. KG (Vorwerk). We are proud that TMA has become the world's leading independent Thermomix distributor. The Thermomix is demonstrated and sold by over 2500 Thermomix Consultants, who run virtual or in-home cooking experiences for current model Thermomix machines.

TMA employs approximately 160 staff to support our customers and consultants, including a Perth-based customer service centre. Our business has also expanded to include offices in Melbourne, Brisbane and TMNZ in Auckland, New Zealand.

Products we sell

Thermomix Machines, Parts and Accessories

Our current Thermomix model, the TM6, replaces over 20 traditional kitchen appliances - allowing our customers to chop, beat, blend, whip, weigh, mill, knead, mince, cook and more. The Mittelsten Scheid family have been at the helm of the Vorwerk company for over 135 years.

The Thermomix design has evolved and improved over the years to create one of the world's most celebrated and versatile kitchen appliances.



Cooking and Homeware products sold on TheMix Shop

TheMix Shop proudly sells Thermomix and Vorwerk products, as well as a trusted range of quality kitchenware including:



Bakeware, including our Rose Gold Line, and specialty items such as doughnut pans and madeleine moulds, silicone baking mats and consumable parchment liners and sheets.



Specialty bread making equipment including proofing bowls, lame tools and baguette trays.



A diverse range of recipes can be found in our Thermomix cookbooks, recipe chip and Cook-key (and via wi-fi at Cookidoo.com)



Outdoor entertaining drinkware, utensils, BBQ and travel accessories.



A broad range of cleaning and storage products including silicone freezer trays, vacuum sealer and bags and yogurt jars.



Cake and cupcake baking accessories including silicone moulds, decorating equipment, displays and travel storage items.

Services we engage

TMA utilises a range of services to that are required to support our head office, to promote and deliver our products and to host our events. These include suppliers of freight distribution, logistics, cleaning services, security, communications and recruitment services.

We are aware that some of these supply sectors, source lower-skilled workers, recent migrants, overseas students and other workers who may be at risk of exploitation or may become victims of modern slavery practices. TMA may also rely on recruiters or third-party labour hire services, which we are aware can have an associated modern slavery risk.



4. OUR RISKS OF MODERN SLAVERY PRACTICES

TMA is dedicated to the process of eradicating modern slavery anywhere in our supply chain or operations. We want our decisions and sourcing practices to reflect and align with the pride we have in our brand and reputation as a responsible Australian business.

In working towards our modern slavery goals, we have relied on published guidance from the Walk Free Foundation, Chartered Institute of Purchasing and Supply (CIPS) and Verité. We have utilised this advice to develop a plan for TMA to work to reduce and hopefully eliminate the risk of modern slavery occurring our supply chains, either as a direct or indirect result of our procurement practices¹.



During FY21 TMA has continued to work to understand our business' modern slavery risks.

TMA sells a relatively narrow range of products - being Thermomix machines (accessories & parts), cooking and homeware products. For the purposes of our modern slavery reporting, we decided that the best way to review and describe our modern slavery risk as a business for FY21, was to group our product types, and to note the risks of modern slavery that we have identified. We also considered the modern slavery risk associated with service-related inputs for these products - such as shipping, freight, logistics, cleaning and packaging. We have identified that our modern slavery risks relate to:

- Supply chain transparency;
- The Covid-19 pandemic;
- Electronic and technological products;
- Cotton products;
- Pulp and paper products;
- Rattan, bamboo, wood and silicone products;
- Silicone- based products; and
- Procurement of services and goods not for resale.

We discuss these specific modern slavery risks for our business and their nature below.

¹ Tackling Modern Slavery in Supply Chains, A Guide 1.0, Walk Free Foundation (2014).

Supply Chain Transparency

TMA sources products from wholesalers in Australia and also by direct dealings with overseas factories or their supply agents. These are the cooking and homeware products that we sell on the TheMix Shop website - <https://thermomix.com.au/pages/themix-shop>.

During FY21 we continued our supplier review process, which involved deeper review of our higher risk products.

Fortunately, we have been able to access and review detailed information about the production and manufacture of the Thermomix machines and Vorwerk products that we sell, as a result of the assistance of Vorwerk's Sustainability Specialist, and the publication of the Vorwerk Sustainability Report for 2020. We were able to rely on the detailed information provided in that report, as well as information provided directly to us by Vorwerk's specialist, about the policies and processes that are in place in the Vorwerk factories.

It has been a more challenging process for us to review the suppliers of some products that we sell in TheMix shop. This is because we are relying on supplier self-assessments and the provision of relevant information to us directly from those suppliers.

Most of the suppliers we have contacted during FY21 have been helpful and forthcoming with information, and have provided us with independent audit reports and other information about their operations. There are however only a few suppliers that have provided us with tier 2 or 3 supply chain details at this stage.

We will continue to work with our first-tier suppliers to gather more detail about their factories, facilities and the workforce they engage. This will include workers that form part of their own direct operations and also their raw materials (tier 3 and 4 suppliers). We will also be taking further steps to identify the regions and locations from which our higher risk raw materials and natural products (e.g. cotton, bamboo, rattan, copper, aluminium, titanium, and gold) come from.

We will continue our supply chain review and take steps to investigate the source of some of the 'higher risk' products that we sell. This work will be done to mitigate any modern slavery risks such as the use of forced labour, debt bondage, child labour, forced overtime or denial of freedom of association at any stage in the production of the products we source and sell.

We are aware of our supply chain and transparency-related risks, and we are planning to ensure these are addressed, and that to the best of our ability, we maintain visibility over our supply chain moving forward.

The COVID-19 Pandemic

As a business we are aware that during the COVID 19 pandemic, the risks of modern slavery in our supply chains and operations may have increased due to factory shutdowns, order cancellations, workforce reductions and changes to supply chains and operations.

We also know that there has been less opportunity for these issues to be monitored or addressed our direct suppliers, due to travel restrictions.

The pandemic has had a significant impact on our own supply chains. We have experienced longer than normal logistic lead times and international shipping costs have increased.

We are aware that these circumstances may have placed increased pressure on our logistics and freight providers.

TMA has been working consistently to maintain our valued supplier partnerships, and we will continue to do what we can to support our suppliers during this crisis.



Electrical and Technology Product Risks

We have considered our modern slavery risks associated with the manufacture of the electronic and electrical products we sell (e.g. Thermomix machines made by Vorwerk). These include:

- risks associated with the production of the raw materials that are used by the manufacturer (Vorwerk) to produce those products; and
- risks associated with the factory and other labour required to manufacture those products.

Electronic and technology products are manufactured using a wide array of metals and minerals, including copper, aluminium, titanium, and gold. Plastics made from petroleum products and other chemicals are also used. The Walk Free Foundation suggests that suppliers of products that contain 'conflict minerals' such as gold, should take steps to ensure the traceability of these minerals to at least the smelter level².

The Thermomix machines, accessories and parts that we sell are made by Vorwerk which has an international reputation for producing superior quality products. In 2020, Vorwerk published its 'Sustainability Report' which set out its sustainability and corporate and social responsibility initiatives.

Vorwerk reports that its suppliers of raw materials, finished parts, and consumables must meet Vorwerk's quality, environmental, and social standards.

They report that the production sites of the Engineering business unit are committed to compliance with the SA 8000 social accountability standard and that Vorwerk supports the *California Transparency in Supply Chains Act (CATSCA)*, whose requirements are integrated into the framework agreements with suppliers. In addition, Vorwerk Elektrowerke signed the 'Code of Conduct on Social Responsibility' of the German Electrical and Electronic Manufacturers' Association (ZVEI) on behalf of the Vorwerk Engineering business unit.

Vorwerk supplier contractual obligations

Vorwerk Engineering works directly and exclusively with its suppliers and sets out its environmental and social standards in framework agreements. The formal review and documentation of contractual commitments, self-assessments, and codes of conduct is carried out by Vorwerk at regular intervals, and when a new contract is formed.

Before placing an order, Vorwerk surveys potential suppliers of production materials on aspects of sustainability and social responsibility by asking the supplier to complete a self-assessment. They also require their suppliers for the manufacture of materials or components specific to Vorwerk to sign a purchase agreement that includes a compliance module. This is an agreement on compliance with legal, environmental, and social requirements - including the exclusion of child and forced labour - made by the supplier and its up - stream suppliers.

² Tackling Modern Slavery in Supply Chains, A Guide 1.0, Walk Free Foundation (2014).

For high-volume categories such as development and system assemblies, Vorwerk ensures the commitment of suppliers through the compliance module described above. For categories with lower revenue from must-match parts, raw materials, and catalogue parts, Vorwerk accepts the self-assessment of the suppliers in relation to social compliance, if available. If there is none, the compliance module is also signed. Vorwerk has reported that every year, between 15 and 20 percent of their suppliers go through the process of renewing their contracts, which means that they also undergo a review of their documentation with regard to social and environmental compliance standards.

Vorwerk risk assessment and review

Since 2019, Vorwerk has been conducting a risk assessment of its suppliers, and has put in place a monitoring and evaluation plan for at-risk suppliers, that includes processing the results of compliance screenings and country-specific risks. In addition to relying on contractual obligations and self-assessment, they also audit suppliers using random sampling procedures. These assess quality indicators in accordance with the VDA audit standard as well as environmental criteria in accordance with ISO 14001. If there are any obvious violations of social criteria pursuant to SA 8000 or DIN ISO 14001 identified during the audit, Vorwerk reports that takes immediate action to address this and, in cases where the issue cannot be remediated, terminates the business relationship.

Vorwerk has also reported that it is working on the modernization of its processes, and that they intend to further digitalise contract management and its underlying modules to increase transparency and reaction times across all sites. In addition, its suppliers are constantly under review via a web-based risk monitoring system. This monitoring process employs the 'risk methods' tool to report as early as possible on any potential breaches of the law or other suspicious matters that have become public. Vorwerk has reported that in their reviews to date, no supplier was flagged as suspicious.

Vorwerk corporate and social responsibility

The Vorwerk family business has reported that it has always practiced corporate and social responsibility. In its 2020 report, Vorwerk reported that it is committed to reducing social disadvantage and that it has been supporting the SOS Children's Villages Worldwide for many years. The SOS Children's Villages are home for many young people who, for a variety of reasons, do not have a family home of their own. Through the Vorwerk Family Fund, they have collected money which has been used to support the construction of several children's homes for in India and Costa Rica, and to set up and finance a facility in Vietnam.

In the central Vietnamese province of Bin Dinh, Vorwerk enabled the construction of the SOS Children's Village Quy Nhon, which was completed in 2011, and since then have been largely financing its maintenance. At the end of 2020, 120 children and young people - 64 girls and 56 boys - were living in one of the 14 family houses in Quy Nhon and were attending either primary or secondary school near the village. Some children were still going to kindergarten in the grounds of the village, which is also attended every day by about 240 children from the surrounding area. In 2018, Vorwerk reported that they co-financed a house for 32 young people aged 14 and over on the site to better meet their needs. The children are cared for by fourteen SOS mothers, four SOS aunts (family assistants), and five SOS educators. In addition, there are two employees in administration and six service and maintenance employees.

Cotton Product Risks

At TMA we sell products made from cotton such as aprons, cleaning cloths, scourers, nut milk bags and promotional caps.

As we source these items from our direct suppliers as finished products, we do 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.

We are aware that cotton as a raw material is a high-risk product in terms of modern slavery. It has been widely reported that Uzbekistan, Turkmenistan and the region of Xinjiang in China have oppressive Government regimes that employ forced labour on a massive scale to power their cotton industries.



In addition to the raw material cotton sourcing risk, TMA's cotton products also have inherent modern slavery risks based on their production process and the location of their production.

We are aware that China is a high-risk country in terms of modern slavery. The Walk Free Foundation has reported that much of China's rapid economic development has been the result of a domestic economy specialising in the production of labour-intensive, cheap goods for export³. Cotton products, including those made in the manufacturing and garment sectors, are often made by using forced labour somewhere in the supply chain.

Like other businesses who usually buy direct from wholesalers in Australia or overseas, our suppliers may not know (or will not disclose) where the cotton used in the production of goods that TMA sells is grown and picked. This is a problem because much of the forced labour in Xinjiang, for example, is involved in producing cotton rather than finished products⁴. This means that even if TMA takes steps to restrict any direct purchase of cotton products from supplier in a particular region (as we will do in our TMA Supplier Code of

³ <https://www.globalslaveryindex.org/2018/findings/country-studies/china/>

⁴ <https://www.business-humanrights.org/en/latest-news/china-clothes-made-with-cotton-produced-by-forced-labour-in-xinjiang-is-likely-being-sold-in-us-think-tank-says/>

Conduct), it will be very difficult to completely rule out that cotton from Xinjiang is being used in a product that TMA sells.

TMA is also aware of a recent report 'Laundering Cotton: How Xinjiang Cotton is Obscured in International Supply Chains'⁵ produced by the Sheffield Hallam University Helena Kennedy Centre. The report is an investigation into how forced-labor-produced cotton and cotton-based goods from the Uyghur region work their way into international supply chains. The report investigates the supply chains of five Chinese cotton enterprises that have been supplied by the Uyghur Region's cotton industry. These businesses export a significant number of shipments of cotton goods to Indonesia, Vietnam, and India for intermediary manufacturing. The report recommends that international brands that are supplied by these companies, either directly or indirectly, conduct enhanced supply chain tracing to determine if the products they import - even from countries outside China - are made with Xinjiang cotton.

TMA understands obligation to investigate the sourcing of cotton as a raw material for its products and will be monitoring this risk. This risk will inform our product and supplier choices moving forward. We will also be seeking guidance for Government on how Australian businesses can work to identify the source cotton that is used in imported products, when this information becomes available in the future (which we expect will happen if the Government passes proposed legislation to ban the import goods made with forced labour⁶).

We have gathered some detailed information during our supplier review about the following cotton products we sell in TheMix Shop:

Cotton bread bags and reusable produce bags

TMA sells cotton bread bags and reusable produce bags which are made in a factory in Hefei, Anhui Province, China.

We have identified that the bread and produce bags we sell are sourced from China by a B Corp certified business that is based in Perth, Australia. B Corp Certification measures a company's entire social and environmental performance and evaluates how the company's operations and business model impact workers, community, environment, and customers⁷. Our supplier has advised that they ensure that all their manufacturers in China pass all internationally approved standards in both social and environmental audits i.e. for the environmental audits - ISO 14001 and for social responsibility - SA8000.

The supplier has advised that they have mapped the full supply chain for key products and services used by their organisation and have identified key suppliers at all levels of their supply chain. They have advised that although we do not have anything written (policies), as a certified B Corporation they are committed to ensuring every link in our supply chain upholds our expected working standards & conditions for their workers included no bonded or indentured labour, no child exploitation or modern day slavery. They usually do this by independently auditing our production partners to international standards and visiting production locations regularly. However, our supplier has advised that the region

5 <https://documentcloud.adobe.com/link/track?uri=urn%3Aaaid%3Aacds%3AUS%3Ab4f851bd-4374-4efc-9ece-c9876de973d5#pageNum=1>

6 https://www.aph.gov.au/Parliamentary_Business/Bills_LEGislation/Bills_Search_Results/Result?bld=s1284

7 <https://bcorporation.net/certification>

where the bread bags made as been under lockdown several times over the course of the pandemic and so it is difficult to get into those regions to do the work. They have advised that inspectors do not want to go into the region if there is a threat of a lockdown, as they get no warning and it means they could be stuck there for weeks at a time. There have also been rolling blackouts in their region, so it has been difficult for the factory to keep its usual opening hours.

The supplier usually conducts independent audits to international standards such as IS14001/ SA8000 / BSCI as well as conduct factory visits to any prospective suppliers as well as existing ones. Before taking on a new supplier, the supplier would usually have them independently audited along with site visits to the factory location. Once the results from the audit are known, they either proceed with onboarding or continue to look for another supplier who meets their standards.

Based on the findings of this supplier review conducted in FY21, TMA considers that the supplier of cotton bread bags and reusable produce bags to the business is operating within the requirements of the TMA Code of Conduct and that there have not been any modern slavery risks identified in relation to this supplier. However, we have not physically seen recent audit reports from the supplier, or the records of their site visits to the factory in China (due to issues with the pandemic). We also have not been provided with information from the supplier about where the cotton and other raw materials used to make the products are sourced as yet. We have therefore asked our supplier to provide this information and we will report on our findings in the FY22 statement.



Aprons and nut milk bags

Our aprons and nut milk bags are made at our supplier factory in Weifang City, Shandong, China. We have reviewed the Sedex Members Ethical Trade Audit Report (SMETA) for the factory that produces these products for TMA, which was issued in April 2021 (following a full initial announced audit). The audit included an opening meeting, factory tour, document review and interviews with management members and workers. The audit report advised that the factory has 10 male and 141 female workers, who are all permanently employed, and that 30 workers were interviewed for the audit.



According to ID card copies reviewed by the auditor and the worker's interview, the youngest worker in the factory was 31 years old. The factory also has a worker committee (which last met on 19 March 2021) to discuss the suggestions collected from the suggestion box and some recent cases of COVID-19.

The auditors noted:

- that the workers did not make any complaints and that they advised they were paid on time and treated with dignity and respect;
- the annual turnover rate of workers for the factory was 1%;
- the factory provided the payroll records from Mar 2020 to Feb 2021 for review and the auditor selected samples for 78 employees. It was noted that all sampled employees were paid at least RMB 12.65 per hour, which was no less than the local minimum wage of RMB 9.94 per hour since 1 June, 2018. Also all employees were properly compensated for all overtime worked: At least 150% of normal wage for overtime worked on workdays; at least 200% of normal wage for overtime worked on rest days;
- no overtime was noted on statutory holidays and the factory had established the relative regulations regarding to human rights;
- it was noted that the maximum overtime hours were 2 hours per day and 36 hours per month; the maximum total weekly hours were 58 hours and the maximum consecutive working period was 6 days;
- workers were able to notify any grievances through a complaint box;
- a code of conduct was posted in the office and factory;

- a manual has been created by the factory which contained all required documents and all appropriate procedures for meeting the client's code of conduct and the legal requirements;
- the factory has an express policy on human rights and details about grievance mechanisms and freedom of association;
- the factory has policies and procedures that exist help to reduce the risk of forced labour, child labour, discrimination, harassment & abuse;
- the factory has a policy that they would never employ and use any child labour under the age of 16 years old;
- the factory has an assigned manager who is responsible for implementing standards concerning human rights;
- according to the document review, workers interview and factory tour, there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, material status, sexual orientation, union membership or political affiliation;
- according to the factory's regulation, physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation were prohibited in the factory;
- according to the worker interview, the factory treated every worker with respect and dignity, and no worker was subject to any physical, sexual, psychological or verbal harassment and abuse;
- according to the interview, overtime was voluntary and workers could choose work overtime or not independently;
- during the factory tour, it was noted that the factory as well ventilated, the factory maintained a comfortable temperature throughout work floors, the factory posted the evacuation plans on work floors, which indicated escape routes and the location of the fire extinguishers, emergency lights were installed and drinkable water was available in workshops;
- the auditors also examined the factory's health and safety policy, health and safety manual, training records and certificates, fire equipment maintenance records, fire drill records, government licenses and accident reports;
- no sub-Contracting nor Homeworking was noticed during the audit.

The only non-compliance issues for the factory that were uncovered by the audit were:

- the gap between stacks and walls was 0 meter in packing materials warehouse of the factory, which was less than the legal requirement of 0.5 meter;
- It was noted that 1 out of 5 electrical box in cutting workshop was not marked with a warning sign;
- It was noted that the needle guards installed on all sewing machines, however, 2 out of 60 were adjusted to a high position by sewing workers, therefore they could not serve the purpose to protect workers' fingers; and
- It was noted that no material safety data sheet for products (MSDS) was available for the chemicals (e.g. machine oil) being stored in chemical warehouse.

Corrective action for all of these issues was recommended by the auditor.

Based on the findings of this audit conducted in FY21, TMA considers that the supplier of aprons and nut bags to the business is operating within the requirements of the TMA Code of Conduct and that there have not been any modern slavery risks identified in relation to this supplier. TMA will continue to review audit reports done for this supplier to ensure that this

compliance continues. As part of our ongoing supplier review and transparency efforts, we will be seeking to gather information from our supplier about where the raw materials used to make these products are sourced.

We are still in the process of seeking information from our suppliers in relation to some of our other cotton products, so we can identify any modern slavery related risks that may be associated with them.

They include cleaning cloths/ scourers (known as Euro Scrubbies) and our Cleansing Cloth that has been marked as 'Made in India'. TMA is aware that India is also a country that has a high modern slavery risk. It has been reported that migrant workers from India are used as forced or bonded labour, for example when they pay illegal recruitment fees to local agents in order to work overseas⁸.

We will continue our review of our cotton product suppliers and will report on our findings in the FY22 statement.



8 Tackling Modern Slavery in Supply Chains, A Guide 1.0, Walk Free Foundation (2014).

Pulp and Paper Product Risks

At TMA we sell products made from paper pulp such as baking paper, parchment paper and cookbooks. We also sell wooden products including rolling pins and a bread knife with a wooden handle. TMA is aware that timber and forestry products have an inherently high risk of modern slavery. Risks in this sector include:

- hazardous/undesirable work;
- vulnerable, easily replaced, and/or low-skilled workforce;
- migrant workforce;
- presence of labour contractors, recruiters, agents or other middlemen in labour supply chain; and
- long, complex, and/or non-transparent supply chains⁹.

TMA's risks in regard to the pulp, fibre-based or wood products that are the raw materials for our paper products will be higher where we don't have visibility over our own supplier's supply chains. This will also be the case if some of our suppliers upstream from the first tier operate in higher risk geographic areas. TMA is aware that there have been reports that forced labour can occur in logging, and may include threats, violence, poor living and working conditions, a lack of formal contracts, and non-payment of wages.

Cookbooks

In order to investigate this risk, and as part of our FY21 supplier review, we contacted our cookbook supplier to gather information about the manufacture of our cookbooks and the raw materials that go into this.

Our cookbooks are made in Shenzhen City, Guangdong Province, China. There is only the one factory used to make the cookbooks that TMA sells, and there is a current SMETA report and Corrective Action Plan Report (CAPR) report available for that factory (dated 7 July 2021). These audits are announced, and are arranged by our supplier every 12 months. The supplier has advised that the factory also holds an ISO9001 certificate.

Factory Details

The SMETA audit report that has been provided to TMA in relation to the audit done on the factory used to make our cookbooks notes:

- a total of 188 employees were working in the factory, which included 157 workers (105 male and 52 female) and 31 management staff the audit was performed in one day by three auditors, included records inspection of 26 employees and interviews with 30 workers (20 male, 10 female);
- the annual turnover rate of workers for the factory was 4%;
- all workers in the factory were Chinese. Most of employees were migrant workers which came from other provinces out of Guangdong province. All workers had the proper legal rights to work in this region;
- all employees were recruited by the factory directly. No labour agency was used to hire workers;
- all workers interviewed were favourable towards the factory and advised that they enjoyed the work and stated it was a friendly environment;

⁹ <https://www.responsiblesourcingtool.org/visualizerisk>

- the workers stated that they felt comfortable in approaching with any concerns they have;
- all employees were recruited directly by the factory and worked for 5 days a week;
- all employees worked in 1 shift, the normal working hours being from 8:00 to 12:00 and 13:30 to 17:30, with 1.5 hours for lunch break;
- employees' wages were calculated on an hourly rate and paid before the 7th of the following month by cash;
- overtime working was voluntary and the overtime hours were acceptable;
- no concerns about the structural integrity of the factory were noted;
- workers were able to make suggestions to their supervisors or worker representatives by writing letters to suggestion box;
- the factory has a policy that they would never employ and use any child labour under the age of 16 years old;
- the factory has an assigned manager who is responsible for implementing standards concerning human rights;
- a worker committee was available in the factory (last meeting was held on 22 June 2020) and topics discussed were the question of COVID-2019 prevention and the request by factory to employees to get vaccinated;
- the auditors reviewed the payroll and attendance records of 26 samples from the most recent paid month June 2021. All sampled workers were paid RMB 2200 per month or RMB
- 12.64 per hour, which met the local minimum wage standard of RMB 2200 per month or RMB 12.64 per hour since August 1, 2018;
- all sampled employees were paid 150% and 200% of their normal wage for overtime working on weekdays and weekends respectively;
- no overtime had happened on statutory holidays during the tested period;
- according to the social insurance payment receipt in June 2021 provided by the factory management, it was noted that all employees were provided with pension, accident, unemployment, medical and maternity insurance;
- there was no negative evidence of discrimination in employment, promotion, compensation, welfare, dismissal and retirement found.

The only non-compliance issues for the factory that were uncovered by the audit were:

- it was noted that 3 out of 9 printing employees in the workshop of the 1st floor did not wear the earplugs provided;
- it was noted that 2 flammable 15L screen washing agent containers being used in the forming workshop on the 6th floor of the factory building was posted with a safety label but that the content of the safety label was incomplete. The label did not include items - signal words, hazard statement, precautionary statements, supplier identification, emergency phone number, reference material prompt;
- it was noted that there was no anti-leakage facility (e.g. secondary container) in the printing workshop on the 1st floor of the production building for 3 out of 20 buckets of screen washing agent containers;
- it was noted that the factory did not provide regular occupational health checks to 1 out of 3 sampled employees in workshop who were in contact with noise; and
- It was noted that no warning sign was marked on 7 machine electricity connection boxes in the factory.

Corrective action for all of these issues was recommended by the auditor. A Corrective Action Plan was developed (dated 7 July 2021) which required that these issues be addressed within 30 days.

Paper Used

Our supplier has advised that the source timber for the paper they use is a species of Eucalyptus that is grown in both Australia and Thailand. These suppliers advised that they only use paper where all the forest sources are known - and these sources are either legal, low risk and/or Forest Stewardship Council (FSC) or PEFC accredited. The PREPS database holds technical specifications and details of the pulps and forest sources of papers that the group members use. Based on the forest source information, each paper is risk assessed and awarded a grade of 1, 3, or 5 using the PREPS Grading System¹⁰. Paper that is graded 1 is considered the highest risk as these contain unknown or undesirable forest sources. The assessment considers the country of origin of the wood fibre and how the forest sources have been managed. The paper used to make our cookbooks is a PREPS 3 star paper.

As members of *The Book Chain Project : Forest Sourcing module*, our first-tier supplier has access to detailed analysis and assessment of the mills and papers that their factory is using. Unfortunately, the Book Chain Project's information is only made available to subscribing members, but our suppliers have been able to share with TMA that the mill is producing Preps Grade 5 (FSC) and Preps Grade 3 papers (Grade 3: where all the forest sources are known, legal, low risk or either FSC or PEFC accredited) and has participated in The Book Chain Projects initiatives such as Environmental Questionnaires and Mill Assessments.

Our supplier has also advised that their involvement with *Book Chain Project: Labour & Environment module* has been invaluable in helping them keep informed and assisting them to deal with any ethical supply chain issues that fall outside their regular corporate and social responsibility audit process. For example, in 2019 they had issues regarding recruitment fees for migrant workers at a Malaysian plant. With Book Chain Project's support they were able to agree remedial action by the supplier and give them guidance on best practice on how to revise their recruitment practices. More recently Book Chain Project have been assessing the risk of exploitation of the Uyghur People within Chinese supply chains and are in the process of identifying factories which may pose some risk through as a result of their state ownership status.

We also did some due diligence into the sourcing of eucalyptus wood pulp from Thailand in an effort to identify any potential modern slavery risk. We found that Eucalypt has been planted in Thailand since the 1950's. In 2019, the FSC looked at four aspects of labour rights (as specified in the ILO Fundamental Principles and Rights at Work) that were relevant to wood harvested in Thailand and found Thailand to be 'low risk'. The FSC found there were no sources of forced labour that they could identify, that Thai laws in relation to child labour were upheld and in place, that there were policies in place to require equal opportunity and to prevent discrimination and that Thailand had ratified conventions to allow freedom of bargaining¹¹.

¹⁰ <https://publishinggetsgreen.wordpress.com/2014/04/30/preps-publishers-database-for-responsible-environmental-paper-sourcing/>

¹¹ 'Centralised National Risk Assessment for Thailand' (16 April 2019) Forest Stewardship Council.

Based on our FY21 review, we have determined that the modern slavery risk relating to the growing and harvesting of the wood pulp that is used to make paper for our cookbooks is low. However, the FSC has advised that any buyers of paper products made from timber should make their own assessments, and base their sourcing on clear evidence that the supplier has policies in place that guarantee core labour rights. This is advice we will be following moving forward, and we will continue to gather information from our suppliers in relation to their sourcing of the wood pulp used to make all our paper products.

Our supplier has advised that they have a process for introducing new suppliers to the business, which includes a visit by our senior staff, the exchange and signing of Terms & Conditions of Contract which includes our various Policies and Codes and the collection of accreditation details - including quality management, environmental and ethical accreditations. Our supplier requires third party audits to help them monitor ethical conduct at the factory and all core suppliers have current ICTI, BSCI or SMETA audits. If the supplier will not engage with one of these processes, then our supplier will not work with them.

Based on the findings of this audit conducted in FY21, TMA considers that the supplier of cookbooks to the business is operating within the requirements of the TMA Code of Conduct and that there have not been any modern slavery risks identified in relation to this supplier. TMA will continue to review audit reports done for this supplier to ensure that this compliance continues.



Rattan, Bamboo, Wood and Silicone Products

TMA sells silicone-based products such as lids, seals, spatulas, brushes, bowls, cups, moulds and oven trays. These are sourced either from our first-tier wholesalers in Australia or imported from overseas.

Liquid silicone rubber (LSR) is a high purity platinum-cure silicone widely used for injection moulding. Silicone is made of carbon, hydrogen, oxygen and silicon (which comes from silica that is derived from sand). The LSR industry is mainly led by the United States, Europe and China.¹² China is the world's most competitive market due to its large number of manufacturers and has grown rapidly in the past few years.

TMA is aware of reports human rights violations involved in some sand mining operations in India¹³ and that this is an issue in many parts of the world. However as TMA does not have full transparency over our supply chain as yet, during FY22 we will be seeking further and more detailed information from our suppliers of silicon products, about the sand and raw materials used to make our silicone products.



Our ThermoMat, Oven ThermoMat and Barbeque ThermoMat products are made from durable flexible silicone, by our direct supplier based in Anhui Province Yang Lei, China. We have viewed an amphori BSCI report for the following products (conducted in September 2021).

The factory that makes these products for TMA, specialises in the manufacturing of silicone pads, the main production activities include coating, cutting, side dipping, silk printing,

¹² <https://www.benzinga.com/content/15702449/liquid-silicone-rubber-lsr-market-2020-top-countries-data-global-industry-analysis-by-trends-size-sh>

¹³ <https://www.nationalgeographic.com/environment/article/inside-india-sand-mining-mafia>

inspection and packing. The audit report for the factory provided the following information:

- there were 77 employees working in the factory (49 production employees and 28 were non-production) with 33 male workers and 44 female workers;
- all employees were permanent employees and 2 were domestic migrant employees;
- 10 workers were interviewed on site, including 5 males and 5 females. All of them were permanent workers and were local workers;
- the factory uses a fingerprint attendance system to record workers' working time, and all production and office employees worked for 8 hours per day and 5 days a week from Monday to Friday, with some overtime on Saturdays;
- all employees worked for one shift from 8:00 to 17:00 with 1 hour for lunch time from 12:00 to 13:00 and 2 hours as overtime hour from 18:00 to 20:00 for production workers;
- the local minimum wage was RMB 1280 per month equivalent to RMB 7.36 (1280/21.75/8) per hour since November 1, 2018. Payroll records from August 2020 to July 2021 were provided for review. 10 sampled workers' payroll records from July 2021 (current month), March 2021 (random month) and December 2020 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB11.49 per hour, which was higher than the legal requirement. Wage was released by cash on the 20th of next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on holidays;
- the buildings safety and fire safety in the factory were in good condition. Sufficient firefighting equipment (e.g. fire hydrants, fire extinguishers, emergency lights, fire alarm, evacuation plans etc.) were installed in the factory;
- washing rooms and drinking water was available for workers; and
- all aisles in workshops and warehouses were unblocked for evacuation in case of emergency.

There were also 2 areas where the factory scored a 'D' result on the audit report we were provided. These scores were in relation to the social management system and working hours within the factory. Given these findings, we are following up with the supplier on what remediation and corrective action plans are being put in place to address these issues. We will report in detail on these matters in our FY22 statement.

Other products that TMA sells, provided by the same supplier that supplies our Thermomats are our:

- silicon snack bar mould
- silicon lid (colour)
- spatular and brush set
- french-style rolling pin.

We have been advised that these are made in 3 other factories in China. We have not been provided with audit reports and details for these products as yet, and this is one of the product supply matters that we will be following up in FY22.

During FY22 we will continue our supplier review and to work with our suppliers to gather information about the products we sell. We are committed to the goal of having full transparency over our first-tier suppliers, and on gathering as much information as we can about the factories and raw material involved in the production of the goods we sell.



Services and goods not for resale risk

We have outlined the types of services that we engage to support our business earlier in this statement. Our focus for FY21 has been on our suppliers of product review, and so we have not completed a full review of our services and goods not for resale risks at this stage. However, we have identified that these exist and will work on these further in the coming years.

We have provided link to their modern slavery statements and other relevant information below.

- Australia Post/ StarTrack ([MS Statement](#))
 - CS Express ([MS Statement](#))
 - Fedex Express ([MS Statement UK](#))
 - TNT Express ([MS Statement UK](#))
 - UPS SCS (Australia) Pty Ltd ([UPS Slavery and Human Trafficking Statement](#))
 - Other local and small business partners
-
- Telstra ([MS Statement](#))
 - Carat Australia Media Services Pty Ltd (Dentsu Japan Inc) ([MS Statement UK](#))
 - Other local and small business partners
 - SIMS E-Recycling (NZ) Ltd ([MS Statement](#))
 - Other local and small business partners
 - We use third-party local and small business partners for our security
 - Other local and small business partners
-
- SEEK ([MS Statement](#))
 - Michael Page International (Australia) Pty Ltd (Page Group) ([MS Statement UK](#))
 - Hudson Global Resources (Hudson RPO) ([MS Website Statement UK](#))
 - Other local and small business partners
-
- We use third-party local and small business partners and venues for our promotion and event needs.
 - Other local and small business partners
-
- AlSCO Fresh & Clean (NZ) ([MS Statement UK](#))- for CLEAN UK-based division of AlSCO Ireland
 - Other local and small business partners

5. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

Board Level Commitment

At TMA we understand that we have a responsibility and a duty not to tolerate any forms of modern slavery in our supply chains or operations.

A significant amount of work will be required to gain full transparency over our supply chains and operations, and so we will be devoting the time and staff resources needed to complete this process. We are also focussed on ensuring that the supply partners we work with are aware of and adhere to our requirements in regard to the treatment of all workers who form part of our supply chain and operations. The adoption of our TMA Supplier Code of Conduct and its roll out during FY21 has confirmed our public commitment to addressing modern slavery risk, and we will also publish information about our efforts and initiatives in relation to Corporate and Social Responsibility on our website.

Supply Chain Review and Assessment

During FY21 our external compliance consultants, who form part of our Modern Slavery Working Group (MSWG), continued our review of suppliers. The MSWG established that TMA has gaps in terms of the amount and type of information that we collect and review in relation to our overseas and local suppliers of goods and services. In order to address this a supplier questionnaire was sent to suppliers that were identified as high risk based on the type of product that they supplied TMA and the region/ country in which those products were made. The questionnaire asked suppliers about their understanding of their own supply chains and asked them to report on any steps that they may have taken to address modern slavery risk.

The responses that we received to our FY21 survey were somewhat useful in terms of filling in some gaps in our knowledge about our product supply chain and where our products are made. The quality of the information that was provided by suppliers during this process was varied, based on the supplier's understanding of the requirements and the reasons behind the need for their response. We will continue this important work and report further on our progress in our FY22 statement.

Update and Development of Internal Policies and Processes

The TMA Supplier Code of Conduct

During FY21 we finalised and rolled out our TMA Supplier Code of Conduct (Code) This Code has been developed to be in line with the Principles outlined in International Labour Organization (ILO) standards, the Ethical Trading Initiative (ETI) Base Code and accepted best ethical and sustainable business practice. The Code requires that our suppliers read, understand and adhere to the Code, and also sign and return a Supplier Commitment that needs to be returned to TMA. We will also take steps to ensure the Code is known to all our staff and consultants, across all levels of TMA.

Critically, the Code advises all our suppliers that we expect them to provide full transparency over their supply chains and operations, including disclosure to TMA of the sources of manufacturing and raw materials used in the production of our products and any other relevant information relating to the supply of goods or service to TMA. Based on our experience of the first review of our suppliers, we want to work with our suppliers to encourage them to do their own due diligence where necessary, so that they are able to be part of the modern slavery solution. We consider that this requirement for full transparency, while it may seem contrary to standard business practice for some suppliers now, will become the norm across the world as a result of more and more countries introducing reporting requirements. We will be working with all of our suppliers to assist them to understand why TMA is implementing our supplier Code, and the role that our valued suppliers have in helping TMA to address its modern slavery risks.

We will be supporting our suppliers and working to assist them to come to terms with this way of doing business, where large businesses are required to provide proper and honest reports on the source of the products that they sell. Traditional procurement that was focused only acquiring the best product for the best price will need to be addressed by all Australian businesses, and the focus will need to include other aspects such as the social compliance of the supplier.

Our TMA Supplier Code of Conduct requires all our suppliers to take all steps necessary to ensure that there is no:

- slavery or forced servitude of any kind;
- trafficking in persons;
- forced, compulsory, bonded, indentured or prison labour;
- debt bondage;
- labour facilitated by any form of coercion or deception; or
- child labour;

in any part of their supply chain.

We also have an expectation that our suppliers will make inquiries in relation to any authorised sub-contactor's own operations and supply chains, to ensure this requirement is upheld in relation to TMA's whole supply chain.

The Code requires our supplier to ensure that any business partners used for outsourcing of production or supply of raw materials retain all necessary information and documentation to allow verification of their compliance with all aspects of our Code. It also sets out restrictions on the sourcing of particular raw materials or products in our supply chain, such as cotton, where those raw materials have been sourced from high-risk areas.

We acknowledge that the roll out and implementation of the Code will take significant work and effort on our part, but we also know that addressing modern slavery is a very important business and moral obligation and will be required if big businesses in Australia want to do their part to eliminate modern slavery.

Our Code also includes requirements that our suppliers:

- comply with all relevant and applicable local laws;
- adopt and adhere to conditions of employment that respect worker's rights;

- provide a healthy and safe workplace to all workers involved in the production of the products that we sell;
- ensure that all workers that form part of our supply chain are paid a living wage;
- ensure workers who form part of our supply chain are not required to work excessive or involuntary overtime;
- recognise the right of workers to freedom of association and collective bargaining - such as the right to join a union and have this recognised by their employer; and
- treat their workers with respect and dignity and do not discriminate in recruitment, hiring or employment.

We will also be undertaking a process of review of our vendor and supplier contracts to insert a reference to adherence to the Code, and also specific modern slavery provisions. During FY22-3 we will also be focussed on the development of TMA Ethical Sourcing Guidelines and our Supplier Remediation Policies, which will set out detailed information and advice for our suppliers in relation to compliance with the requirements outlined in our Code.

Whistleblower Policy

We will be adding modern slavery related provisions and reporting provisions into our Whistleblower Protection Policy which is currently in place. TMA also has an effective Complaints Handling System (CHS) which is consistent with the relevant Australian Standard AS.NZ 10002:2014 Guidelines for complaint handling management in organisations.



Modern Slavery Training

During FY21 our MSWG worked to develop a new tailored online modern slavery training program for our relevant staff to complete.

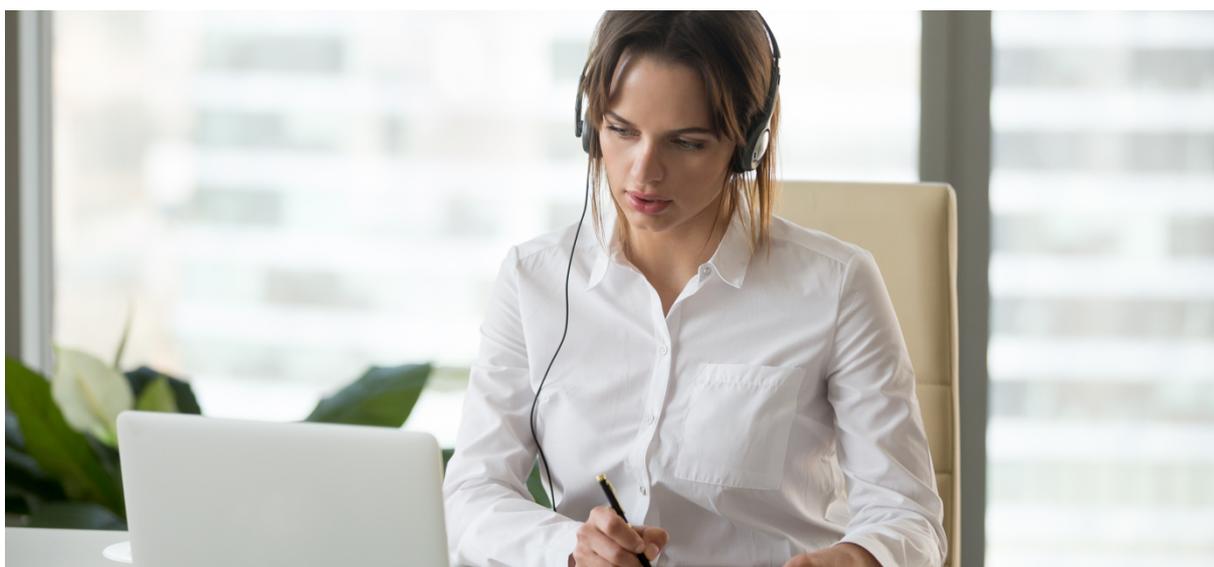
This training has been designed to assist our staff to understand TMA's modern slavery risks, and to allow the identification of modern slavery related issues in our supply chains and operations. This is an update to the version of the training that we developed in FY20, and the training gives important information to our buyers and procurement teams about what they can do in their roles to assist with the mitigation of modern slavery risk within our business.

TMA's new Modern Slavery Training module covers topics including:

- What is modern slavery?
- Why does TMA need to address modern slavery?
- COVID-19 and associated modern slavery risks;
- TMA's Supplier Code of Conduct;
- Practical things that staff can do to identify and address modern slavery risks;
- The importance of knowing your suppliers;
- The importance of knowing your risky products and services; and
- Product sourcing and how to gather information from providers of products and services.

This training provides TMA teams with information about the business' reporting obligations under the *Modern Slavery Act 2018* and also other modern slavery legislation and initiatives around the world.

Our staff will also be provided with the opportunity to ask questions and request more information about specific industry or product related modern slavery risks from our external compliance team when they complete the training module.



6. ASSESSMENT OF ACTIONS TAKEN TO ADDRESS RISKS

Reporting on our Modern Slavery KPIs

During FY20, we developed Key Performance Indicators (KPIs) that we will put in place, with a goal to meet them before the end of our 2023 financial year. The KPIs that we put in place and the progress we have made towards meeting them are detailed below.

1. TMA will provide 100% of new and current TheMix shop suppliers with a copy of the TMA Supplier Code of Conduct (in an appropriate language for that supplier) and will guide and educate those suppliers as to its contents and requirements of the Code.
2. TMA will take steps to ensure that 100% of new and current suppliers sign and return the Supplier Commitment page that forms part of our Code and returned this to TMA.
3. TMA will provide 100% of new and current suppliers with a copy of TMA's Global Sourcing Principles and will guide and educate those suppliers as to its contents and requirements of those Principles.

Progress toward meeting KPIs 1, 2 & 3:

Our MSWG has been sending our the TMA Code of Conduct to all of our identified product suppliers with a request that they return the signed supplier commitment to us. We are still working on developing the Global Sourcing Principles. This work will continue in FY22-23.

4. TMA will provide 100% of its new and current suppliers with a one page fact sheet on its modern slavery initiatives, requirements and expectations with TMA contact information made available.
5. TMA will take steps to ensure that 100% of new supplier contracts include modern slavery causes and a reference to the modern slavery compliance obligations the supplier has to meet (including a reference to the TMA Supplier Code of Conduct and the TMA Ethical Sourcing Principles).

Progress toward meeting KPIs 4 & 5:

Numerous suppliers have been contacted and updated in relation to the TMA Code of Conduct and as part of our supplier review. We are continuing work on this in FY22.

6. TMA will ask all its vendors and suppliers to provide information about their modern slavery compliance as part of their annual review, which will include a survey each to gauge their understanding of modern slavery risks and the actions taken to address these. This will include a survey of TMA suppliers that are in a high-risk geographic areas or in areas where risks may have increased due to COVID-19.

Progress toward meeting KPI 6:

During FY21 our MSWG contacted many of our product suppliers and have had extensive communications back and forth as we work to improve our supply chain transparency. Much of this work has been impacted by the COVID-19 pandemic, as suppliers have had to focus on issues that have arisen as a result of this crisis, to keep supply chains operating.

7. TMA will take steps to establish an email address and/or hotline to ensure that workers in any part of TMA's supply chain have a confidential and safe process for raising any concerns. TMA will also take steps to ensure that 100% of emails sent to TMA or its Whistleblower contact email, that have modern slavery content, will be addressed and remediation of those issues will begin within a three-month time period from receipt of the email.

Progress toward meeting KPI 7:

This has been done and our new TMA Supplier Code of Conduct includes a contact email for this purpose.

8. TMA will take steps to develop a plan for proper checks and audits be done on suppliers and factories that TMA deals with directly to source products for sale on TheMix Shop including factory visits (if appropriate and possible) and or review of modern slavery audit reports or self-assessments to be provided by our suppliers or factories.

Progress toward meeting KPI 8:

This planning has been started, but progress in regard to this has been hampered by the pandemic. We will report further on this in our FY22 statement.

9. TMA will review its supplier sourcing processes to ensure that that our key modern slavery standards and requirements flow through all aspects of supplier sourcing and management, including supplier contracts, Request for Tender (RFT) and purchasing processes, auditing and compliance action and performance standards for procurement staff.
10. TMA will list modern slavery as a risk on TMA's risk register and this will be regularly reviewed by TMA's risk team.
11. TMA will commit to an annual review of its response to modern slavery by senior management, the results of which will be reported to the Board within 3 months of the conduct of the review, and will form the basis for its annual reporting under the *Modern Slavery Act 2018* (Cth).

Progress toward meeting KPIs 9, 10 & 11:

This work is ongoing and our MSWG is focussed on these goals. We will report further on this in our FY22 statement.

7. MOVING FORWARD

Ongoing Commitment to Transparency

We will continue to devote time and resources to publishing a proper and well researched annual modern slavery statement. TMA's annual modern slavery statement will be published on our website and made available to staff at TMA internally.

We are also committed to a process of continuing transparency and will be working during FY22 to address the gaps we have identified in relation to information gathered from our suppliers about their own suppliers and the contacts from whom they source raw materials. TMA will also be investigating the need to engage in any supplier remediation processes as we work to implement human rights and modern slavery related practices and procedures.

Development and Continuation of Strong Supplier Relationships

TMA understands that through our purchasing decisions, especially those made in relation to the products that we sell on TheMix Shop website, we have the capacity to improve the working conditions of all workers in our supply chain and operations and to reward our suppliers who treat workers with dignity and respect.

Monitoring and Awareness

TMA will continue to monitor modern slavery related media and news in order to identify any emerging human rights risks that may be present in the industry or geographic locations from which our products are sourced. This will include Government guidance on cotton sourcing from the Xinjiang region in China, the recent initiatives of the Australian Government in relation to the banning of imported goods made with forced labour and on supplier treatment of workers during the COVID-19 situation. We are aware that as a responsible corporate citizen, we need to play our part to mitigate and work to eradicate modern slavery.