



Dats Pty Ltd

This modern slavery statement, pursuant to the Modern Slavery Act 2018 (Cth), describes the risks of modern slavery in the operations and supply chains of Dats Pty Ltd ABN 26 001 733 697 ("Dats"). It includes information about actions taken to address those risks for the reporting period 1 July 2022 – 31 June 2023 (FY23).

Dats is a privately owned business that develops and supplies a range of consumer goods to retailers in Australia and New Zealand.

Dats maintains a zero tolerance for any form of modern slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services, and the worst forms of child labour.



Our structure, operations and supply chain

Dats Pty Ltd is an Australian privately owned business headquartered in Sydney, Australia and employs over 90 people.

Dats is an importer and wholesaler of household consumer goods to retailers in Australia and New Zealand. Dats supplies a range of products including: stationery, diaries, Christmas decorations, festive lighting, pet needs, household cleaning and storage, kitchenware, hardware, garden, toys, luggage and travel goods. Dats markets its product under various brand names including: Lytworx, Chompers, DATS, Stash n Store, Zozee Toys, Chef's Companion, Garden Blitz, Mighty and Zilch.

lytworx.

Zozee
Toys

CHOMPERS

GARDEN
BLITZ

dats

Mighty

stash
store

Chef's
Companion

Zilch

We partner with over 180 suppliers and agents to manufacture our products, and though we do not own or operate any manufacturing facilities, our goal is to develop long-term business relationships.

The majority of our products are manufactured overseas, with a high proportion of these products originating from supply chains based in Asia. A small proportion of products are manufactured in Australia.

We acknowledge the intricate nature of the supply chains involved in the production of our goods, encompassing various enterprises from the procurement of raw materials to the creation of the final products. Our most robust affiliations lie with the suppliers, agents, and manufacturing facilities situated at the end of the supply chain. As such, our primary emphasis is directed towards mitigating the risks associated with modern slavery in this particular domain.

Dats also procures a range of services in connection with its business operations at its Head Office and Distribution Centres including freight distribution and warehousing, cleaning services and IT technical support.

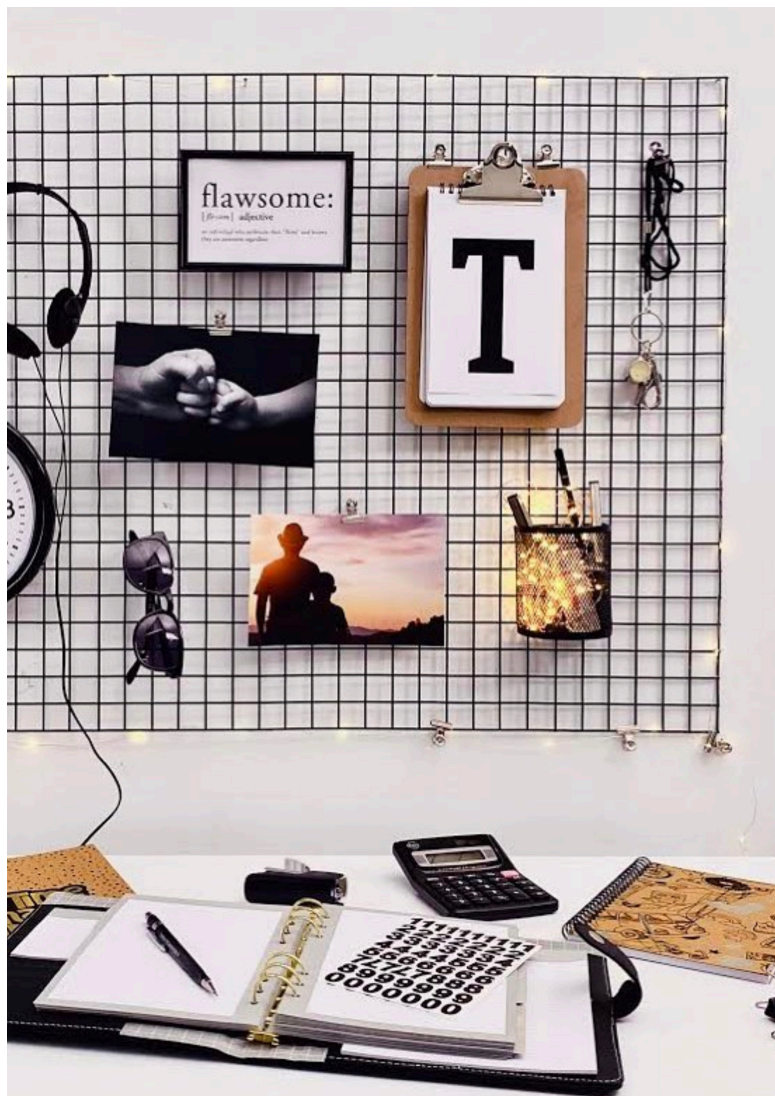


Risks of modern slavery practices in our operations and supply chains

We deem our operations and supply chain in Australia to be of low risk of modern slavery, attributable to our organisational culture, policies, and adherence with legislation.

We have focused our efforts where we have identified the highest risk of causing, contributing to, or be directly linked to modern slavery in our supply chains, and that is those based in Asia. Based on Sector and Industry Risks, Product and Services risks, Entity risks and Geographic risks, we believe forms of modern slavery such as forced labour and excessive work hours could possibly exist in those markets.

Our primary focus in the fight against modern slavery lies in our supply chains in Asia, specifically the suppliers we engage with and the manufacturing facilities they employ, with whom we lack a direct contractual relationship. We are dedicated to evaluating and remedying these risks as part of our due diligence, as we maintain a zero-tolerance policy towards any manifestation of modern slavery.



Our actions to assess and address modern slavery risks

Policy:

Our Modern Slavery Policy is reviewed annually to determine if any modifications are needed to ensure it encompasses our commitment, is up to date with emerging social issues and is fit for purpose.

Training:

Continuous training is key to ensure our Buying team are equipped with changes in social issues in modern slavery and how it may affect our supply chain. Education is important as it provides our Buying team with the correct tools to identify and mitigate any possible modern slavery risks in our supply chain.

Supplier audits:

Dats undertakes visits to suppliers and their manufacturing facilities across our supply chain. This task is performed by the Buying team and is an important process as it provides first-hand experience into investigating and determining the risks of modern slavery in the supply chain. During the COVID-19 pandemic, the ability to travel to perform these visits was significantly impacted, however as travel to countries in Asia is now permitted this activity has started to be utilised again.

As a member of amfori Business Social Compliance Initiative (amfori BSCI) and Suppliers Ethical Data Exchange (Sedex), we have placed the importance with our suppliers on the use of manufacturing facilities that are independently ethically audited to the amfori BSCI or SMETA (Sedex Members Ethical Trade Audit) audit standards. In light of this, we have enhanced our utilisation of manufacturing facilities that have undergone audits adhering to either of these ethical standards. These social monitoring initiatives

enable Dats to comprehensively evaluate our manufacturing facilities and suppliers, thereby gaining insights into the prevailing working conditions within our supply chain. Through these audits, we are able to assess our suppliers, diligently monitor the health and safety of workers, and effectively identify any instances of modern slavery, including child and forced labour.

As a Forest Stewardship Council (FSC) certificate holder, our business and FSC supply chain is independently audited to ensure we are meeting FSC's Core Labour requirements and national labour laws.

Due Diligence:

Before bringing new suppliers and manufacturing facilities on board, we conduct a thorough assessment of their capabilities as a supplier, including evaluating the potential for their supply chain to be involved in modern slavery. Our company's Workplace Conditions policy applies to all our suppliers, and we expect them and their supply chain to comply with the principles and standards outlined in the policy, as well as implement appropriate management systems and processes. We also expect our suppliers to effectively communicate this policy within their own business and to any manufacturing facilities they utilise, ensuring understanding and compliance with the policy.

Remediation:

Within our operation, our Grievance Policy outlines the process for raising and resolving grievances. All grievances are dealt with in a fairly and timely manner, to ensure it is resolved.

Assessing the effectiveness of our actions

Dats is committed to ensure that the actions we put in place are effective and add value. We assess our effectiveness by continuously training and education our buying team regarding modern slavery risks and challenging social issues. Our Modern Slavery Policy is reviewed annually to ensure it is fit for purpose for our operations.

Our operations and FSC supply chain is independently audited to FSC's Core Labour requirements and national labour laws. Over the course of the year, all of our suppliers who have been audited have meet or exceeded FSC requirements, meaning our FSC supply chain is at minimal risk of modern slavery.

As a member of BSCI and Sedex, we utilise these systems to manage audits and the non-conformances that are raised. We continue to work with manufacturing facilities to ensure these non-conformances are closed out in a timely manner.

Moving forward, we will continue to further map our supply chain for key suppliers in Asia, along with reviewing their ethical audit reports.

Consultation

We do not own or control any other entities and therefore this criteria is not applicable.

Approval

This statement was approved by the board of Dats Pty Ltd on 24 October 2023.

Grant Thurkettle

Grant Thurkettle
Managing Director
24 October 2023

