
This statement, pursuant to the Modern Slavery Act 2018, describes the risks of modern slavery in the operations and supply chain of BBQSAM Holdings Pty Ltd (ABN 41 159 613 706) (trading as Amart Furniture, referred to as "Amart"), and includes information about actions taken to address those risks for the financial year ended 30 June 2025.

Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment and the worst forms of child labour. Amart is committed to preventing modern slavery in its operations and supply chains and to strengthening its due diligence processes year on year.

This statement, which is intended to meet the requirements of section 13 of the Modern Slavery Act 2018, outlines the steps taken by BBQSAM Holdings Pty Ltd during the past year to seek to minimise the risk of modern slavery occurring in its business and its supply chains.

Our structure, operations, and supply chain

Amart is an Australian retailer of furniture, bedding and homewares. Amart employs over 1,000 team members around Australia at 66 stores, 4 distribution centres and the Store Support Centre at 41 Brickworks Place, Rochedale QLD 4123. In addition to physical stores, the company also operates an online store which offers home delivery to all areas of Australia, and a click-and-collect service through the Distribution Centre network.

During FY25, BBQSAM Holdings Pty Ltd acquired Freedom Furniture. Freedom continues to operate independently and will publish its own modern slavery statement for the FY25 reporting period. As a result, Freedom's operations, supply chains and modern slavery risks are not included within the scope of this statement. Amart will review any implications of the acquisition for future reporting as integration planning progresses in FY26.

There is a small number of team members based overseas (13 team members based in the Philippines) that provide administrative services to various Amart business functions. These team members are not Amart employees but are engaged through an Australian-based outsourcing company.

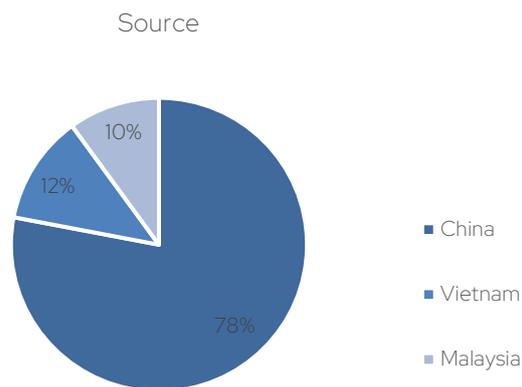
Amart also engages a team of 17 contractors located in China, Malaysia and Vietnam who support product development, sampling and quality control activities. These individuals are engaged under formal commercial contracts, are paid competitive rates consistent with local labour laws, and have completed Amart's modern slavery training. Although they do not conduct Responsible Sourcing audits, their presence in factories provides valuable visibility over working conditions and assists in identifying potential modern slavery risks.

Amart directly engages contractors for specific projects or specialist roles from time to time, and indirectly engages contractors through labour hire companies,

- To assist with store setups and relocations.
- To assist with stock handling and container unloading in Distribution Centres.

Amart also engages drivers (both directly and indirectly) to deliver our products from distribution centres to customers and stores.

92% of products sold across Amart’s network are sourced from suppliers based overseas. The remaining 8% of purchases are made from Australian-based suppliers, which are products produced within Australia from Australian and overseas sourced materials or sourced directly from overseas. All products sourced directly by Amart from overseas suppliers originate from supply chains based in the Asia region, principally China, Vietnam, and Malaysia in order of volume.



Amart also procures a diverse range of goods and services in connection with its business operations at its retail stores, Distribution Centres and Store Support Centre including office supplies (IT equipment and stationery), cleaning, waste disposal and security services, store development services (store fit out) and other services (marketing, consultancy, and professional services).

Organisation of Responsibility for Modern Slavery

The chart below shows how the responsibility of managing modern slavery risks is shared within the organisation. We have an established ESG Committee who meets monthly and has oversight and responsibility for modern slavery risk. The CEO also attends this meeting and reports up to the Board.



Risks of Modern Slavery Practices and Mitigating Actions

Modern slavery risks are part of Amart’s corporate risk register, which is reviewed and reported on every quarter. The assessments are updated each year to reflect the most current conditions in our supply chain and operations.

Amart identifies and assesses modern slavery risks through a structured methodology that includes supplier self-assessment questionnaires, geographic and sector-based analysis, site visits by the Buying Team, observations from the Amart Asia contractor team and review of labour practices among domestic service providers. Risks are recorded in the corporate risk register, with residual risks reassessed annually and escalated through Amart’s governance channels where required.

The table in Appendix A summarises current risks by type of function and how these risks are mitigated. Further details on each risk area are provided below:

Overseas Suppliers

- Majority of Amart’s products are manufactured in China, followed by Vietnam and Malaysia.
- Supply partner pool is limited and carefully selected through a detailed process including site visits by Amart Buying Team to personally observe the working conditions, quality control systems and management capabilities.
- Standard modern slavery clauses are included in all contracts.
- The operations of the factories are closely monitored through Quality Control teams in place.
- They are audited via self-assessment questionnaires (which are verified by Amart employees during site visits).
- To further strengthen our existing controls, Amart is developing a comprehensive Responsible Sourcing Policy and Program, which is planned to become operational in the second half of FY26, which includes:

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- A Code of Conduct to be signed by all suppliers (including Tier 1, 2 and 3)
 - Suppliers will complete self-assessment questionnaires, which will be used to assess risk, categorise suppliers, and determine an overall risk rating.
 - Amart intends to engage independent auditors to assess suppliers rated as 'High Risk' and to oversee corrective actions where non-compliance is identified.

These controls specifically address identified risks such as excessive overtime, unsafe work environments, recruitment-related risks, and vulnerability among migrant workers in higher-risk jurisdictions such as China, Vietnam and Malaysia.

Offshore Team Members

- There is a small number of team members (13) based in the Philippines providing administrative services.
- These team members are not employed by Amart but through an established Australian-based but global customer experience and resourcing organisation.
- The offshore resourcing business publish their own Modern Slavery Statement detailing their relevant policies and whistleblower program.
- They also provide a self-assessment questionnaire to Amart where they need to detail their modern slavery program and any known breaches.

Facilities Services

- These are services such as security, cleaning and waste removal which typically employ migrant workforce in Australia with exposure to risk of non-compliant employment practices.
- Provision of these services was tendered in 2024 with modern slavery policies and practices being one of the qualifying criteria.
- Services were tendered to established national businesses who have published Modern Slavery Statements, policies and whistleblower programs.
- They are also required to provide a self-assessment questionnaire to Amart where they need to detail their modern slavery program and any known breaches.

Labour Hire

- These services are also provided by established national businesses with their own modern slavery policies and practices.
- Self-assessment questionnaires are used to assess the risks and mitigating controls in the supply chain of these service providers.

Delivery Drivers

- There are a number of delivery contractors used in delivering stock to stores or direct to customers. These are either sole traders or employed by small transport companies.
- Processes against modern slavery are an important part of selection criteria for these contractors.
- The contracts signed with these persons/companies have the standard Amart modern slavery clause.
- The safety of the working conditions of these drivers is audited by the Amart Transport Management teams on a weekly basis.

Other Risk Mitigation Actions

In addition to the function-specific actions listed above and in Appendix A, Amart also takes a number of other actions to mitigate modern slavery risks in the business.

- **Training/Awareness Programs:**

All Amart team members involved in sourcing products and services (75 people from different departments in FY25) complete a compulsory modern slavery online course, as part of their induction and annual required training program. The training includes key topics such as:

 - Definition and examples of modern slavery.
 - Typical industries and scenarios.
 - How to identify risks of modern slavery; and
 - How to address cases of modern slavery.
- **Whistleblower Protection Policy**

Amart has a Whistleblower Protection Policy which is intended to ensure that concerns regarding unethical or illegal practices, which includes modern slavery concerns, can be reported. For the purposes of the policy, reports can be made via an independently operated whistleblower hotline. Reports can be made anonymously, and our whistleblowing protection processes are intended to ensure that the anonymity of people making whistleblowing reports is protected as required by the Whistleblower Protection Act.

Within the reporting period of this Statement, there have been no calls made to the hotline to report any instances of breaching modern slavery policy.

Amart Modern Slavery Policy

Amart has a Modern Slavery Policy (developed / communicated in FY21, reviewed and updated each year) that sets out the minimum standards expected of Amart's suppliers in areas of labour, environment and governance matters.

Among other things, the Modern Slavery Policy establishes minimum requirements that suppliers commit to, and we will continue to ensure that within our supply chain:

- All applicable laws and regulations are complied with and do not involve bribery or corruption in any form.
- Policies and procedures are maintained to allow violations, misconduct or grievances to be reported by workers and addressed without fear of retaliation.
- All work is freely chosen without the use of forced or compulsory labour.
- A zero-tolerance approach is taken to the use of illegal child labour; and
- Workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively are respected.

We are currently in the process of extending this Policy to a broader Responsible Sourcing Policy, which will be re-communicated to all suppliers when completed.

Assessment of the Effectiveness of the Modern Slavery Program

Amart continually assesses the effectiveness of actions taken to mitigate modern slavery practices, including:

- The effectiveness, and ability to conduct due diligence processes and how these processes may be improved.
- Discussions around modern slavery in the workplace, including any possible incidents where advice may be sought, or consideration is required; and
- The ideal tools, training, and other resources needed to assist staff in realising Amart's modern slavery commitments.

Where potential modern slavery risks are identified, Amart applies an escalation and remediation framework that includes supplier engagement, investigation, development of corrective action plans and follow-up verification.

Where issues cannot be remedied, Amart may reconsider the commercial relationship. Amart is committed to ensuring that any affected workers receive appropriate remediation through the supplier or other suitable channels.

Specific to the risk areas listed above, the effectiveness of the program is assessed by a combination of methods:

- Questionnaires filled in by suppliers requiring them to report any breaches of the policy (local service providers).
- Site visits by Amart teams including contractors based in Asia conducting regular visits to factories.
- Observations and check-ins through direct contacts (Offshore Team Members and Transport Drivers).
- Where potential modern slavery risks are identified, Amart applies an escalation and remediation framework that includes supplier engagement, investigation, development of corrective action plans and follow-up verification. Where issues cannot be remedied, Amart may reconsider the commercial relationship. Amart is committed to ensuring that any affected workers receive appropriate remediation through the supplier or other suitable channels.
- The Amart Asia contractor team provides additional oversight by regularly attending factories and reporting any concerns observed during product development or quality control activities. Their presence materially enhances Amart's ability to detect early indicators of non-compliance or worker vulnerability.

Future Actions under Consideration

- Ensuring that Amart is held accountable for its commitment to eliminating modern slavery through regular reporting to the Amart Board.
- Undertaking in-depth analysis of suppliers and establishing a risk segmentation for suppliers.
- Continuing to conduct risk assessments related to modern slavery practices in operations and supply chains and expanding the modern slavery section of the corporate risk register.
- Amart is in the process of implementing a comprehensive Responsible Sourcing Policy and Program, scheduled for operational rollout in the second half of FY26. Supplier self-assessment questionnaires will be issued in early 2026, with supplier risk ratings to be completed thereafter. High-risk suppliers will be subject to third-party social compliance audits, with corrective actions monitored through Amart's sourcing governance framework.

Conclusion

Amart acknowledges the importance of seeking to ensure that modern slavery is eliminated from our supply chains, and we understand the role we can play in achieving that. We are committed to the ongoing delivery of our modern slavery initiatives.

Amart's work in this space is ongoing, and by committing to the continual monitoring of modern slavery risks and development of treatment actions and measures, Amart will have an intrinsic ability to assess the effectiveness of its actions.

This statement was approved by the Board of BBQSAM Holdings Pty Ltd and prepared in consultation with the Amart Furniture Pty Ltd management team.



Lee Chadwick

Director

APPENDIX 1 – MODERN SLAVERY RISK ASSESSMENT /SUMMARY

Area of Risk	Geography	Description of Products or Services	Description of the Risk	Actions and Remediations in place	Other Considerations
Supplier Factories	China, Malaysia, Vietnam	Manufacturing of Furniture and Homewares	Excessive Overtime, Forced Labour, Child Labour, Migrant Labour Exploitation, Unsafe work environments	<ol style="list-style-type: none"> Supplier Self-Assessment Questionnaires Factory Audits and Checks by Amart Buying Teams Supplier Code of Conduct 	A Responsible Sourcing Policy and Program has been developed that includes individual risk assessment of all suppliers and engaging a 3 rd party audit company to provide additional audits for those suppliers that are deemed to be of higher level of risk. This program is expected to be in operation in the 2 nd half of FY26.
Offshore Team Members	Philippines	Outsourcing of administrative services	Excessive Overtime, Forced Labour, Migrant Labour Exploitation, Unsafe work environments	Outsourced through established Australian-based global business with modern slavery Policies, Statements, Whistleblower Practice	Extend Amart Whistleblower program or participate with the outsourcing company
Facilities Services	Australia	Cleaning, Security and Waste Removal	Migrant labour exploitation, underpayment of wages	Awarded tender to established national Facilities Management business with modern slavery Policies, Statements, Whistleblower Practice	Report on Whistleblower Program
Labour Hire	Australia	Store Setup and Relocations, Stock Handling and Container Unloading in DCs	Migrant labour exploitation, underpayment of wages	<ol style="list-style-type: none"> Services awarded only to national businesses with modern slavery Policies and Statements Supplier Self-Assessment Questionnaires 	Continue monitoring through questionnaires
Transport Drivers	Australia	Delivering stock from Distribution Centres to stores and customers	Unsafe Work Environments, Underpayment of Wages	<ol style="list-style-type: none"> Chain of Responsibility Audits assessing safety of working conditions Modern slavery Clauses in Contracts 	Continue monitoring through audits