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# Modern Slavery Statement

2022/2023 Financial Year



Ikon Collectables Pty Ltd

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## Reporting Entity, Operations and Supply Chain

Ikon Collectables' (ACN 108 071 692) has been operating for 30 years, having commenced business in 1993 in Geelong, Australia and we are now the largest and most diverse supplier of Action Figures, Collectables and Trading Cards in Australia.

We distribute within Australia and New Zealand for some of the largest pop culture product manufacturers in the world and we are continually expanding and extending our distributorships worldwide.

We are proud to provide employment to over 180 staff in Geelong with diverse backgrounds and skill sets.

Our supply chain consists of a broad range of domestic and international suppliers providing both goods and services. These consist of:

- Stock
- Manufacturers
- Packaging
- Freight
- Real estate
- Licences and royalties
- Professional advisors

A related entity of Ikon Collectables is responsible for the purchase and importation of goods.

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## Potential Risks in the Supply Chain

In the financial year ending 30 June 2023, we undertook further review of our supply chain and the potential modern slavery risks.

Given the diversity of our supply chain, which includes suppliers both within the country and abroad, there is geographical risk that we carefully considered during our screening process. It is noteworthy that 91% of our overall inventory originates from companies based in the United States. Within this 91%, a significant portion is sourced from a NASDAQ-listed company that rigorously enforces a Code of Conduct for its suppliers, particularly with regard to modern slavery and employee rights.

<b>Country</b>	<b>Percentage of stock sourced</b>
Australia	1.96%
China	1.59%
Hong Kong	4.30%
Japan	0.10%
South Korea	0.14%
New Zealand	0.20%
Poland	0.07%
Spain	0.02%
Taiwan	0.02%
United Kingdom	1.02%
United States	90.60%

We again employed the Global Slavery Index to assess the risk associated with the countries in which our suppliers conduct their operations. This assessment considers factors such as the prevalence and vulnerability of slavery within these countries, as well as the government's response to this issue.

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## **Supply Chain Due Diligence**

Our procurement team undergoes comprehensive training in proficiently evaluating suppliers for modern slavery risks and the appropriate steps to be taken upon detecting such risks.

As a component of our due diligence procedures, we requested that suppliers, who were flagged for potential exposure to geographical risk during the screening process, complete our Supplier Assessment Questionnaire.

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## **Monitoring and Addressing**

We maintain an ongoing oversight of our current supplier relationships. When onboarding a new supplier, we request their completion of our Supplier Assessment Questionnaire to ensure alignment with our established standards.

For existing suppliers, particularly those identified as having an elevated risk profile, we mandate the annual completion of our Supplier Assessment Questionnaire. These responses are reviewed by senior management and our procurement team. In cases where non-compliance is identified, the respective suppliers will be required to address and rectify the issues at hand. We are committed to collaborating closely with these suppliers to enhance their practices and ensure alignment with modern slavery standards. Should a supplier repeatedly fail to meet our criteria, we will discontinue our engagement with them.

In accordance with our Modern Slavery Policy, all directors and employees are obligated to promptly report any known or suspected violations of our policy. We encourage employees to communicate their concerns to their supervisors or reach out to our Human Resource Department.

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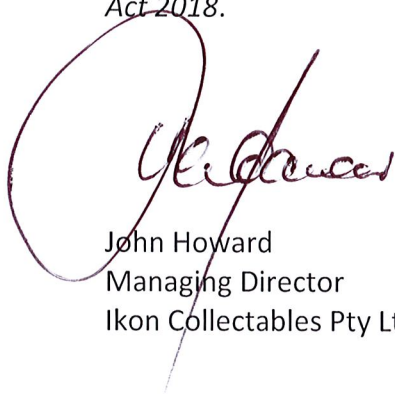
## Future Commitments

Our directors and employees are dedicated to upholding our internal policies and protocols to effectively identify and address any modern slavery risks that may arise.

We remain steadfast in our commitment to ongoing education and training for our procurement team, ensuring they remain informed regarding potential modern slavery risks within our supply chain.

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This statement has been approved by the Board of Directors of Ikon Collectables Pty Ltd, at a meeting on 14th September 2023, in accordance with Section 13 of the *Modern Slavery Act 2018*.

A handwritten signature in dark ink, appearing to read 'J. Howard', is written over the printed name and title of John Howard. The signature is fluid and cursive, with a large loop at the beginning.

John Howard  
Managing Director  
Ikon Collectables Pty Ltd