

27 April 2021

## **MODERN SLAVERY STATEMENT**

### **1. Introduction**

Health More Pty Ltd (**'Health More'**) is committed to operating our business lawfully and in alignment with our values and ethical standards. As a proud promoter and exporter of Australian and New Zealand brands and products to the world, it is important to us that our suppliers also share our values in supporting and respecting the protection of human rights, and to endeavour that our organisation and our suppliers are not complicit in human right abuses. To this end, we will not tolerate slavery, or human trafficking, or abusive or unfair treatments in any part of our own business, or in any of our supply chain. Similarly, we also expect our suppliers to operate in accordance with all applicable modern slavery laws, including those prohibiting human slavery or similar practices, human trafficking and child labour, and with corporate social responsibility standards generally, such as compliance with environmental and workplace safety protection, and staff inclusion and diversity.

Health More defines modern slavery to involve abuses of human rights and serious crimes, particularly where coercive, threatening or deceptive conduct is engaged in to exploit victims, and undermine or deprive them of their freedom. This is different from substandard working conditions or underpayment of workers, but these practices are also illegal and may escalate into modern slavery.

### **2. Risk**

Health More's office and warehousing facilities are located in Melbourne, Victoria, and it partners with reputable freight businesses to arrange the exportation of its goods to overseas customers in East Asia.

Our supply chain is predominantly Australian and New Zealand-based, with a significant majority of the goods that we trade in being manufactured in these two countries. Other services purchased and used in the operation of our business, such as IT, accounting, legal, facilities, office supplies, freight and logistics services are primarily sourced from Australian suppliers and vendors. Both Australia and New Zealand have been assessed to have a lower prevalence of modern slavery by the Global Slavery Index, and we believe that our current supply chain is unlikely to contain modern slavery practices, or develop to result in such practices, as our suppliers have sound reputations and business practices with highly skilled employees. Many of our suppliers are required to issue modern slavery statements, and for smaller suppliers, as well as any supplier that is based offshore, we apply a risk management procedure to identify potential modern slavery risks in our supply chain.

However, as with all businesses undertaking international shipping, we are aware of the risk of human trafficking and other modern slavery practices aboard chartered freight ships. Hence, where possible, Health More minimises the use of sea freight, and relies mainly on air freight services provided by airline partners, who are required to be compliant with Australian modern slavery legislation, to transport our goods to overseas destinations.

### **3. Risk Management**

Health More is committed to regularly reviewing and monitoring our extended supply chain on an ongoing basis to identify any potential issues, and we endeavour to sample a random selection of suppliers each year to assess compliance with modern slavery laws. Suppliers who we know, or are reasonably confident, that has operations in countries and regions that have a major exposure to modern slavery practices will be monitored on a more frequent basis. We will utilise the Global Slavery Index published by the Walk Free Foundation to conduct these assessments.

Our supplier contract terms also require suppliers to undertake that they are, and will continue to be, compliant with all applicable laws, regulations and codes of conduct, including but not limited to Australian modern slavery laws, in relation to their business operations and supply chain management. Suppliers are also provided access to a dedicated staff member to discuss or self-report any potential modern slavery practices that might eventuate in their supply chains.

As part of our commitment to minimising and eradicating modern slavery practices in our supply chain, we also undertake to influence our suppliers to develop better business practices to identify any potential modern slavery practices within their own supply chains, and willingly and freely share our knowledge and resources on how and what steps to take to correct any identified deficiencies. Health More do not claim to be experts in modern slavery laws and will always recommend that independent professional legal advisors be engaged, but as a socially responsible organisation, we view it to be part of our ethical duty to do what we can to prevent modern slavery practices.

### **4. Further Steps**

For new suppliers as of 01 March 2021, a thorough due diligence process is carried out by Health More requiring potential suppliers to demonstrate that they are actively avoiding or eliminating slavery and human trafficking in their supply chains. Any slavery or human trafficking issues identified (whether actual or at an unacceptable risk) would mean that the potential supplier will be excluded from providing goods or services to Health More until, and unless, it could prove that it has adequately dealt with and negated the risks of any such modern slavery practices from eventuating to Health More's satisfaction.

A comprehensive audit is also to be completed on all suppliers by the end of the 2021 Financial Year to identify and address any existing potential modern slavery risks within our current supply chain.

At the same time, we are also rolling out training to all Health More personnel regarding our position on modern slavery practices and the identification of potential modern slavery issues so as to ensure a whole-of-enterprise approach towards minimising any risks of modern slavery practices within our organisation and in our supply chain. Since 2020, our senior management team has been briefed on modern slavery risks, and the procedures that Health More personnel are required to follow in our procurement practices. Our risk management and outsourcing policies are progressively updated to reflect the potential risks of modern slavery practices in our supply chain, and the risk management policies that our organisational follows on profiling our suppliers in order to minimise such risk.

This statement was approved by the board of Health More Pty Ltd on 01 March 2021.



Wei Chen

Chief Executive Officer

Managing Director, Health More Pty Ltd