



merivale
Modern Slavery
Statement

Year ended 30 June 2022



About us

Owned and run by the Hemmes family for over 60 years, Merivale began as an iconic fashion house started by John and Merivale Hemmes. Merivale's fashionable beginnings were soon followed by a venture into hospitality, opening a Thai tea café within their Sydney CBD fashion building in 1970. From here, Merivale's hospitality roots were firmly planted.

Merivale is now led by CEO Justin Hemmes, whose creativity and knack for pushing the boundaries has made Merivale what it is today.





Our business

Merivale is one of Australia's leading hospitality groups with over 5,000 team members focused on delivering unique and memorable experiences to every person who steps into one of our venues.

Merivale operates primarily in Sydney through its CBD entertainment precincts and hotels. In 2022, our regional footprint expanded to include Lorne on the Great Ocean Rd in Victoria building on our first regional venues in Narooma, NSW.

The Merivale portfolio continues to grow, now encompassing more than 80 brands and venues.





Our supply chain

In the 2022 financial year we worked with more than 2,500 suppliers to provide the goods and services required for the operation of our business.

Due to the location of our venues and our reliance on high quality fresh local produce, the majority of our suppliers are also based locally in Sydney. The goods we acquire from these suppliers does also include items sourced from across the globe.

Major Spend
Categories
2021

Beverages
(Alcoholic & non-
alcoholic)



Food



Services
(Cleaning & Security)

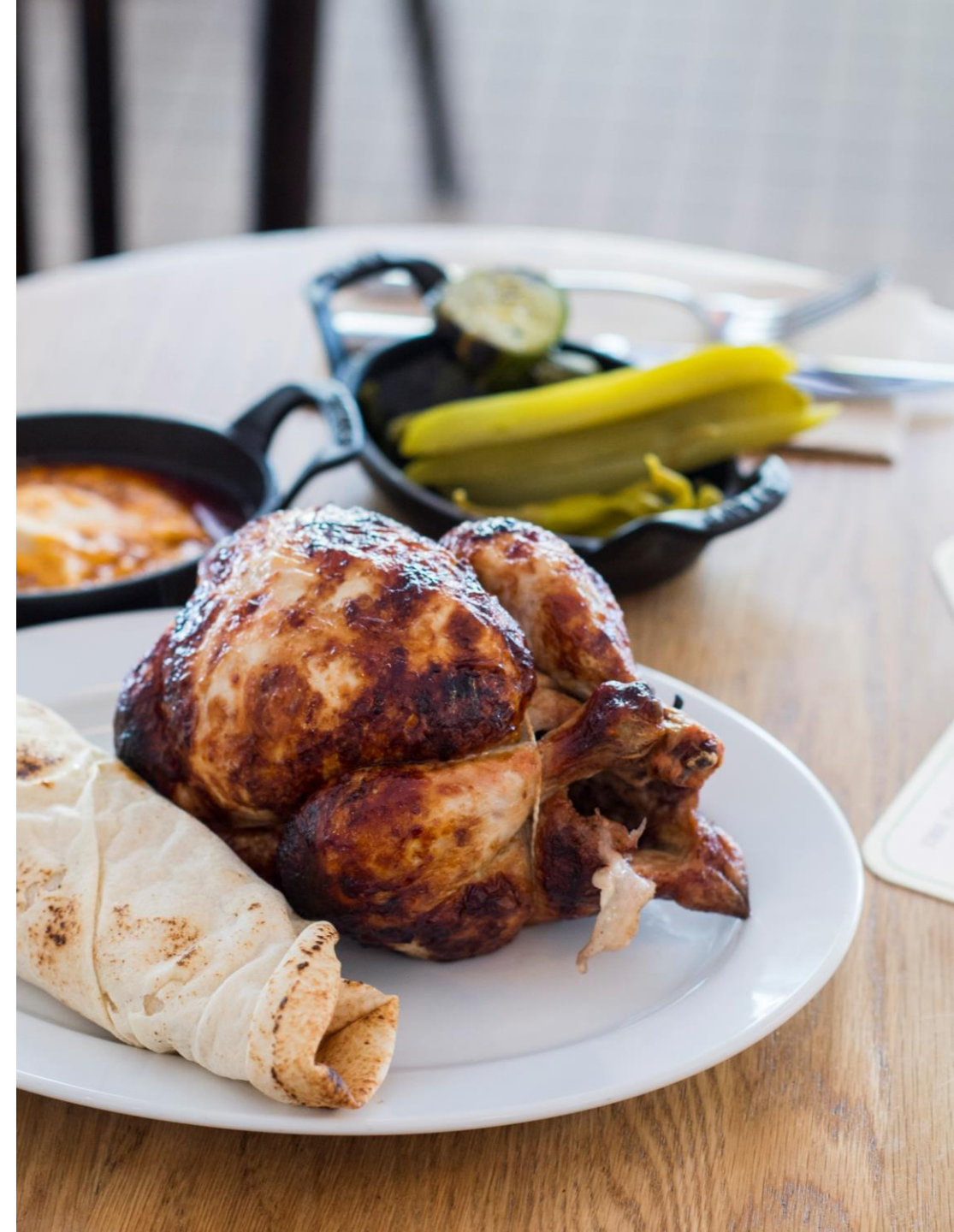




Our Modern Slavery risk

The 2018 Global Slavery Index¹ identified that the industries at risk of using forced labour in Australia include agriculture, construction, meat processing, cleaning, hospitality, and food services. These areas of higher risk have directed our initial work in investigating our supply chain.

In addition to the management of the ongoing risks in our locally sourced goods, in FY22 we also commenced work on risks to goods produced off shore which relevantly for our business included computer hardware and clothing.





Risk assessment and supplier management

Our approach to identifying suppliers and products/services at risk of Modern Slavery includes the following:

- Formalising arrangements with key suppliers
- Reviewing and documenting their approaches to sourcing or producing goods or services used in our businesses including the places of origin and use of sub-contract labour
- Ongoing review and discussion of this risk throughout the term of our arrangements with these suppliers including site visits
- Deployment of standard contract terms which clearly articulate our expectations on the management of this risk





Building internal capability

Even as we continue to bring more of our supplier spend within our procurement framework, all of our staff are trained on Modern Slavery to give them the skills to identify risks or concerns in their day to day dealings with our suppliers.

In addition to escalation of issues via line managers, Merivale has an established and publicly available whistleblowing policy and procedure which provides employees and suppliers the opportunity to confidentially report issues or concerns about Modern Slavery. This policy and process was updated during the year.





FY23 areas of focus

In FY23 the areas of focus include:

- Rebuilding our Modern Slavery training for all staff
- Reviewing technology and computer hardware purchasing arrangements
- Continuing work on risks for agricultural workers via tender of dairy product contracts
- Commencing work on the services category with a review of arrangements for cleaning services





Hemmes Trading Pty Limited (ABN: 29 105 332 652) is an Australian private company. The company's registered address is 320-330 George St, Sydney, NSW, 2000.

Any reference to Merivale, 'we', 'our', or 'us' throughout this Statement refers to Hemmes Trading Pty Limited and its controlled owned entities and related bodies corporate.

This Statement has been published in accordance with the *Modern Slavery Act 2018 (Cth)*.

The Board of Hemmes Trading Pty Limited approved this Statement.

Justin Hemmes
CEO

