



BMS Retail Group Holdings ACN 090 448 007

Modern Slavery Statement 2020

INTRODUCTION

This statement discloses the steps BMS Retail Group Holdings Pty Ltd ("**Champions IGA**") have taken to identify, manage and mitigate the specific risks of modern slavery in our business operations and supply chain. This statement is intended to comply with the requirements set out in the *Modern Slavery Act 2018* (Cth) ("**Act**").

The Act requires reporting entities subject to the Act to produce an annual modern slavery statement. Champions IGAs first annual statement is due on 31 March 2021 and is to be submitted on the Online Register for Modern Slavery Statements, which is administered and reviewed by the Australian Border Force.

Our approach to human rights is founded in the United Nations Framework and Guiding Principles on Business and Human Rights and the eight international (ILO) fundamental conventions.

Champions IGA will only engage with businesses and organisations that comply with this policy, or those who are taking appropriate and verifiable actions towards compliance.

STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Structure

Champions IGA is structured as a privately owned company incorporated within Australia. Champions IGA has two shareholder groups with an ASX listed company owning 49% and the sole financial director's family group owning the remaining 51%. The company headquarters are located at Long Gully in Victoria. Champions IGA currently employees over 630 staff situated across Victoria.

Operations

Champions IGA currently operate 9 supermarkets across regional Victoria operating under the IGA banner.

Champions IGA believes in the fair treatment and remuneration of all employees. It complies with all applicable employment legislation and industrial awards and promotes safety, health and wellbeing in the workplace.

Supply Chains

As part of its supply chain, Champions IGA utilises a large range of independent and local suppliers in the procurement of groceries, fresh produce and liquor.

Champions IGA also engages an Australian leading wholesaler and distributor, as a major supplier and distributor of our products to our stores. The Australian conglomerate company supplies our supermarkets with a range of the best locally and internationally acquired produce and liquor. We recognise that these services provided are integral to our supply chain. Champions IGA is aware that this company is committed to complying with the Modern Slavery legislation and opposes all forms of modern slavery such as servitude, human trafficking and enforced labour.

Champions IGA supply chains include services that contribute to its operations, such as engaging professional cleaning services to clean and sanitise at store level and at our head office.

Champions IGA seeks to partner with suppliers that ensure a fair and ethical workplace, where the highest standards of human rights are upheld.

Our policies on slavery

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery is not taking place anywhere in our supply chains.

Our Modern Slavery Policy is accessible on request.

Due diligence processes for slavery

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, we follow the processes set out in our Modern Slavery Policy and will add a Modern slavery clause to all new and renewing contracts with our suppliers

to ensure that our suppliers are taking all reasonable steps to ensure that there is no modern slavery in their supply chains.

Supplier adherence to our values

We have zero tolerance of slavery. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of ensuring that for any new contracts we enter into with our suppliers following the date of this Statement, we impose an obligation on the supplier to:

- (a) comply with all applicable modern slavery laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2018 (Cth); and
- (b) comply with our Modern Slavery Policy; and
- (c) hold their own suppliers and subcontractors to the same standards.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Finance
- Human resources and Payroll.
- Merchandise and Marketing

Approval

This modern slavery statement is made by BMS Retail Group Holdings Pty Ltd for the financial year ending 30 June 2020.

This statement was approved by our Board of Directors on 1st February 2021.



Signature of Michael Zervakis

BMS Retail Group Holdings Pty Ltd

Date: 1/2/2021