

7-ELEVEN JOINT

# Modern Slavery Statement





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# Continuing with this important work.

A message from CEO Angus McKay

I am proud to release our second Modern Slavery Statement (MSS) which covers the year ending 30 June 2021.

This has been another extraordinary year for our customers, team members and suppliers as we continued to navigate the COVID-19 global pandemic.

At its core, the work we do to eliminate modern slavery is driven by our respect for human rights, making it a critical priority for our business, our sector and the wider Australian business community.

People are at the heart of everything we do, and it is their efforts that make ordinary moments extraordinary for our customers. The way we go about our work must be consistent with our values of Reaching Higher, Doing What's Right, Delighting Customers and Thriving Together.

We can't genuinely live these values if we don't commit to eradicating modern slavery risks across our operations and supply chains. Our value "Do

What's Right" guides us to call out any anomalies or issues with our behaviours, standards, policies and governance within ourselves and the entities which we partner with and/or influence.

While we can take some comfort that approximately 99% of our annual procurement spend is conducted with Australian-based entities, governed by this country's stringent regulations. It is important that as a leader in our sector, we set the standard and understand in detail how our supply partners source the various components which make up the "finished" goods we sell. Ensuring these goods are sourced legally and ethically is something we take very seriously. Whilst we already have numerous checks and balances in place as part of our standard contracts and other supplier arrangements, strengthening our modern slavery framework and

preparing our annual MSS gives us an important opportunity to evaluate our progress and improve accountability throughout the supply chain.

In our first MSS, released in March 2021 and covering the year ending 30 June 2020, we published six forward looking commitments. We have progressed all of these and completed most of them. Our second report signals the next stage of our journey as we move to implementation.

Our original commitments and progress are outlined in Section 4, Table 3. Our new commitments for year ending 30 June 2021 are outlined in Section 7, Table 6 of this MSS.



A substantial amount of work has gone into delivering on the commitments we outlined in our MSS, and I wish to offer my thanks to all those involved. This work was completed during an extremely challenging year, with resources stretched because of the often-complex operational challenges our team members faced continuing to give our customers the best possible in-store experience during the COVID-19 pandemic.

In addition to work executing the commitments, we further supported our commitment to eliminating modern slavery through the following initiatives:

- We appointed an experienced Sustainability Manager to oversee our sustainability strategy at 7-Eleven, including our modern slavery commitments. As the Chair of our Modern Slavery Committee they are responsible for ensuring alignment between our MSS work and sustainability strategy and reporting key information to our Senior Leadership Team (SLT) and the Board.
- We drafted our sustainability strategy which includes four focus areas, one of which is sustainable food systems which links with modern slavery elimination. This focus area will cover ethical sourcing of high-risk commodities (such as palm oil, coffee, cocoa and soy) and represents an important step forward in our convenience industry leadership.

- We conducted monthly meetings of our Modern Slavery Committee which oversees our efforts in this area. Modern slavery initiatives, issues, risks and mitigations are raised as agenda items at Board and SLT meetings and discussed throughout the business as part of our business-as-usual operations.
- We engaged with our Audit and Compliance committee about modern slavery risks and the adequacy of our governance approach.
- We conducted an initial baseline survey of 23 Tier 1 suppliers to understand more about their policies, processes and governance systems regarding modern slavery. The survey was conducted as part of our commitment to look deeper into suppliers operating in high-risk categories and the preliminary findings are summarised in Section 6 of this MSS.
- We committed to extending our planning horizon for identifying and mitigating risks and proactively developing initiatives to address modern slavery issues via our comprehensive modern slavery workplan.
- We included modern slavery considerations, including industry and supplier risks and mitigations, as part of our supplier selection criteria. Our supplier expectations are clear and communicated via clauses in our standard trading terms. These

contractual controls help prevent 7-Eleven from engaging a non-compliant vendor.

- We continued to reinforce and promote our policies relevant to mitigating modern slavery risk, including our code of conduct and whistle-blower policies, among team members, suppliers and other relevant stakeholders.

I am very proud of what our team has delivered since the release of our first MSS. The extensive work program, executed in challenging conditions, indicates to the 7-Eleven Board and Senior Executive, that 7-Eleven's people and partners are unified in their ambition to help eliminate modern slavery.

**Angus McKay**

CEO and Managing Director, 7-Eleven Stores Pty Ltd

22 December 2022



SECTION 1

# About this Modern Slavery Statement

This Modern Slavery Statement (MSS) is made on behalf of, and developed in consultation with, the reporting entities 7 Holdings Pty Ltd, 7-Eleven Stores Pty Ltd and Convenience Holdings Pty Ltd (together, 7-Eleven, we, us) pursuant to the Modern Slavery Act 2018 (Cth) (the Act). It sets out the actions we have taken to identify, assess, and address modern slavery risks across our operations and supply chain in the 12 months ending 30 June 2021.

Through our values, words and actions we support the goals and intent of the Act and are committed to identifying and addressing any risks or impacts of modern slavery in our operations and supply chain.

## Legal structure

7 Holdings Pty Ltd, the parent company of 7-Eleven, is a privately held company owned by the Withers and Barlow families. The company has a license to operate and franchise 7-Eleven stores in Australia from the US-based 7-Eleven Inc.

7-Eleven Stores Pty Ltd is a wholly-owned subsidiary of 7 Holdings Pty Ltd with responsibility for 7-Eleven's Franchise-operated stores. Convenience Holdings Pty Ltd is a wholly-owned subsidiary of 7 Holdings Pty Ltd with responsibility for 7-Eleven's company-operated stores.

7-Eleven's headquarters are in Richmond, Victoria.

The three reporting entities have common governance with the same directors wholly responsible for the affairs of the companies. The existing policies, including those which relate to identifying and managing human rights risks, apply across all three entities and all three share the same, centralised functional support – including procurement and human resources.

This shared governance framework results in a common approach to assessing and addressing risks of modern slavery across the three reporting entities, and will also ensure a shared approach to rolling out the various commitments, processes and policies outlined in this MSS.

This statement has been approved by respective Boards for each reporting entity.

## Internal consultation

We are committed to developing and maintaining a robust group-wide response to modern slavery. In preparing this MSS, 7-Eleven consulted with our directors and management through our Modern Slavery Committee (Committee). Formed in early 2020, the Committee's role is to evaluate the risks, recommend action and embed modern slavery due diligence practices throughout the organisation. In this reporting period, consultation through the Committee involved consideration of modern slavery risks across the group, including engagement with Tier 1 suppliers regarding our Tier 2 supply chain, agreement on specific commitments to address modern slavery risks within the group, including those in relation to the Modern Slavery Policy and workplan, and a review of the text of this MSS. Further detail on the Committee's function is set out in Section 3 of this MSS.

This MSS is signed by Angus McKay, who is the CEO and Managing Director of 7-Eleven Stores Pty Ltd and a director of 7 Holdings Pty Ltd and Convenience Holdings Pty Ltd.

For more details, see the Statement of Approval in Section 8 below.



SECTION 2

# Our Business at a Glance

Our mission is to be the best in Australia at meeting the ever-changing needs of convenience customers, we continually strive to deliver a wonderful customer experience, through a network of fuel and non-fuel convenience stores,

Here is an "at a glance" version of our operations, supply chain and procurement functions.



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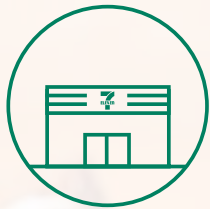
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Operations



CUSTOMERS

**7**

customers served  
per second.

**77**

net promoter score (NPS).

**230M**

transactions per year (circa).



COMPANY

**31%**

value share of Eastern  
Seaboard convenience  
market.

**12%**

volume share of Eastern  
Seaboard independent  
petrol retail market.

**3rd**

largest private  
company in Australia.



STORES & PEOPLE

**700+**

stores across VIC, NSW,  
ACT, QLD and WA –  
franchised and corporate.

**450**

family franchise businesses  
operating about 500 stores.

**8,000+**

team members

Unique franchise model  
where partnership is key  
and success is shared.



### Team members

Our 8,000+ team members are provided with consistent training across corporate and franchised stores. This equips them with the expertise and tools to identify risks, take action and ensure our policies are upheld across the board, including for modern slavery.

Table 1: Composition of 7-Eleven team

WORKTYPE*	SUPPORT OFFICES	CORPORATE STORES	FRANCHISE STORES	TOTAL
FULL TIME	486	203	372	1,061
PART TIME	33	23	371	427
CASUAL/TEMPORARY	43	1,545	5,366	6,954
TOTAL	562	1,771	6,109	8,442

\* Figures current as at 30 June 2021.



Section 2: Our Business at a Glance (continued)





# Supply chain and procurement

## 7,000+

different goods and services are procured annually.

## 99%

of our procurement is conducted with Australian-based entities.

## 7

approximate number of countries where our suppliers are based. Australia, Canada, Ireland, Singapore, Germany, New Zealand, and US.

## 2,000+

suppliers of different goods and services.

## 3

7-Eleven entities share a supply chain.



Most goods and services are centrally procured.



Our franchisees can, and do, directly procure and sell goods and services procured direct to store and outside of the centralized procurement function. Examples include pet food, beauty items and store maintenance contractors for cleaning, gardening, and window washing.



Most goods sold are "finished" products.



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### Tier 1 suppliers

- Approximately 2,000 suppliers from whom we procure goods and services.
- Supply finished goods for sale, including 7-Eleven branded products like Slurpee™ and products sold under other well-known brands.
- Provide consumable items not for sale, like utensils used in stores, and services, such as facilities management.
- We prefer long-term partnerships, with suppliers who meet our quality and supply standards.

- Includes aggregators, manufacturers, and direct service providers. Our supplier assessment process includes assessing whether the supplier will provide the goods or services directly, or via a Tier 2 supplier. The closer our relationship to suppliers and manufacturers, the more effectively we can ensure appropriate quality and standards are in place.



### Tier 2 suppliers

- Supply components or raw materials to our Tier 1 suppliers, who then supply us with finished goods.
- Operate within more complex, global supply chains.
- Require strong oversight and monitoring both directly and by our Tier 1 suppliers, given the potential for the increased risk of modern slavery.



Table 2: Examples of goods and services procured from Tier 1 suppliers

PROCUREMENT CATEGORIES	PRODUCT AND SERVICES EXAMPLES	PROCUREMENT CATEGORIES	PRODUCT AND SERVICES EXAMPLES
FOOD & HOUSEHOLD GROCERIES	Bakery goods, flavoured milk, soft drinks, chocolate bars, loose confectionery, juices, chewing gum and health snacks.	FINANCIAL PRODUCTS & SERVICES	Parcel delivery, transport tickets, vouchers, 7-Eleven gift cards, international money transfer and ATM.
TOBACCO	Cigarettes, cigars, packaged tobacco and smoking accessories.	INFORMATION TECHNOLOGY	App development, risk management software, infrastructure support and hardware.
ASSETS CONSTRUCTION AND ENVIRONMENT	Trades and general maintenance including coffee machine and fuel pump maintenance as well as safety, security and sanitation.	PACKAGING	Plastic bags, coffee cups, Slurpee™ cups, donut trays and coffee trays.
CORPORATE SERVICES	Mail and cargo, paper and printing services and training services.	LOGISTICS & SUPPLY CHAIN	Warehousing services and transport of goods to our stores.
MARKETING	Advertising and marketing, including creative services and point of sale materials	PROFESSIONAL SERVICES	Advisory and legal services.
BEVERAGE	Coffee beans, tea bags, smoothie and Slurpee™ ingredients.	FUEL	LPG, diesel and unleaded petrol.
COMPLEMENTARY PRODUCTS	Sweeteners, sauces, salt, utensils and sugar syrup.	PROPERTY	Property development and leasing.
STORE SUPPLIES	Includes cleaning equipment such as brooms, cleaning wipes, single use gloves and mops.	OTHER	Phones, magazines, maps and directories and newspapers.



SECTION 3

# MSS Governance and Implementation



## Governance

As a leader in fuel and convenience retailing in Australia, we recognise our critical role in promoting and ensuring human rights and equality generally, and specifically for our team members, customers and suppliers.

People are at the centre of everything we do at 7-Eleven. The health, safety and welfare of the people who work for us, purchase goods and services from us, and supply our operations is a critical priority. We respect and uphold all applicable laws relating to workers' rights, and we look beyond this level of compliance to find ways to positively impact the outcomes of people involved with and integral to 7-Eleven.

We are committed to addressing and mitigating the risks of modern slavery in our operations and supply chain by improving the effectiveness of our systems and controls. 7-Eleven's Board (being its principal governing body) is responsible for approving this MSS and our Board's Audit and Compliance Committee is responsible for monitoring commitment implementation.

Our Audit and Compliance Committee was chaired during the year ending 30 June 2021 by Non-Executive Director Bob Bailly and met quarterly. It included Non-Executive Directors Marina Go and Dharma Chandran and CEO and Managing Director Angus McKay. Our SLT, led by Angus McKay, is accountable for managing any 7-Eleven modern slavery risks and ensuring they are dealt with appropriately.



### Modern Slavery Committee

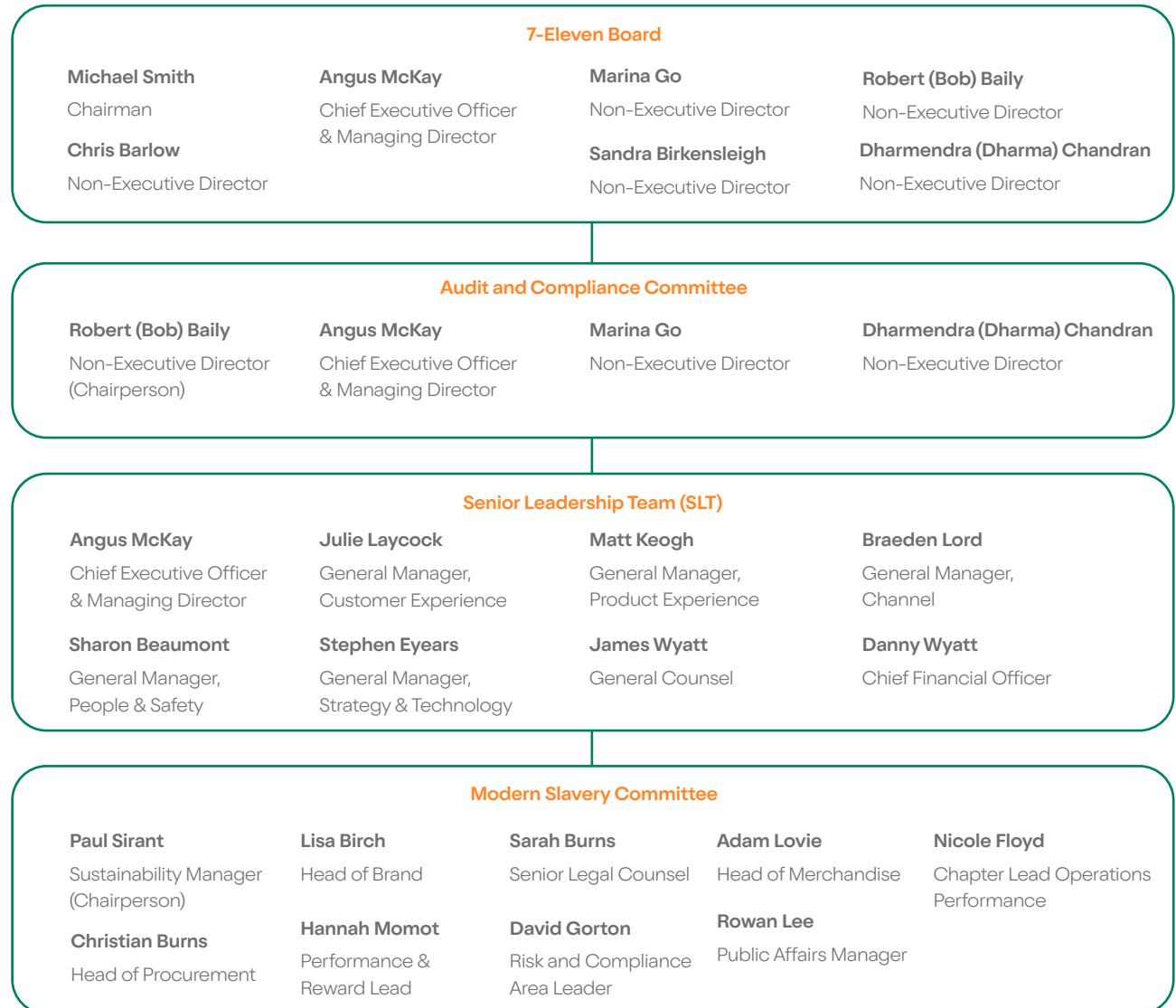
Our Modern Slavery Committee was formed in 2020 and meets monthly. The Committee leads the implementation of all MSS commitments and its remit covers all the entities within 7-Eleven.

In the year ending 30 June 2021, the Committee appointed the Sustainability Manager as Chair. The former Chair, and current Head of Procurement, remains a member of the Committee to continue their contribution and ensure a smooth transition. Committee members included senior representatives from Procurement, Customer Experience, Human Resources, Public Affairs, Legal, Risk, Channel (Store) and Product Experience.

Modern slavery risks, mitigation and management strategies will be presented to our SLT by the Committee as part of quarterly updates and to the Board annually for discussion and endorsement.

As our approach to managing modern slavery risk is data driven, in this reporting year we invested in new, purpose-built data management systems to improve supply chain data collection and collation. It is important that the Committee has accurate, complete and transparent data to assist it to identify risks, measure progress against commitments and assess the effectiveness of measures adopted. We will therefore continue to focus on ensuring data integrity.

### Structure chart



### Modern slavery policy

We have developed and published our modern slavery policy (Policy). The Policy applies to all 7-Eleven's employees, franchisees, suppliers, officers, directors and team members. It will help us manage the risks of modern slavery across our operations and supply chain and ensure we develop a shared understanding of our modern slavery expectations. We delivered Policy training to key team members across the business and will continue to rollout this training to store managers and team members during the next reporting period. We will also make the training available to small-to-medium suppliers in high-risk categories during the year ending 30 June 2022.

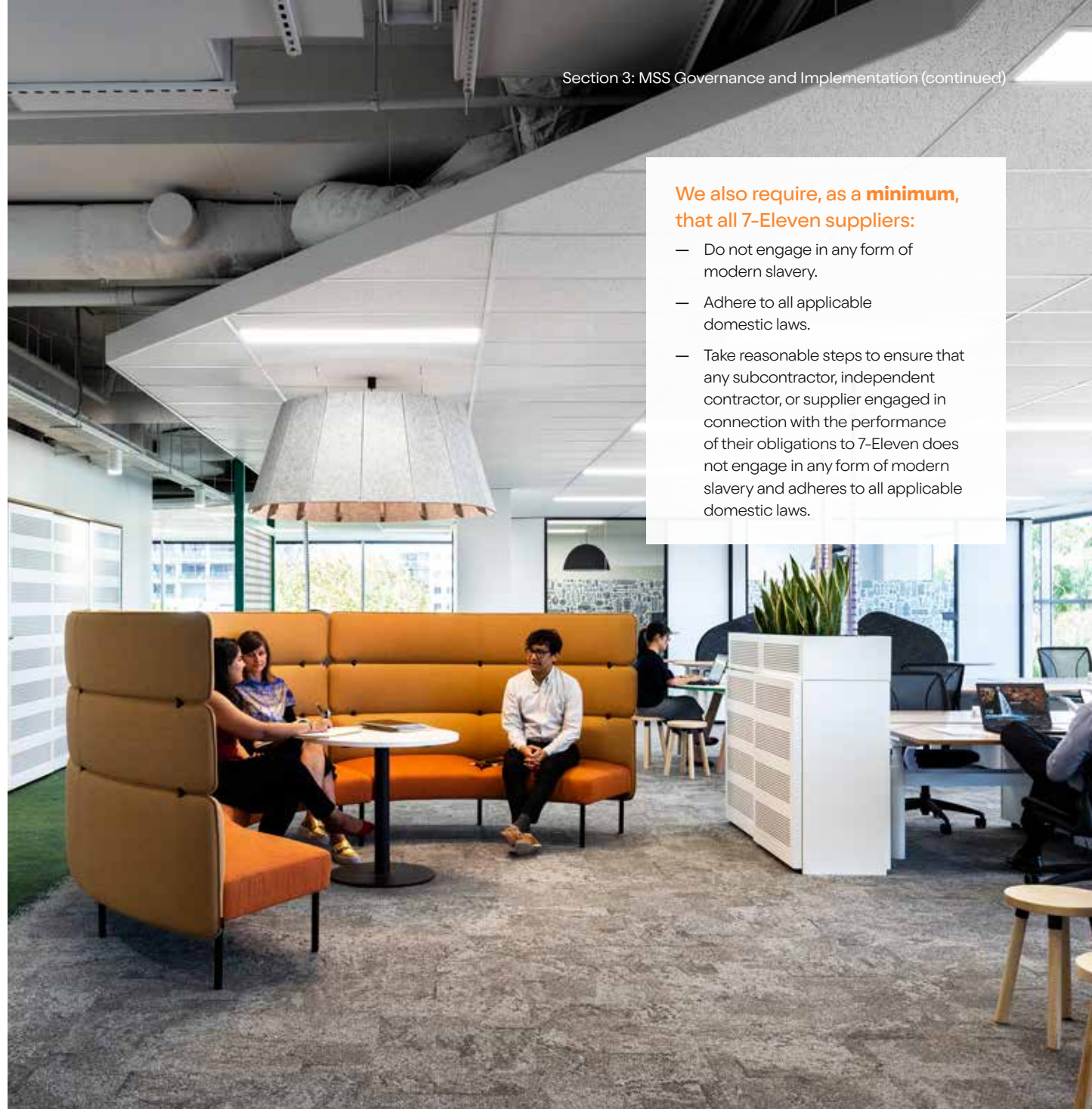
### Policy objectives

Our objectives are clearly set out within the Policy and to meet them we require all people working for or on behalf of 7-Eleven to comply with the following principles:

1. Read, comprehend and comply with the Policy
2. Comply with all relevant modern slavery laws and regulations, such as the Act.
3. Avoid any activity that might lead to, or suggest, a breach of the Policy.
4. Proactively identify, assess, mitigate and remediate modern slavery risks and impacts in 7-Eleven's operations and supply chains.
5. Adopt appropriate due diligence on suppliers coupled with, where appropriate, requirements that they implement relevant procedures that comply with this Policy.
6. Conduct and complete required training so that individuals can recognise modern slavery practices and take steps to avoid such practices.
7. Communicate the Policy and related legislation and documents to all relevant parties including team members, business partners and suppliers.

### We also require, as a minimum, that all 7-Eleven suppliers:

- Do not engage in any form of modern slavery.
- Adhere to all applicable domestic laws.
- Take reasonable steps to ensure that any subcontractor, independent contractor, or supplier engaged in connection with the performance of their obligations to 7-Eleven does not engage in any form of modern slavery and adheres to all applicable domestic laws.



### Modern slavery workplan

Our modern slavery workplan is organisation-wide and ensures we identify clear and effective steps towards achieving our current and future MSS commitments. The workplan allocates clear ownership of commitments, provides transparent measurement, timeframes and defines key results. Progress against the workplan is reported quarterly to the SLT, however the workplan is a "living" document and is discussed within our business on an as required basis.

The workplan is regularly updated to ensure it remains fit for purpose.

### Sustainability function, strategy and policy

Modern slavery risks are intertwined with other global environmental, social and governance risks. As 7-Eleven develops its broader approach to sustainability, its modern slavery actions will be integrated within its sustainability strategy to avoid duplication and take advantage of synergies.

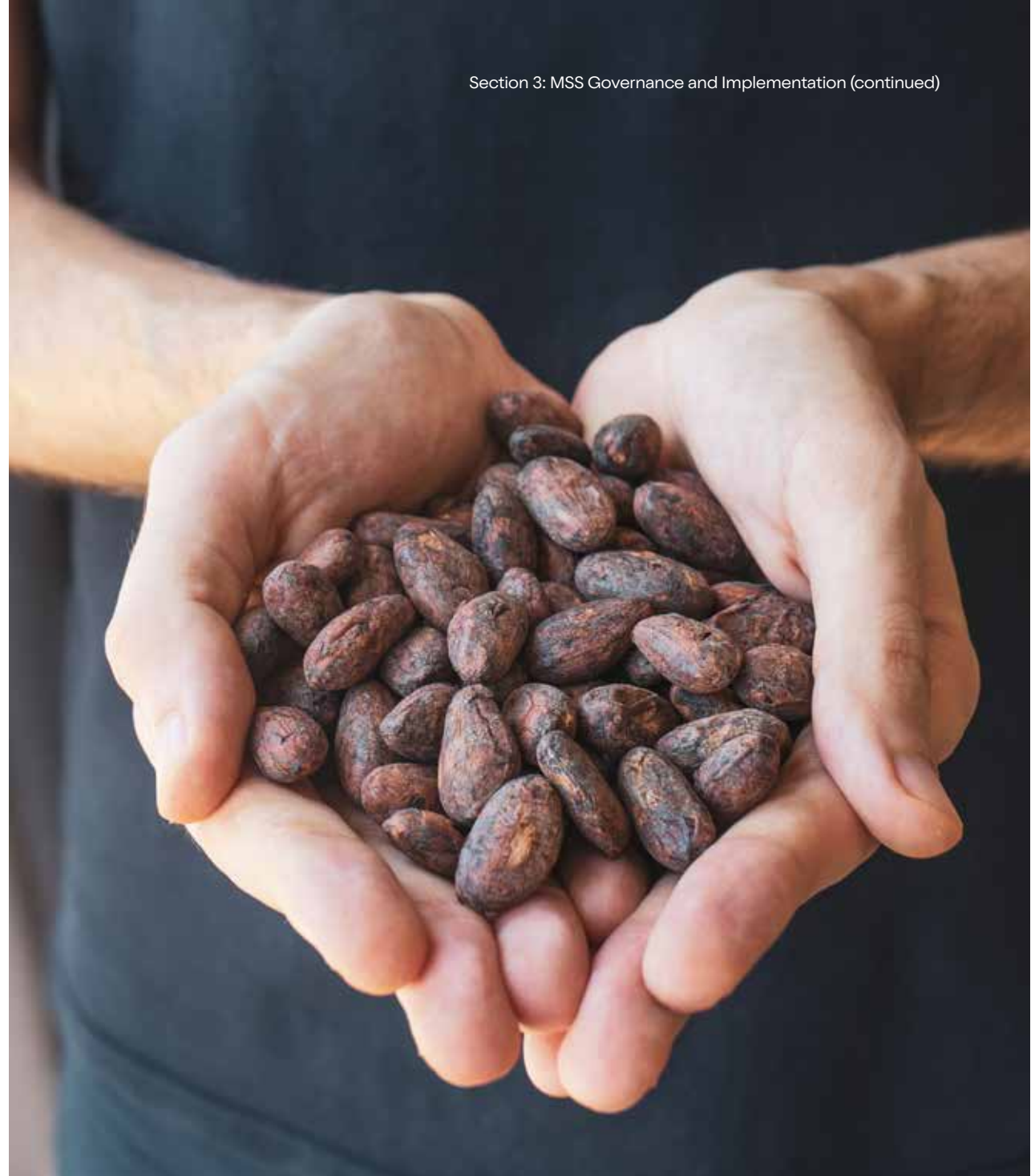
During the year ending 30 June 2021 we revisited our internal organisation structure and established a sustainability function. Reporting to our General Manager Customer Experience, the function is now led by our Sustainability Manager, who was appointed in March 2021, and whose portfolio encompasses our compliance with the Modern Slavery Act.

We are also in the process of finalising a group wide sustainability strategy which we expect to release during the year ending 30 June 2022. This strategy will set out our commitment to sustainable practices, and will include four focus areas, one of which is sustainable food systems which links with modern slavery elimination.

### Other relevant policies and strategies

Our existing organisation-wide code of conduct provides the framework for how all team members should conduct themselves to promote the values and behaviours of 7-Eleven. It is communicated to all team members who join the business and training is refreshed for all team members on a two-yearly cycle.

Similarly, our whistle-blower policy provides a channel for all employees, franchisees, team members, family members, former employees and team members, consultants, contractors and suppliers to raise concerns. These concerns include misconduct, unethical or illegal activity as well as any breaches of our code of conduct. Matters raised through this channel are taken extremely seriously by the Board and SLT. Complaints are investigated and, where necessary, steps taken to resolve the complaint.



SECTION 4

# Tracking Progress

Across our business, we continue to develop a systematic approach to measuring the effectiveness of our systems and processes in managing modern slavery risks in our operations and supply chain. This includes significant updates to our MSS workplan, bringing it in line with our new ways of working.

## Measuring our effectiveness now and beyond







We will continue to measure our effectiveness using the framework on the right to track progress.





The table below sets out our progress against the commitments made under our previous MSS.

**Table 5: Progress on commitments for the year ending 30 June 2021**

COMMITMENTS 2019/20 MSS	STATUS	PROGRESS UPDATE
1 We will work with key Tier 1 suppliers in high risk categories to develop a better understanding of our Tier 2 supply chain.		We engaged with our Tier 1 suppliers and gathered preliminary insights into our Tier 2 supply chain, however more work needs to be done to better understand our Tier 2 supply chain. This will continue to be a focus in our future commitments.
2 Publish our modern slavery policy.		Our first modern slavery policy has been developed, signed off and published internally.
3 Provide training on the modern slavery policy to procurement, category management and human resources team members.		Comprehensive training was delivered to key team members in these business areas.
4 Develop an organisation-wide modern slavery workplan for the period ending 30 June 2022.		A workplan was developed and key tasks and implementation dates mapped through to 30 June 2022.
5 Formalise our approach to assessing and mitigating modern slavery risks in our supplier management processes.		We updated 'Request for Proposal' supplier templates to include modern slavery provisions.
6 Determine the metrics to measure the effectiveness of actions to assess, address and remediate risks of modern slavery.		Final report delivered on 28 July 2021 - 28 days outside the reporting period.



SECTION 5

# Risk Analysis and Actions - Operations



## Risk identification and assessment

Store-based labour violations are associated with an inherent modern slavery risk and are closely monitored. While employment law breaches are different to modern slavery, we treat any such violations extremely seriously.

During the year ended 30 June 2021 we have found no instances of modern slavery in our operations.

The table below sets out the exposure and residual risk to modern slavery risks within our operations.

Table 4: Risk of modern slavery

OPERATIONS AREA	RISK
SUPPORT OFFICES	Most support office team members are employed full-time, have secure migration status and are generally in permanent employment.
STORES	Some of our store team members hold temporary visas and are employed on a casual basis. We understand these factors put workers at higher risk of exploitation and we have developed several controls to manage these risks.



## Risk management and mitigation

The systems we operate and the processes we have put in place to address underpayment risks have delivered the dual benefit of helping us assess and mitigate against risks of modern slavery.

Over the past six years, through sustained effort, investment and collaboration with our franchisees and the regulator, we have made significant reforms to our operational due diligence systems.

We are focused on changes in this area to ensure our due diligence program is actively attuned to the changing nature of employment law and modern slavery risks. We are committed to continually improving in this area, with a view to demonstrating industry leadership.



## Key risk management controls in place related to modern slavery

- Centralised payroll systems and processes providing enhanced oversight and monitoring measures to ensure any instances of payroll non-compliance are readily identified.
- Biometric time and attendance records for all team members at sign-on and sign-off.
- Comprehensive right to work checks supported by quarterly Visa Entitlement Verification Online (VEVO) system checks for relevant team members.
- Continuous compliance monitoring technologies, including sophisticated data analytics monitoring and a reporting platform to help further identify unusual instances or patterns of behaviour.
- Substantial levels of field-level investigation.
- Regular internal and external auditing to ensure our payroll complies with all relevant statutory requirements.
- Employment law compliance training programs for management, franchisees and store team members.
- A confidential, 24-hour, seven day a week hotline for any employees, team members, service providers, suppliers or family members to raise workplace wage compliance queries, issues or concerns, and a well communicated commitment to investigating any issues raised, pursuant to our whistle-blower policy.
- Franchisee access to independent external employee relations advisory services.
- Provision of The Fair Work Information Statement as part of team member on-boarding.
- Overall oversight of compliance performance and continuous improvement by an Employee Relations Governance Management Committee and by the Board's Audit and Compliance Committee.
- Casual Employment Information Statement to all new casual team members providing these employees with information about their conditions of employment and their rights.



# Progress summary – operations



Key actions we have taken in operations during this reporting period which relate to our MSS include:

- ✓ Developed and conducted training on our first Modern Slavery Policy.
- ✓ We have ensured any legislative changes to workplace entitlements are implemented properly and comprehensively, including changes to Awards and the Fair Work Act.
- ✓ We have ensured new or updated policies are included in team member handbooks, including information on how our team members can raise any concerns they may have.
- ✓ All announcements have been published regularly via our communication channel "Workday" so team members are aware and clear about their employment rights.



SECTION 6

# Risk Analysis and Actions – Supply Chain

## Risk identification and assessment

With more than 2,000 Tier 1 suppliers providing us with more than 7,000 goods and services, our supplier assessments are heavily focused on procurement systems and processes and are centralised and conducted at the support office level. These assessments cover all products and services stocked in corporate stores, and the majority of what is stocked and provided to customers in franchisee operations.

Product risk is assessed by taking a sector-wide approach, which allows us to understand where in the supply chain the most significant risks lie. For example, for our finished goods, the risks of modern slavery are more likely to exist deep within the supply chain, such as in the sourcing of raw materials.

The risk assessment process looks closely at our relationship to the risks, to understand whether we could be 'causing', 'contributing to' or 'directly linked to' modern slavery in our supply chain.

An analysis of risk that considers how a company might cause, contribute to, or be directly linked to modern slavery risks or practices is set out in the UN Guiding Principles and the Guidance to the Act. This analysis is important and helps guide our product category assessment to ensure our immediate focus is on the highest risk areas where our relationship to the risks are closest.

The table below sets out the potential exposure to modern slavery risks within our supply chain.

Table 5: Risk of modern slavery

SUPPLY CHAIN AREA	RISK
PRODUCTION	Includes potential risks during farming and harvesting of raw materials and product manufacturing. While the specific risks will vary according to the industry and product, the most associated modern slavery risks are a heavy reliance on migrant labour, forced labour and child labour.
DISTRIBUTION	Including potential risks during road, rail and sea freight transportation, warehousing and product storage. While the specific risks will vary according to the industry, the most associated modern slavery risks are forced labour and deceptive recruitment practices associated with the use of subcontractors and labour hire agencies.
SERVICE	Service providers typically have a shorter supply chain. While the specific risks will vary according to the industry, the most associated modern slavery risks are forced labour, including debt bondage, frequent use of subcontracting and reliance on migrant labour.



As previously noted in this MSS, franchisees can source some of their products and services independent of the support office. We will continue to work on assessing modern slavery risk in procurement within our supply chain, and will work with all franchisees, including providing training, to help them map their own supply chains in the coming reporting periods.

During the year ended 30 June 2021, we continued to develop our supply chain risk assessment process, considering changes in our supplier base, the industry and specific country risks to develop an overall assessment of each supplier's inherent risk. To assist with this process, we used an experienced global consulting firm to establish the groundwork for us to develop a regular and robust risk assessment mechanism. Moving forward, we are committed to developing internal risk assessment tools to evaluate our suppliers' alignment with our own commitment to modern slavery and making training on our modern slavery policy and objectives available for our small-to-medium suppliers in high-risk categories.

### Supplier survey

Understanding the governance our suppliers have in place to identify and mitigate modern slavery risks, and ensuring they share our commitment to eliminating them, is critical. The survey was intended to provide us with a baseline understanding of supplier practices. Part of our work to progress our original modern slavery commitments, and understand more about our supplier practices, included surveying 23 of our key Tier 1 suppliers. We will build on this baseline over the next reporting period.

Suppliers surveyed were chosen based on our risk assessment for the 12 months ending 30 June 2021. These suppliers operate in industries that have a higher risk of modern slavery practices, including tobacco, coffee, food "on the go", bakery, confectionary, safety and security, sanitization services, construction, facilities management and warehousing.

Suppliers were selected to participate in the survey based on the industry risk categorisation and the significance of our expenditure with them during this 12 month period.

The survey received an 82% response rate. The key findings are summarised below:

- Most respondents had undertaken supply chain and operational risk assessments and showed a mature level of risk understanding. Most risk assessments were conducted by external providers or parent organisations.
- Most respondents could provide risk prevention and mitigation examples, including internal policies, auditing of high-risk vendors, training and classifying approved providers/partners.
- Most respondents could nominate at least one person responsible for overseeing modern slavery or human rights risks, within their organisations.
- Most organisations were keen to understand more about 7-Eleven's commitment to the elimination of modern slavery practices, including sharing information, knowledge and training.
- Although most respondents had taken some action, almost half indicated they did not have a formal modern slavery or human rights policy.

Based on our engagement with, and feedback from suppliers, we have identified our small-to-medium sized suppliers as a priority area for us to focus on in future MSS reporting periods. These suppliers are generally less advanced in assessing and mitigating modern slavery risks and we see an opportunity to assist them by sharing knowledge and information and providing guidance on our expectations, processes and policies.





### Risk management and mitigation

Key risk management controls in place across our supply chain include:

- Rigorous supplier selection and due diligence processes
- Contractual controls
- Identified contract and supplier relationship owners with clear accountabilities
- Performance management processes
- Audits for food safety and health and safety.

The specific controls in place for each supplier, and how those controls are applied, depends on the criticality of the supplier to the business, value of the supply relationship and the risks associated with the supplier. These controls cover a broad range of risks and while they do not currently specifically target risks of modern slavery, they contribute to our broader understanding of our

suppliers' businesses and provide us with the opportunity to identify and investigate areas of potential concern. In addition to conducting a risk assessment of our suppliers, examples of the controls that 7-Eleven has in place to assist in detecting and mitigating modern slavery in our supply chain include, standard contractual terms, the introduction and socialisation of the Policy with suppliers and the training of 7-Eleven's Procurement and Category Management teams.

Based on the lessons to date, we will focus on selecting and consistently applying the right controls across suppliers we have the greatest influence with, and those most strongly associated with the 7-Eleven brand. We can then progressively expand these controls across a wider selection of our suppliers, and eventually our entire supply base.



# Progress summary - supply chain



To date we have no evidence of modern slavery in our supply chain.

During the year ended 30 June 2021 we continued our work with suppliers to bring the risks of modern slavery to their attention, formally via Policy, training and contractual obligations and informally via our everyday conversations and interactions.

We have incorporated an assessment of modern slavery into our procurement process. Future steps are to ensure we can more consistently assess suppliers. This will feed into our commitment around a more robust risk assessment tool.

Other key actions taken within our supply chain during this reporting period include:

- ✓ Surveying a sample of our suppliers who operate in high-risk categories to develop a baseline and gain insight into their business and their knowledge of modern slavery risks and the processes, policies and governance they have in place to mitigate these risks.
- ✓ Training our procurement and category management teams on modern slavery, including our new Policy.
- ✓ Evaluating the metrics we can use to measure our progress and performance in assessing, addressing and remediating modern slavery risks across our supply chain.



SECTION 7

# Outlook



The table below outlines our commitments for the reporting period ahead, ending 30 June 2022.

**Table 6: Summary of FY22 commitments**

**COMMITMENTS FOR THE YEAR ENDING 30 JUNE 2022**

- 1 Develop and provide training on 7-Eleven's modern slavery policy and objectives for our small-to-medium suppliers in high-risk categories.
- 2 Provide modern slavery training to store managers and team members (corporate and franchisee).
- 3 Revise on-boarding processes for new team members to reinforce our modern slavery policy and objectives.
- 4 Develop tools to evaluate our suppliers' alignment with our own commitment or approach to modern slavery.
- 5 Refresh supplier risk assessment covering the period July 1, 2020 to June 30, 2021 and define the method for regular and robust review of supplier risks.
- 6 Determine strategic focal area actions for our Modern Slavery strategy, aligned to the enterprise sustainability strategy.
- 7 Review and refine our organisation-wide Modern Slavery workplan for the period ending 30 June 2022





Our commitment to the elimination of modern slavery globally is clear and we will continue to show leadership on this issue.

Our values – Reach Higher, Delight Customers, Thrive Together and Do What's Right – guide our decisions and actions. Our cultural ambition is to "make the ordinary extraordinary" and it means more to us than just words on a page.

Our journey to ensure compliance with the Act will continue.



Reach Higher



Delight Customers



Thrive Together



Do What's Right



SECTION 8

# Statement of approval



This Statement was approved by the 7 HOLDINGS PTY LTD (31 005 620 851) Board, the principal governing body for 7 Holdings, on its own behalf and on behalf of its wholly-owned subsidiaries CONVENIENCE HOLDINGS PTY LTD (71 143 746 356) and 7-ELEVEN STORES PTY LTD (48 005 299 427).

Angus McKay, CEO and Managing Director of 7-Eleven Stores Pty Ltd and director of 7 Holdings Pty Ltd and Convenience Holdings Pty Ltd, on 22 December 2022.



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