



JOINT STATEMENT – RESPONSE TO ANTI-MODERN SLAVERY MEASURES

This statement is made on behalf of **Brando Aus HoldCo Pty Ltd (ACN 632 004 392)** and **Marlin Brands Pty Ltd (ACN 630 704 004)** in compliance with section 13 of the *Modern Slavery Act 2018* (Cth).

1. Our business

Marlin Brands operates a number of Australian businesses under an Australian holding company, Brando Aus HoldCo Pty Ltd (ACN 632 004 392). Together, those businesses are subject to the *Modern Slavery Act 2018* (Cth), Australian legislation which requires steps to be taken to identify and mitigate modern slavery practices in supply chains and requires businesses to publicly identify the steps taken. This policy applies to each Marlin Brands entity and sets out the approach they are required to take in meeting those requirements.

Marlin Brands is a leading Australian wholesaler and retailer of consumer durable products, managing a portfolio of everyday consumer durable brands focused on affordable, essential products used around the home in Australia and New Zealand in the living, gifting, and convenience sectors.

Businesses operated within the Marlin Brands group providing this joint statement are:

- The Décor Corporation Pty Ltd (ACN 004 231 109) (**Décor**) – a leading branded provider of food/kitchen storage, microwaveable containers, and hydration products, primarily to retail supermarkets and discount department stores.
- Isalbi Pty Limited (ACN 003 683 127) (**Isalbi**) – a leading importer and distributor of gifting solutions and toys, primarily to gift stores, major retailers, toy stores, bookstores, newsagents, and pharmacies.
- Susskind & Danzinger Pty Ltd trading as Albi (ACN 094 672 358) – Australia’s leading importer and distributor of artificial flowers, kitchenware, and homeware, primarily to major furniture, and department stores and independent retailers (proposed to be merged with and then operated by Isalbi in early April 2021).
- Pacific Optics Pty Ltd (ACN 064 312 107) (**Pacific Optics**) – the leading importer and distributor of general merchandise, phone accessories and sunglasses to the petrol and convenience and tourism channels.
- Activeminds Pty Ltd trading as Yellow Octopus (ACN 007 337 742) – online giftware retailer both direct and via third-party marketplace platforms; and
- Marlin Management Services 2 Pty Ltd trading as Zanui (ACN 619 244 398) (**Zanui**) – an online retailer of furniture and homewares, providing consumers with stylish products for their homes and home decoration.

2. Marlin Brands' Supply Chain

Marlin Brands' suppliers are located across the world, and present different levels of risk that a modern slavery practice may be present.

Marlin Brands recognises that it has direct relationships with first-tier suppliers and that those direct suppliers may in turn have relationships with second-tier indirect suppliers. The capacity of Marlin Brands to know and to influence the modern slavery practices of suppliers is limited accordingly.

Some of Marlin Brands' brands have, directly or indirectly, suppliers in China and the South East Asian region where the risks of modern slavery may be comparatively more pronounced. The regions and countries that Marlin Brands' suppliers are located in necessarily informs the actions it is taking to identify and mitigate modern slavery risks within its supply chain.

Using publicly available information, due diligence with suppliers, as well as Marlin Brands' own experience, including personal visits by the buying team. Marlin Brands will undertake risk assessments of suppliers, taking into account each of the nation states that suppliers of Marlin Brands are located in.

Marlin Brands will undertake ongoing due diligence of suppliers to ensure that its direct first-tier suppliers are upholding standards that meet domestic and international laws relating to modern slavery, including (to the extent reasonably possible) that through those direct suppliers, there is confidence that second-tier indirect suppliers also meet those standards.

Publicly available information and resources to which Marlin Brands businesses will refer in scrutinising suppliers includes the Global Slavery Index, the Global Compact Network, TRACE International, the Transparency International Corruption Perceptions Index, and the Modern Slavery Registry.

3. Actions we are taking.

In 2021, Marlin Brands' actions will be focussed on enhancing our understanding and capabilities to ensure that modern slavery risks in its supply chain are identified and mitigated. The primary action that Marlin Brands is taking in 2021 is therefore the implementation of an internal Modern Slavery Policy. Marlin Brands will strive to ensure that within the business there is a broad and consistent understanding of the *Modern Slavery Act 2018* and the policy is the first step in commencing its endeavours.

As Marlin Brands develops its processes for mitigating modern slavery risks and implementing modern slavery risk management practices, our capacity to identify any concerns in our supply chain will increase.

Some of the steps that Marlin Brands will continue to refine in accordance with its policy include (depending on the level and nature of the potential modern slavery risk) such as:

- Conducting and updating a supply-chain mapping review of direct and (to the extent reasonably possible) indirect suppliers.
- Conducting (consistently with the level of risk) assessments of suppliers and the regions in which they operate against modern slavery concepts.

- Requiring suppliers to answer questionnaires about their conditions and practices focussing on suppliers' practices in relation to modern slavery concepts.
- Integrating results of suppliers external and independent audits (conducted in their factories and trading houses) in risk assessment.
- During site visits to suppliers, reviewing modern slavery concepts and level of understanding by suppliers and confirming the accuracy of relevant information provided by suppliers (subject to capacity to travel in accordance with COVID restrictions and travel advisories).
- Ongoing dialogue with suppliers.

Where escalation is required because Marlin Brands is of the view that the risks of modern slavery are not being mitigated or met with action by the above actions, the Marlin Brands Modern Slavery Policy provides for a series of further escalating steps including, termination of supplier arrangements.

4. Measuring our effectiveness

As this will be the first reporting period of Marlin Brands, Marlin Brands' assessment of how effective its steps have been, will be ascertainable in the next reporting period. Focussing on the key priorities identified in this statement and consistent with the Marlin Brands Modern Slavery Policy, throughout the 2021 year Marlin Brands will be in a position to measure the effectiveness of its actions and adapt those actions as required to ensure modern slavery risks are identified and mitigated.

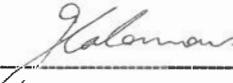
5. Conclusion

This joint Modern Slavery Statement has been approved by Brando Aus HoldCo Pty Ltd (ACN 632 004 392) and Marlin Brands Pty Ltd (ACN 630 704 004) and the subsidiaries of Marlin Brands after consultation with each of those subsidiaries and reporting entities.

Approved by the Board of Brando Aus HoldCo Pty Ltd (ACN 632 004 392)

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Signature of person authorised to sign on behalf of the Board Jarrad Brendon Solomons, Director	Date

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