

# MODERN SLAVERY STATEMENT

January 2021



independent liquor group

## APPLICATION

This statement applies to The Independent Liquor Group (ILG) and its associated entities.

The Modern Slavery Act 2018 came into force on 1 January 2019. This Act requires businesses in Australia, which have an annual consolidated revenue of more than \$100 Million, to report annually on the risks of modern slavery in their operations and supply chains, and actions they are taking to address those risks.

Some companies that ILG sell products to (where their annual revenue exceeds \$100 Million), have a legal obligation to report to government on what they are doing to prevent modern slavery from occurring within their supply chains. We seek to assure these companies that our suppliers (and the suppliers they buy from) are reducing the risks of modern slavery occurring as part of their operations.

## WHAT IS MODERN SLAVERY?

The term 'modern slavery' refers to any situations of exploitation where a person cannot refuse or leave work because of threats, violence, coercion, abuse of power or deception.

Modern slavery is about the worst forms of child labour, forced labour, human trafficking, debt bondage, slavery like practices, forced marriage and deceptive recruiting for labour or services. The United Nations estimates that there are more than 40 million modern slaves in the world.

## OUR COMMITMENT

At ILG we are fundamentally opposed to any form of forced labour. Given the extent of modern slavery in the world, and our use of several overseas suppliers, we are committed to working with our suppliers to reduce the risk of slavery practices occurring within our supply chains.

Actions we are taking to prevent modern slavery within our supply chain

We have sought and received reports from our suppliers, outlining the risks of modern slavery occurring in their operations, and the operations of their suppliers. They have also reported on the actions they are taking to ensure they are not doing business with organisations engaged in modern slavery.

Therefore, we are satisfied that there is a low risk of slavery occurring within our supply chain.

In addition, we take the following actions to reduce the risk of modern slavery:

- perform due diligence on new suppliers;
- ensure our employment contracts and work practices comply with Australia's industrial Relations laws (including the Fair Work Act 2009, the National Employment Standards, and the ILG Warehouse Employee Collective Agreement); and
- provide a safe work environment, in compliance with Health and Safety laws and regulations.

## FURTHER INFORMATION

Any questions or concerns regarding ethical sourcing and modern slavery at ILG can be directed to the Company Secretary, Suzanne McArthur at [S.McArthur@ilg.com.au](mailto:S.McArthur@ilg.com.au).

This statement was approved by the Board of The Independent Liquor Group Suppliers Co-operative Ltd and the Independent Liquor Group Distribution Co-operative Ltd on 2<sup>nd</sup> March 2020.

A handwritten signature in black ink, appearing to read 'P. Esposito'.

Paul Esposito  
**Chief Executive Officer**  
2<sup>nd</sup> March 2021

A handwritten signature in black ink, appearing to read 'Chris Grigoriou'.

Chris Grigoriou  
**Chairman of the Board**  
2<sup>nd</sup> March 2021