



Drakes.

DRAKES SUPERMARKETS

Modern Slavery Statement

1 July 2023 to 30 June 2024



Drakes Supermarkets

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Drakes is the largest independent grocery retailer in Australia. Drakes specialises in supermarket retailing, operating in over 60 stores across South Australia and Queensland, and employing over 5,500 staff nationally.

Drakes started in 1974 with Roger Drake purchasing his first supermarket, a three-laned store named Jack & Jill's which employed only four staff. In 1977 the first Drakes was opened and, since then, has expanded in South Australia and Queensland to become Australia's largest independent supermarket chain.

The strength of Drakes lies in operating on the principles of a family business and senior management work very hard to maintain this culture. Despite its expansion, Drakes has kept its focus on the important aspects of the supermarket business - the customer - by always striving to provide superior customer service. This is the Drakes competitive edge, along with its family values and South Australian roots.

This statement is our second modern slavery statement and is for the reporting period of 1 July 2023 to 30 June 2024 and addresses the mandatory criteria as set out in section 16 of the *Modern Slavery Act 2018* (Cth) ("Act").



Drakes Mission, Vision and Values

Vision

To be a world class retailer.

Mission

To provide customers with exceptional service, value for money, a great range of products and an outstanding shopping experience.

Core Values

Drakes core values include:

- *Customers* – the most important people in the Drakes Supermarket business. Drakes will do its upmost to satisfy their needs and exceed their expectations.
- *Community* – pledging to give back to the community and supporting the community wherever possible.
- *Growth* – committed to the growth of the business and in everything we do. Operating the business in a forward planning professional and efficient manner.

People – having the right people in the right jobs, enjoying themselves in a safe environment. Providing staff with security and a career path knowing that competent and dedicated staff are the basis of our success.

- *Safety* – providing a safe environment for our customers, staff and suppliers, and complying with all legislative requirements.
- *Suppliers* – valuing long-term supplier relationships.

As people are a core value to Drakes, it follows that Drakes opposes any form of modern slavery in its operations and supply chains. Drakes is honest in its approach to actions taken to address risks of modern slavery. With a complex and in some instances, extensive supply chain, Drakes recognises we are early in our compliance journey and to that end, continuous improvement is essential.



¹Modern slavery is defined under the Modern Slavery Act 2018 (Cth) to include eight types of serious exploitation including servitude, slavery, forced labour, forced marriage, the works forms of child labour, debt bondage, deceptive recruiting for labour or services and trafficking



Criteria 1

Reporting Entity

The reporting entity is Drake Corporation Limited (ACN 161 067 018) ("**Drakes**"), including all entities within the Drakes group.





Criteria 2

Structure, Operations & Supply Chains

Structure

Drakes is a public company limited by guarantee. Drakes is the head entity for all the entities which comprise the Drakes group. All group entities are based within Australia.

A summary of the entities in the group and their purpose are as follows:

- The key operating entities in the Drakes Group are majority owned by Drake Supermarkets Pty Ltd, which is ultimately owned by Drakes;
- 22 private companies operate Drakes retail stores including 67 Drakes supermarkets across Queensland and South Australia, two market fresh stores, two newsagency stores and 4 liquor stores;
- 1 private company operates wholesale fruit and vegetable operations in both Queensland and South Australia;
- 1 private company operates wholesale fruit and vegetable operations in both Queensland and South Australia;
- 1 private company operates a distribution centre (discussed below
- 4 land holding entities.

All entities in the group are subject to the same governance structure, policies and procedures and is overseen by Drakes.

Trademarks that customers associate with Drakes include:



Drakes.



The Value trademark relates to a range of home brand products that Drakes retails in its supermarkets.

Operations

Drakes is a family-owned business headquartered in Adelaide, Australia with around 5,500 employees nationally.

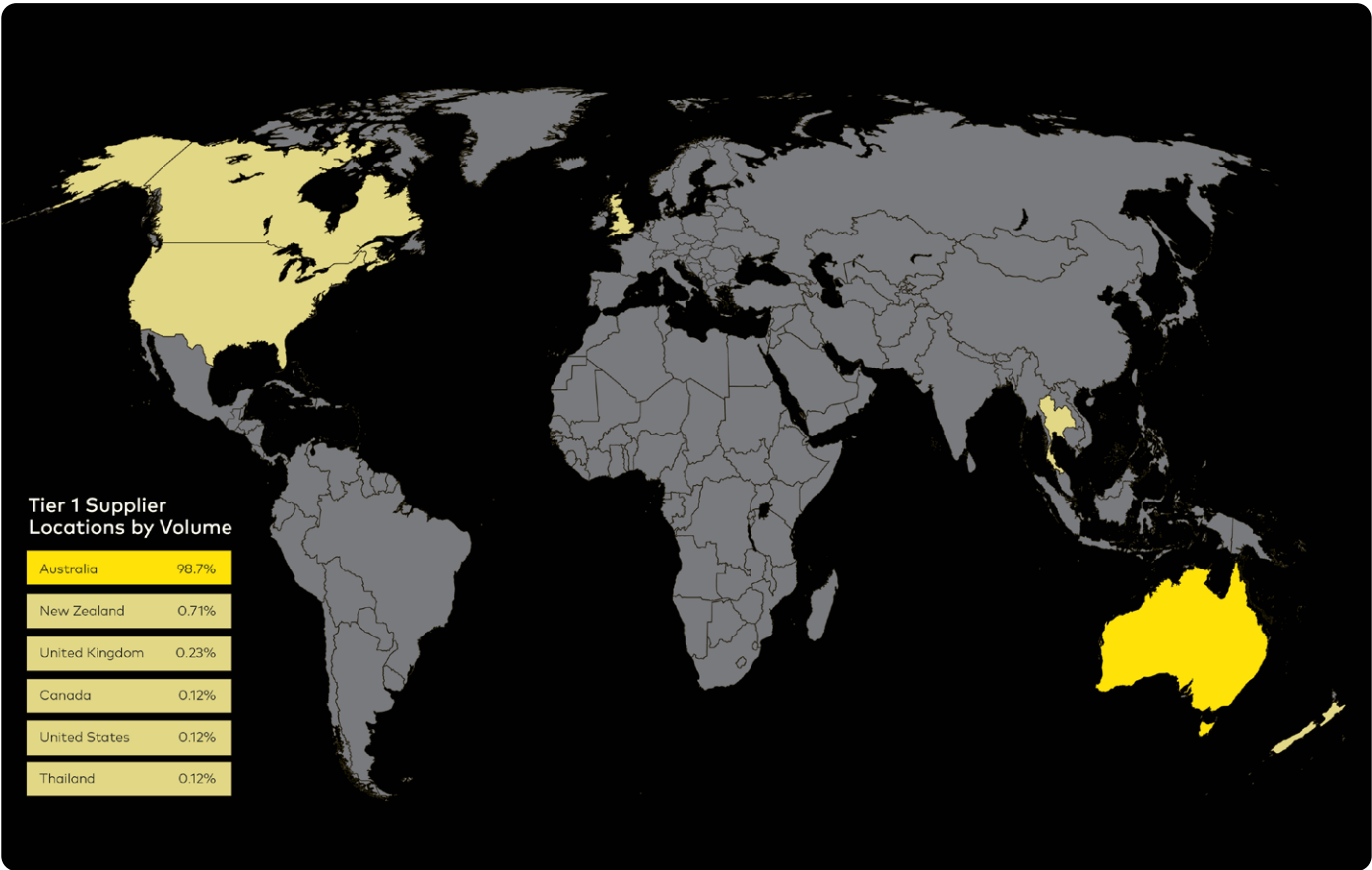
Drakes is an independent supermarket grocer retailing in food, liquor, and newsagencies and also operating a wholesale distribution business. Drakes operates 45 supermarkets, 2 newsagencies and 3 liquor stores in South Australia and 22 supermarket stores in Queensland.

Supplier Relationships and Supply Chains

Suppliers are integral to the operations of Drakes. Drakes was founded on the idea of supporting local manufacturers and suppliers in Australia. Drakes is proud to say that almost 99% of its suppliers are locally South Australian based, many of which are long-lasting relationships.

Not only is Drakes committed to supporting local, but Drakes also actively seeks out suppliers that align with Drakes’ values.

Supporting the Drakes ethos of supporting local suppliers, the locations of Drakes tier one suppliers are as follows.



For the stores in Queensland, Metcash Food and Grocery Pty Ltd (“Metcash”) is Drakes’ sole grocery supplier. Metcash is an entity listed on the Australian Stock Exchange and is a reporting entity for the purposes of the Act.

² Drakes Head Office, Upper Level, 159 Henley Beach Road, Torrensville, South Australia 5031

Overview of supply chains

As a supermarket, Drakes sources goods for its customers to meet their daily needs. While a majority of the goods and services supplied by Drakes' are locally sourced, the complexity of supply chains depends on the type of goods or services sourced.

For example, for Drakes the supply chain of fresh produce is simpler compared to that of household cleaning products.

Drakes' supply chains can be summarised as follows.

Retail

For example, fresh produce, meat and seafood, dairy, frozen foods, dairy, baby products, health and beauty, liquor and household cleaning and needs.

Goods and Services to Retail Operations

Logistics, packaging, cleaning, construction and trolley handlers.

Administration

Office suppliers, uniforms, information technology and professional services.





Criteria 3

Risks of Modern Slavery

There are several factors that can contribute to modern slavery, including high-risk geographical locations, vulnerable populations and high-risk products.

Modern slavery can also be linked to other issues including bribery and corruption, fraud, serious and organised crime, and money laundering. Drakes acknowledges that these factors, as well as poor employment conditions and employee underpayment, can be indicators of modern slavery.

Operations

Drakes' headquarters, stores, warehouses, distribution centres and other operations are solely located in Australia.

Drakes operates on the principles of a family business with direct control over its operations. Since the opening of Drakes' distribution centre in 2019 in the northern suburbs of Adelaide, Drakes' operations function on a self-supply model. This has given Drakes more control over its operations and reduced the complexity of many supply chains.

Our employees are the key drivers of the Drakes mission, and we are committed to creating an inspiring workplace which supports the development of great people. As such, all Drakes employees are paid in line with national employment standards and work in accordance with Australian Work, Health and Safety laws.

Drakes is inherently aware that components of its operations do carry risks of modern slavery. Drakes identifies the most vulnerable aspects of its operations are:

- trolley collection at our stores;
- labour in our warehouse and distribution services; and
- food manufacturing and processing.

Below is an assessment of the risks associated with the types of workers engaged across Drakes' operations.

RISK AREA	EXPLANATION	RISK ASSESSMENT
Temporary or casual labour	Some aspects of our operations involve the employment of casual workers, migrant workers or seasonal workers. Drakes acknowledges that these types of workers are particularly vulnerable to modern slavery and exploitation.	Given the direct control Drakes has over the operations that use this type of labour (including regular audits of any labour supplier), Drakes assesses the risk of modern slavery as low.
Logistics and transportation providers	The nature of our supermarket operations and our distribution operations means Drakes has a large network of logistics and transportation providers. Drakes acknowledges the modern slavery risks that present by using labour-hire workers.	Drakes assess this risk as low risk due to the policies & procedures and agreements we have in place, such as strict COR monitoring, Drakes has in place procedures to regulate and regularly monitor these arrangements. Including the appointment of a Compliance Manager to oversee COR.
Manufacturing and processing workers	The risk associated with manufacturing and processing workers is often due to the fact these operations are outsourced, often overseas. Drakes retains total control of the manufacturing and processing it undertakes through its sub-entities.	Drakes assesses this risk as low due to Drakes' direct control over the operations that manage manufacturing and processing.

Supply Chains

There are several factors that can influence risk within supply chains. Risk profiles for products and services can change depending on where they are sourced. Geographical location has a significant impact on risk due to factors such as political stability, the prevalence of bribery and corruption, government action against modern slavery, poverty, and education. Products and services also carry their own risk depending on the nature of work required for production, whether they are within a regulated industry, and the complexity of the supply chain to achieve a final product. Identifying risk within supply chains can become increasingly difficult as visibility decreases further down the supply chain.

Drakes understands that modern slavery is a complex, global issue and investigations will be required further down the Drakes supply chains. There are various commodities that are known to be particularly at risk of modern slavery practices.

Since the last reporting period, Drakes implemented an in depth independent third-party audit, scoping exercise to fully identify priority risk areas for further investigation. This scoping exercise was expanded, and specific recommendations have been implemented in the reporting period, a summary of risk in our supply chains is set out below.

Product Risk

Certain products carry higher risks of modern slavery practices. Products that carry higher risk profiles are identified in the maps.

Geographic Risk

Drakes acknowledges that while its direct suppliers are only located in the six countries identified above, the supply chains of some products can be global and complex. As such, Drakes has investigated the risk profiles of various products that may arise due to geographical location.

Cocoa

A majority of the world's cocoa supply is sourced from Western African countries that have been identified by the Global Slavery Index ("GSI") as high risk for modern slavery. Child labour and forced labour are very common in the cocoa industry.

Ivory Coast and Ghana

Coffee and Tea

Tea and coffee plantations/farms are often isolated which requires workers to live onsite. While plantation/farm owners have an obligation to provide and maintain basic services, such as water, toilets and housing, this is often not the case. This leaves workers exposed to poor living and working conditions, extreme overtime hours and withholding of identification documents.

Brazil (coffee) and India (tea)

Uniforms

The raw materials used to produce uniforms, namely cotton, are high risk for modern slavery. Forced labour, child labour and state-enforced forced labour are the most common practices known in the industry.

China and Uzbekistan

Tobacco

The tobacco supply chain is particularly vulnerable to modern slavery issues due to the inherent risks in agriculture. According to the GSI, the world's top producers of tobacco, China, India and Brazil, have either a moderate or high-risk prevalence of modern slavery.

China

Fish

According to the GSI, modern slavery occurs in fishing industries in most parts of the world. As this is a labour-intensive and low profit industry, victims often suffer deceptive recruitment, physical confinement off-shore, unsafe working conditions and withholding of wages.

Thailand

Nuts

Nuts are one of the top three food products most vulnerable to modern slavery. There are numerous reports of forced labour occurring on nut farms, particularly in Peru and Bolivia.

Peru and Bolivia

Rice

Rice is globally considered a high-risk commodity. Rice farming is labour intensive and highly seasonal. This leads to the use of temporary, casual or low-skilled labour.

China and India

Canada

Risk Products / Services - Agriculture

Canada has a low prevalence of modern slavery, with 0.048 percent of the population predicted to be living in modern slavery conditions. Sexual exploitation and the exploitation of migrant workers are the most significant risks of modern slavery for the population. The response of the Canadian government is slightly above the region average.



United Kingdom

Risk Products / Services - Dairy

The United Kingdom has a very low risk, prevalence and vulnerability of modern slavery. The risks of modern slavery include human trafficking and exploitation of migrant workers. However, the United Kingdom government has a strong response to combating the issue of modern slavery.



Thailand

Risk Products / Services - Aquaculture (fresh and frozen fish) and Rice

There is a moderate risk of modern slavery in Thailand. The aquaculture industry in Thailand is high risk for modern slavery practices, with reported instances of forced labour and deceptive recruitment.



New Zealand

Risk Products / Services - Fruit and vegetables and Meat processing

New Zealand has a very low prevalence for modern slavery and the lowest levels of vulnerability in the Asia Pacific region. However, there have been reported instances of exploitation of migrants within New Zealand.



United States

Risk Products / Services - Information Technology and Software

The prevalence and vulnerability in the United States is low, with 0.13 percent of the population estimated to be in modern slavery. The risks for modern slavery are in the exploitation of migrant or undocumented workers and young unemployed workers.



Australia

Risk Products / Services - Fruit and vegetables, Construction and Meat processing

Australia has a low prevalence and vulnerability to modern slavery. One of the most common forms of modern slavery in Australia is forced labour which is prevalent in the agriculture, construction and meat processing industries. However, Australia has a strong government response to modern slavery occurring within Australia and in international supply chains.



Tier 1 Supplier Locations by Risk



Pursuant to the United Nations Guiding Principles businesses are expected to take action to assess how it may cause, contribute to or be directly linked to modern slavery.

As such, Drakes considers whether it is linked to any of this conduct through its operations or supply chains.



Cause

Drakes does not control or exclusively engage any factories overseas. Further, Drakes has its own distribution centre and wholesale arm of its business internally. This ensures the operations are under direct supervision by senior management. Given this, Drakes is of the view that the risk that it causes modern slavery is low.



Contributes to

Drakes considers it low risk that it contributes to modern slavery. This is on the basis that Drakes has robust procurement practices and liaises with its suppliers regularly as to expectations, costs, and delivery timeframes. However, Drakes is inherently aware that inadvertent acts could contribute to modern slavery risks. Drakes acknowledges that further investigation is necessary to assess the level of risk associated with these inadvertent acts.



Directly linked to

As foreshadowed above, Drakes recognises that in connection with its business relationships, suppliers, and those entities that Drakes does not have a direct contractual relationship with, may present higher risks of modern slavery.





Criteria 4

Actions to Address Modern Slavery

Building on our previous reporting periods, the focus for Drakes was to maintain and deliver compliance and best practice modern slavery initiatives scoped in the current reporting period.

- Key ongoing actions undertaken in the current reporting period included:
- Internal audits of Drakes Modern Slavery policies and procedures
- Maintain the Modern Slavery framework that was based on an independent third-party audit
- Inclusion of Modern Slavery into Risk Management Policy framework
- Issue Modern Slavery supplier self-assessment questionnaire to all suppliers
- Continued issue to all suppliers Drakes supplier code of conduct
- Updated publication of Modern Slavery, Remediation, Responsible Sourcing, Working Rights policies on Drakes website corporate responsibility page (<https://drakes.com.au/corporate-responsibility/>).
- Reporting quarterly to the Board on Modern Slavery practices
- Continued inclusion of contractual provisions relating to modern slavery
- We expand on these key actions to the right.

Modern Slavery supplier self-assessment questionnaire to all suppliers

Drakes implemented a supplier self-assessment questionnaire to over 500 suppliers in 2022. This questionnaire was an important tool in gathering information from suppliers, particularly those suppliers who have been characterised as high risk or could have a significant impact in the business.

The questionnaire included matters such as asking suppliers to explain how they are identifying, addressing, and mitigating the risk of modern slavery from occurring in its operations and supply chains.

The supplier questionnaire continues to be used on an ongoing basis to gather information and hold suppliers accountable. 45 new suppliers have provided new self-assessment questionnaires over this reporting time period.

Supplier code of conduct

In conjunction with the Modern Slavery supplier self-assessment questionnaire, the Drakes Supplier code of conduct was re-issued setting out the standards by which all suppliers of Drakes must abide by. Further demonstrating Drakes commitment to ensuring how our suppliers and service providers conduct themselves with the same high ethical business standards as we do.

Visible Modern Slavery, Remediation, Responsible Sourcing, Working Rights policies on Drakes website

For clear transparency of Drakes commitment to implementing best practice Modern Slavery principles, Drakes has published on our website policies governing key areas that relate to Modern Slavery. This allows suppliers, contractors, and employees more visibility. This information is monitored and updated annually.

Continued inclusion of contractual provisions relating to modern slavery

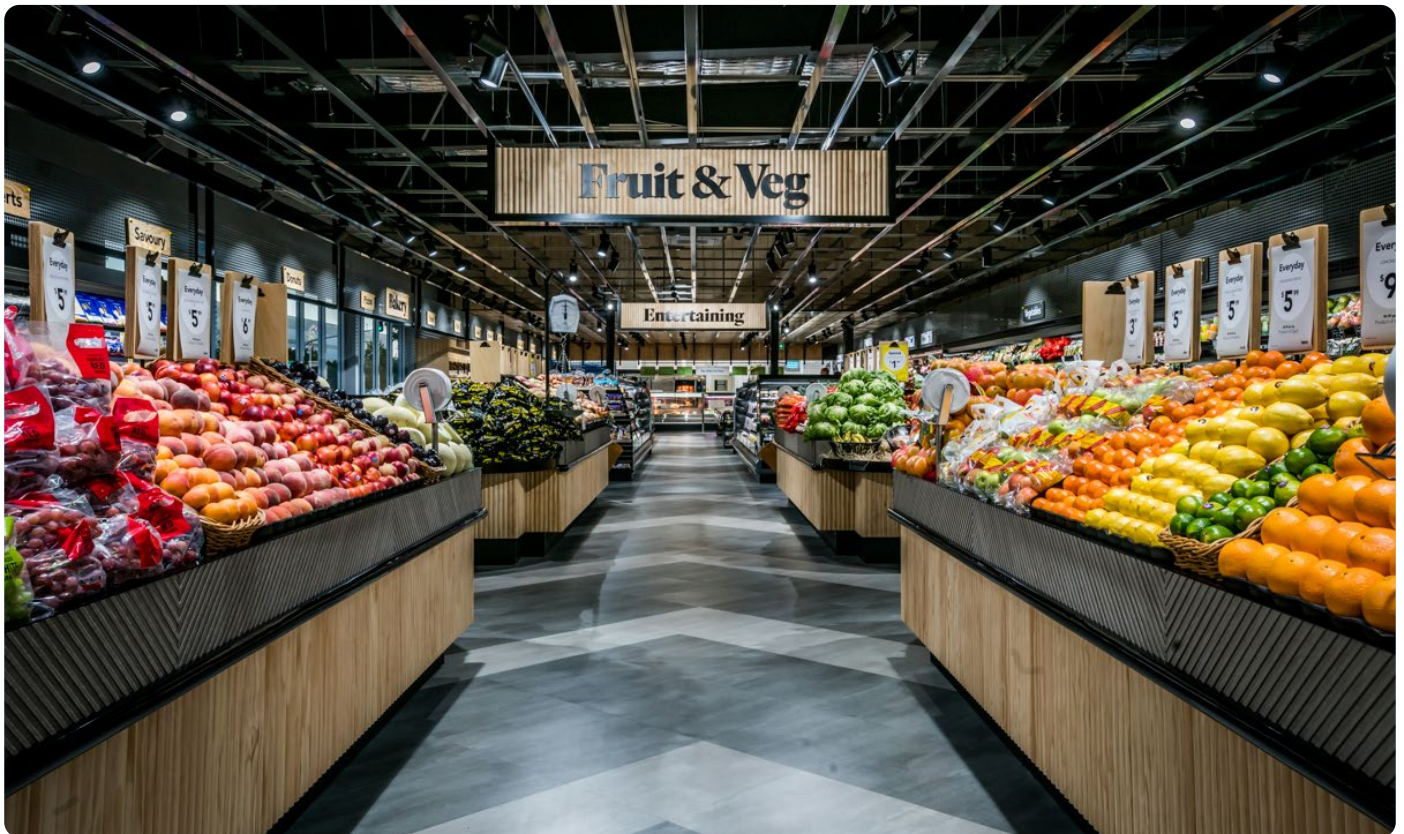
Ethical Procurement

Drakes continues its approach to new and current suppliers; Drakes recognises that pursuing the lowest cost may not always equal best value. Drakes acknowledges that driving down price and requesting delivery in short timeframes can contribute to heightening risks of modern slavery. Drakes has a process for ethical procurement.

Drakes has further committed to our continued ethical procurement with the appointment of a Senior Procurement Manager who has presented to all the suppliers the importance of ethical procurement and sustainability to our business.

Drakes has in place a modern slavery contract clause. Contractually, we require our supplier to undertake due diligence on their suppliers as well as report to us any known or suspected instances of modern slavery. Further, it is required that suppliers cooperate with auditing, as required.

Supplier cooperation is essential to identifying risks of modern slavery or modern slavery practices.





Criteria 5

Effectiveness of Actions

Drakes has continued to implement a number of significant actions during this reporting period and Drakes appreciates that it must continue to evolve and improve its actions against modern slavery and ensure they are fit for purpose.

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In the reporting period, Drakes reflected and had taken the learnings and recognised that additional steps needed to be undertaken with regard to due diligence processes.

Drakes implemented actions such as issuing supplier self-assessment questionnaire and supplier code of conduct to all our supply chain increasing the engagement and accountability with the supply chain.

Using previous third-party advice to maintain our framework and expand upon recommendations.

To ensure compliance with the modern slavery policy introduced, as well as the effectiveness of due diligence introduced, Drakes continues to investigate actions such as auditing supplier engagement, auditing contractual provisions introduced and effectiveness of due diligence procedures.

Auditing matters outlined above will provide key intelligence for baseline for actions going forward.



Criteria 6

Consultation

As Drakes is the head entity for the purposes of the group, all governance, procedures and policies apply to the entire group.

This governance extends to modern slavery compliance, with the executive team having central oversight and management of Drakes' modern slavery compliance framework. Inclusion of Modern Slavery into the risk management framework giving Executives further insight into our best practice approach to Modern Slavery.



Criteria 7

Further Information

As seen from the above, Drakes has continued to take steps and build on the systems and processes laid to continue its journey going forward.

Drakes has implemented the initiatives referred to above and looks forward to reporting on its continued focus on Modern Slavery.

Board Approval

The board of Drakes has reviewed and approved this modern slavery statement.

Signed,

Roger Drake
Chairperson

Date: 12/12/24



Drakes.

Drakes acknowledges the Traditional Custodians of Country throughout Australia and recognizes their continuing connection to land, waters, and community. We pay our respects to their cultures and to Elders past, present, and emerging.

drakes.com.au