



ACN 005 041 814

## Modern Slavery Statement 2022

### 1. Ritchies Stores Pty Ltd (Ritchies) as reporting entity

Ritchies is a reporting entity as defined by the *Modern Slavery Act 2018 (Cth)* (**Act**), having a consolidated revenue in excess of AU\$100 million.

### 2. Ritchies' structure, operations and supply chain

#### a. Structure

Ritchies is a private company incorporated in Australia based at Unit 10/1095 Frankston-Dandenong Road, Carrum Downs, Victoria 3201. It employs about 6,000 staff in head office and across 75 supermarkets and liquor stores it owns in Victoria, New South Wales and Queensland (Store Network).

Ritchies does not own or control any other entity.

#### b. Operations

All Ritchies' stores operate under the IGA brand, owned by Metcash Trading Limited (Metcash). Metcash is Ritchies' main wholesale supplier.

#### Store Network

Metcash (as wholesaler) sources, procures and supplies about 70% of the products that Ritchies sells through its Store Network.

Ritchies relies on Metcash' independent due diligence of its supply chain, so far as modern slavery risk identification, assessment, mitigation and remediation in respect of the majority of products it sells and their supply chains are concerned.

#### c. Supply Chain

Ritchies procures the balance of about 30% of its products for its Store Network directly from about 1,000 other (non-Metcash) suppliers (**Direct Suppliers**).

Only 25% of grocery and liquor Direct Suppliers responded to a modern slavery questionnaire that Ritchies distributed in 2021.

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Modern slavery risks in other aspects of Ritchies' business operations supply chain will be brought into focus in 2023.

### **3. Actions taken by Ritchies to assess and address risks of modern slavery**

Between September 2021 and December 2022, Ritchies:

- a. Presented modern slavery training video to its buyers and other staff to raise awareness of modern slavery risks and assist them to identify countries, industries and products with high human rights risk indicators;
- b. Presented the same modern slavery training video at its supplier conference in Adelaide in April 2022, to raise awareness of modern slavery risks and to assist them also to identify countries, industries and products with high human rights risk indicators relevant to their supply chains.
- c. Collaborated with Metcash and other reporting entities in the IGA network on modern slavery risk identification and assessment techniques.
- d. Collected information in the public domain on modern slavery industries and products like rubber gloves, seafood, electronic equipment, rice, garments, cocoa, cleaning, meat processing and lithium ion battery manufacture to hone its modern slavery risk assessments and strategy for 2023.

### **4. How Ritchies assesses the effectiveness of its actions**

Ritchies' assesses its actions to date as modestly effective. While it has shared and aired the modern slavery training video, prepared by Metcash, with some 150 Direct Suppliers, their response is underwhelming.

Ritchies has been canvassing the market for an appropriately priced, global, effective and reliable modern slavery tool, service or database that will meaningfully assist under resourced businesses to tap into modern slavery risks identified and reported by others worldwide. Tools and services considered so far offer only risk assessment processes that do not share existing data on previously identified modern slavery risks.

### **5. Framework for 2023**

Ritchies' main focus for 2023 will be to:

- a. Extend its modern slavery questionnaire to its business operations - advisers, cleaners, electrical equipment, landlords and financiers;

- b. Reinforce the training of its procurement team on identifying modern slavery risks, countries, companies and products;
- c. Continue to educate its grocery and liquor Direct Suppliers on how to identify modern slavery risks or incidents in their operations and supply chains;
- d. Continue its search for a reliable, cost effective database to access reported modern slavery risks in relevant industries to assist it to administer and manage its modern slavery risk identification and assessment processes.

Ritchies believes that collaboration with peers and suppliers in the supermarket and liquor industry is key to improvement in this developing area.

**Approved by the Board: 30 December 2022**

**Signed by the Chair:**

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**Malcolm Andrew Cameron**