



MODERN SLAVERY STATEMENT 2020

INTRODUCTION

This statement, made pursuant to section 14 of the Modern Slavery Act 2018 (Cth), is our first Modern Slavery Statement and is published on behalf of E&S Trading Co. (Discounts) Pty Ltd ABN 71 007 449 265 (E&S).

The purpose of this statement is to outline our approach to ensuring that E&S has comprehensive frameworks and processes in place to minimise the risks of modern slavery in our business operations and supply chain.

E&S acknowledges that slavery can occur in many forms as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting.

E&S is committed to operating responsibly and establishing and adhering to the highest ethical standards with a goal of identifying and working with its supply chain to eradicate the various forms of slavery.

OUR STRUCTURE, OPERATIONS AND BUSINESS

E&S Trading Co. (Discounts) Pty Ltd (E&S) ABN 71 007 449 265 is a privately owned and operated company, registered in Australia.

E&S is a retailer of home appliances, specialising in kitchen, bathroom and laundry product. We operate nine retail outlets, a commercial division, warehouse a distribution facility, clearance centre and support centre, all located in Victoria. Through online and commercial activities, we supply product to many states in Australia.

We are a family owned and operated business, employing more than 300 people locally and through contractors, in the Philippines.

Products we sell are sourced from all over the world, including Australia, Europe, USA, Thailand and China, to name a few. These products are generally sourced and/or manufactured by large, multinational suppliers.

As at the 30th of June 2020, in Australia E&S employed 273 people, 8 temps sourced through a labour hire company and 5 independent contractors, and an additional 7 people in the Philippines via a labour hire company.

RISK IDENTIFICATION

E&S has undertaken a review of the potential risk of modern slavery practices across our operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location. In undertaking this review, E&S identified some low risk areas which will likely form part of future assessments as well as areas on which it should focus its immediate efforts including major suppliers in each product category. Our review also revealed limitations in the data captured and recorded on some of our suppliers. We will use these results to prioritise our supplier engagement activities next financial year.

RISK MANAGEMENT AND DUE DILIGENCE

To manage the risks of modern slavery in our supply chain, E&S has undertaken the following measures:

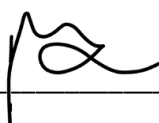
- introduced its first anti-modern slavery policy;
- commenced audits of key suppliers via a targeted questionnaire;
- introduced a mandatory questionnaire to new suppliers to enable initial risk assessment;
- introduced a Supplier Code of Conduct – Modern Slavery; and

ONGOING ASSESSMENT OF RISK

In 2020, and the years to come, E&S will work to increase collaboration with internal and external stakeholders to prevent and address any contribution that E&S may have to the global issue of modern slavery.

E&S will achieve this by focusing on raising awareness of the forms of modern slavery among our employees and suppliers, continuing to evolve our due diligence processes to aid in the identification of risks, expanding the scope of our supply chain risk assessment, reviewing existing processes and exploring ways to improve identification and action on risks throughout our supply chain.

This statement was approved by the board of E&S Trading Co. (Discounts) Pty Ltd ABN 71 007 449 on the 21st of December 2020.

Signed:  _____

Michael Sinclair

Director: E&S Trading Co. (Discounts) Pty Ltd ABN 71 007 449