

Modern Slavery Statement

2020/2021 Financial Year



Reporting Entity

Over the last 20 years EB Games has become one of Australia's leading retailers and has grown to more than 420 corporate stores across Australia and New Zealand under two brand names, EB Games and Zing Pop Culture.

In 2004 EB Games joined the GameStop group which operates more than 5,500 company stores across 14 countries.



COMPANY FACT SHEET

Entity	Electronics Boutique Australia Pty Limited ACN 077 681 442 ('EB Games')	
Ultimate Holding Company	GameStop Corp. (Publicly listed company on the New York Stock Exchange)	
Employees	+ 3,000	
Areas of Employment		
Distribution Centre/ Warehouse	<ul style="list-style-type: none"> • Logistics • Import management • Refurbishment of second-hand goods • Picking and packing • Forklift and machinery operators 	
Store Support Centre (SSC)	<ul style="list-style-type: none"> • Customer service • Store support lines • Finance and Accounts • Property • Legal • Buying 	<ul style="list-style-type: none"> • Marketing/Social media • Website/eCommerce/ Development • Human Resources/Payroll • Loss Prevention • IT
Field Team	<ul style="list-style-type: none"> • Operations managers • Field managers • Store managers • Sales associates 	
Areas of Operation	Australia and New Zealand	

EA

GAMES

Nintendo



EB ETHOS



Family.
Integrity.
Vision.
Vitality.
Accountability.
Recognition.

Our Values

Our EB Ethos reflects the heart and soul of EB Games. It defines how we do things, what we stand for and what it takes to work here.

When we interact with our customers and colleagues the EB Ethos helps us develop and grow. Together these values form a culture that we think is unique and sets us apart from the rest.

We are proud of our diverse culture and strive to create an inclusive environment for all employees. We welcome individuals from diverse backgrounds to be part of the EB Games family.

Our Brands

EB GAMES

The retail sale of video game and computer equipment, software, digital currency and subscriptions, accessories, games, pop culture items, collectibles, related apparel, and other merchandise.



The retail sale of merchandise related to movies, television shows, the internet, games, books, music and other popular culture mediums including toys, comics, trading cards, clothing, screen media, apparel, board games and other items of a collectable or popular culture nature.



MONOPOLY
GAMER

AGES 8+
2-4 Players

Collector's Edition

Hasbro Gaming

Nintendo

Price tag: \$65

SCHRODINGER'S CAT
THE MUG SET

TWO MUGS, TWO CATS,
TWO POSSIBLE FUTURE

Price tag: \$20

BUILD-ON BRICK MUG

Price tag: \$10

TEA-RIFIC

Price tag: \$10

LEGO

Price tag: \$10

Our Supply Chain

We have large and far reaching supply chains which is reflected in the diversity of products we bring to the market and the scale of our operations.

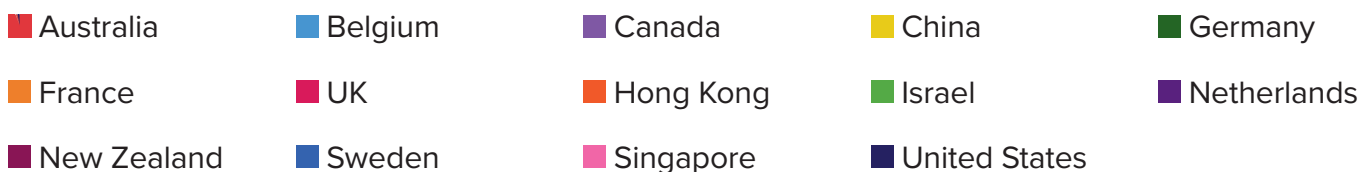
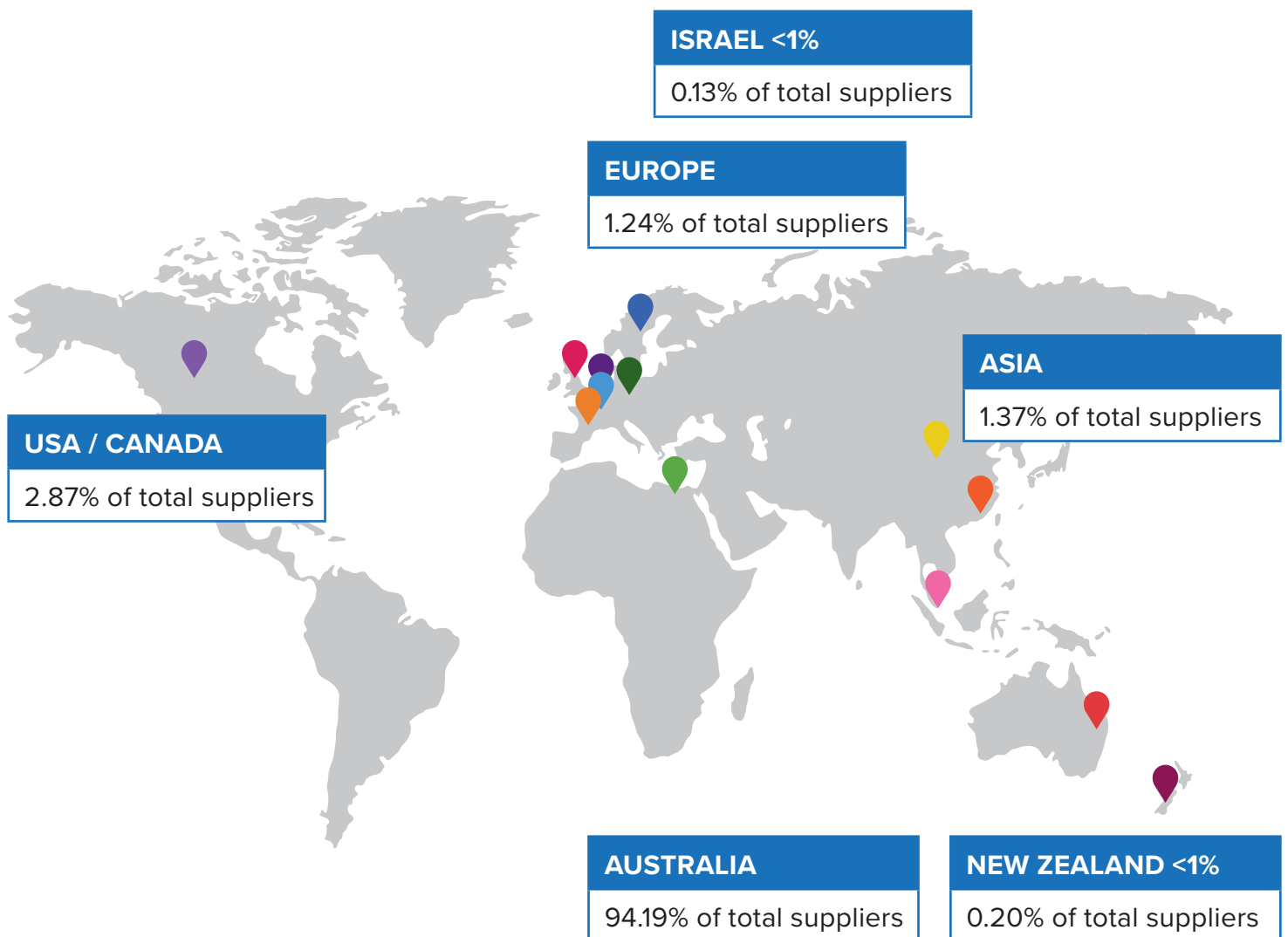
Over 90% of our annual spend with suppliers is with Australian companies. In some instances, we are dealing with offices of global companies located in Australia or Australian based subsidiaries which results in a high percentage of our cash spend remaining in Australia.

We acknowledge that in some circumstances the product provided by the supplier is not necessarily produced or distributed from their Australian office.

When considering our supply chain, we have looked at a range of aspects within our business, including the supply of:

- Physical product sold by our company
- Manufacturers our business engages to make products on our behalf
- Manufacturers engaged to make our store fixture systems
- External professional advisors
- Office suppliers such as stationary, cleaners, etc.
- Real estate

Geographical Location of Suppliers



Risks In Supply Chain

We have worked through our organisation as a whole, reviewing the above areas in our supply chain, to separate out the areas where we have identified potential risks of modern slavery in our business. This risk has then been split into two categories –

- Operational risk
- Production and buying risk

Operational Risk

Our operations are based entirely in Australia and New Zealand. We have been able to undertake a thorough review of potential modern slavery risks in the operational aspects of our organisation because of our domestic location.

People are our strength. We recruit and develop a diverse team of high performers and strong leaders who love winning, embrace change, and embody the values of EB Ethos.

At EB Games we pride ourselves on the quality of working conditions provided to our staff across the business and ensure we go above and beyond to instil a sense of value and empowerment. We are constantly ensuring all employment law requirements are met for our staff in both Australia and New Zealand and are swift to implement any necessary changes or updates as required.

It is because of this we are proud to confirm the risk of modern slavery from an operational perspective is very low.

Production and Buying Risk

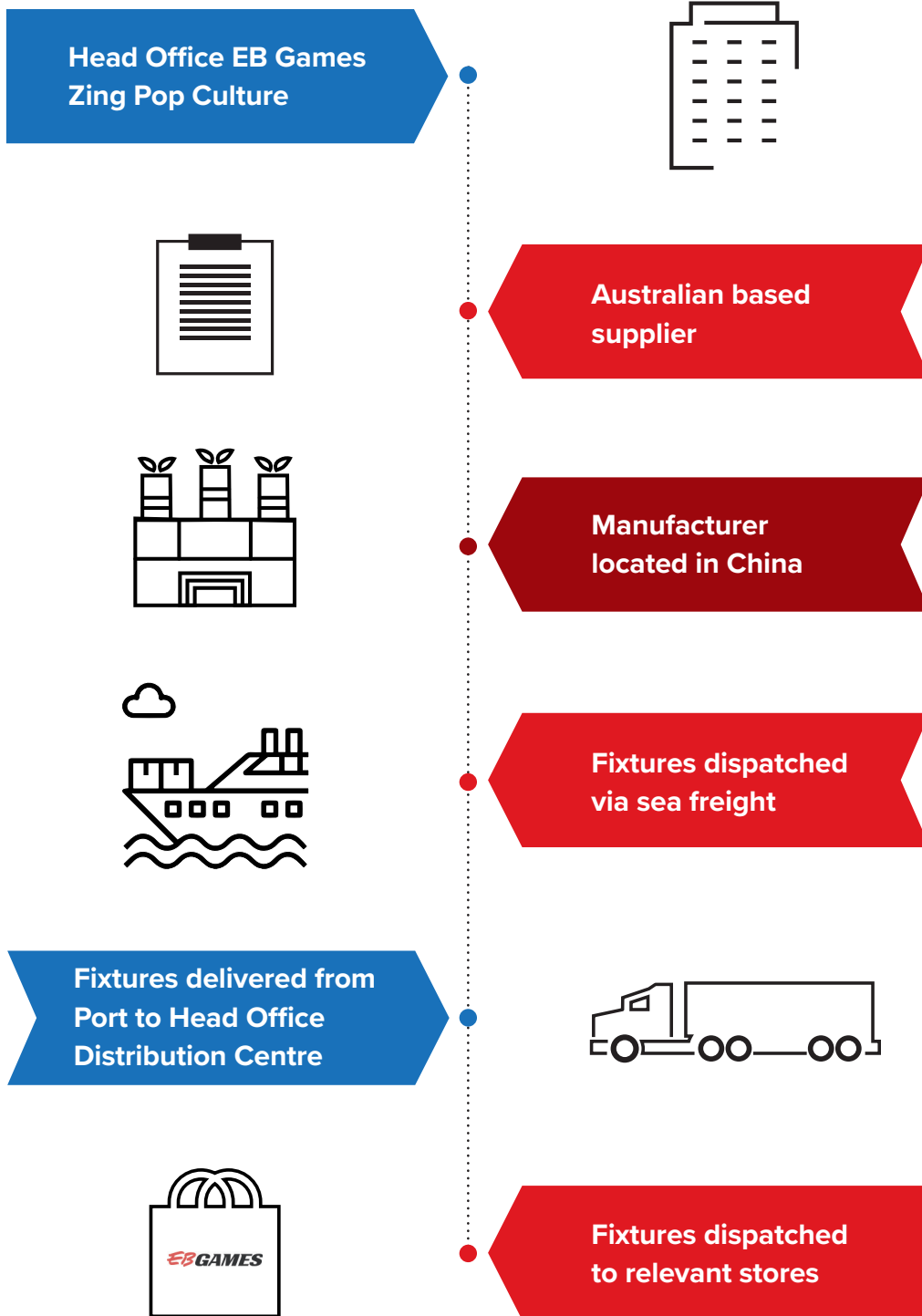
Our supply chain with respect to the product we sell, manufacture, and buy holds the largest area for the opportunity of modern slavery.

We previously identified our supply chain for manufactured products we sell as an area of risk and reviewed the supply chain in our previous financial year's statement.

As part of our continual review of our supply chain risk we have taken a closer look at our production supply chain for our store fixture system.

We currently purchase our fixture system through three main Australian suppliers. These suppliers engage factories in China to manufacture the fixtures on a made to order basis. Once manufacturing is complete, the product is then shipped back to our warehouse.

Production and Buying cycle



Risk Assessment And Due Diligence

Through working with our suppliers, we have learned most of them have employees working directly with the factories in China. Their local team members carry out inspections of the properties and in some cases have offices in the factories. There is, however, no formal procedures or standards required of the factories before they commence manufacturing of our fixtures.

To tighten our procedure and to minimise the risk of modern slavery in this aspect of our supply chain we have committed to bringing our manufacturing requirements of our fixtures inline with our requirements of our product manufacturers.

By the end of our current financial year (February 2021 to January 2022) we will require all our fixture manufacturers to obtain a Business Social Compliance Initiative audit for each factory used. We will require a minimum 'C' grade to be achieved on the audit. Any areas that do not achieve at least a 'C' grade compliance are required to be remediated by the next audit. If a manufacturer fails to reach minimum standards by the second audit, we terminate our agreement with the supplier and cease all business dealings with them until they can find a compliant factory to continue production.

Our Fixtures



Remediation

EB Games is committed to promoting a culture of ethical behaviour, compliance, and good corporate governance.

As part of this EB Games has a Whistleblower Policy accessible to all employees in the company. We are committed to supporting a whistleblower while they raise concerns and protecting them throughout the process.

We also insist on compliance and rectification of deficient areas in BSCI audit reports received from manufacturers and refuse to deal with companies that do not meet our requirements.

Assess Effectiveness Of Actions

Our current approach to measuring the effectiveness of our actions includes –

- Continual monitoring of our current systems
- Engagement of external parties to conduct audits
- Reviewing compliance with our Supplier Code of Conduct and Vendor Product Quality Terms and Conditions
- Strong governance

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Consultation

Whilst we do not have any subsidiary companies, we ensure that the practices implemented into our Australian business are mirrored in our New Zealand business.


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Future Commitments

Over the next financial year, we will focus on –

- Continuing to review and update and processes and procedures currently in place
- Reviewing our newly implemented procedures for our fixture manufacturers
- Assessing ourselves against the requirements of the *Modern Slavery Act 2018 (Cth)*



Stephen Charles Wilson
Managing Director

This Modern Slavery Statement was approved by the Board of Directors on 22 March 2022



EB GAMES **ZING** POP CULTURE