

2025 Modern Slavery Statement

About this Statement

This is the 2025 Modern Slavery Statement of The Reject Shop Limited trading as The Reject Shop (ABN 33 006 122 676) (**The Reject Shop**) prepared and published in accordance with the *Modern Slavery Act 2018* (Cth) (the **Act**)¹. This Statement describes the risks of modern slavery in the operations and supply chain of The Reject Shop and includes information about the actions taken by The Reject Shop to address those risks during the financial year ended 29 June 2025 unless otherwise stated (**Fiscal 2025**).

On 22 July 2025, The Reject Shop was acquired by Dollarama International, Inc. and ceased to be listed on the Australian Securities Exchange (**ASX**) on 23 July 2025. Dollarama International, Inc. is not a reporting entity for the purposes of the Act.

This Statement was approved by the Board of The Reject Shop on 22 December 2025.



¹ As at 29 June 2025, The Reject Shop had one wholly owned subsidiary, TRS Trading Group Pty Ltd, which was not a reporting entity for the purposes of the Act. Consultation with this subsidiary occurs through common directorship with The Reject Shop.

Our Structure and Operations

On 22 July 2025, The Reject Shop was acquired by Dollarama International, Inc. a direct wholly owned subsidiary of Dollarama, Inc. During Fiscal 2025, The Reject Shop was a public company listed on the ASX and ceased to be listed on the ASX on 23 July 2025.

Dollarama Inc. is incorporated under the Canada Business Corporation Act and its common shares are listed on the Toronto Stock Exchange. Headquartered in Montreal, Quebec, Dollarama is a leading Canadian value retailer with international reach, with more than 1,600 stores in Canada, in all ten Canadian provinces and two territories. Dollarama is also the majority shareholder, through its equity-accounted investments in Latin American value retailer Dollarcity, which has more than 700 stores in Colombia, El Salvador, Guatemala, Mexico and Peru. Dollarama's 2025 Modern Slavery Report can be located [here](#).

The Reject Shop operates in the discount variety retail sector in Australia, serving a broad range of value-conscious consumers who are attracted to low price points and convenient shopping locations. The Reject Shop has been delivering value to shoppers for over 40 years. The Reject Shop helps all Australians save money every day by offering its customers low everyday prices on household essentials as well as unique and exciting products at compelling value for every event and occasion.

The Reject Shop has over 400¹ stores across Australia and offers a variety of consumable products, general merchandise and seasonal items.

The Reject Shop has over 5,000 team members in Australia across its stores, distribution centres and store support centre.

The image below depicts the store numbers, distribution centres and team members as at 29 June 2025.



1. As at the date of this Statement.

Our Supply Chain

The Reject Shop offers a wide range of private-label and national brand products, with a large number of stock keeping units (SKUs) in its stores, including consumable products, general merchandise and seasonal items.

The Reject Shop does not own or operate any manufacturing facilities or factories. During Fiscal 2025, The Reject Shop sourced its products from over 350 direct local and international suppliers. The products are manufactured in a range of countries with manufacturing of general merchandise products occurring mainly in China and South East Asia.

In addition to purchasing products for resale in its stores, during Fiscal 2025, The Reject Shop procured goods and services to support its operations from over 450 suppliers (with the majority being local suppliers), including:

- transport, warehousing and logistics;
- facilities management, including cleaning, waste and security;
- utilities;
- property construction, including store fit out and repairs and maintenance;
- uniforms;
- technology, including hardware, software and services;
- financial and payment services; and
- professional advisory and consultancy services.

Modern Slavery Risks in our Operations

The Reject Shop considers the risk of modern slavery practices in its direct workforce as low. The Reject Shop's team members are based in Australia where the company maintains direct oversight over terms of employment and where employees are engaged under employment contracts or enterprise agreements approved by the Fair Work Commission. The standards, obligations and worker protections required by Australian employment laws result in a lower risk of modern slavery within our operations. The Reject Shop's policy framework, including its Code of Conduct and its confidential whistleblowing channel that enables team members to raise concerns further mitigates the risks of modern slavery in our operations. For more details on policies and procedures, please refer to the section entitled 'Our Actions'.

The Reject Shop also engages labour hire agencies to provide labour at certain of its Distribution Centres and considers the risk of modern slavery associated with these labour hire arrangements as low due to the requirements in place for the use of these services. The Reject Shop's confidential whistleblowing channel is also made available to workers hired through these agencies, ensuring they can safely raise concerns.

Modern Slavery Risks in our Supply Chain

The Reject Shop assesses modern slavery risks in its supply chain primarily based on the geographic location of its suppliers, referencing Walk Free's 2023 Global Slavery Index. As detailed above, The Reject Shop sources its products for resale in its stores from local and international suppliers.

The Reject Shop sources a high proportion of its consumable products from local suppliers based in Australia and therefore considers the risk of modern slavery practices to be low for these suppliers. The Reject Shop acknowledges that its direct local suppliers may have operations in, or may source goods or services from, other jurisdictions which may have a higher risk of modern slavery practices.

The Reject Shop's international suppliers extend through various geographic locations which are considered to have a higher prevalence and/or vulnerability to modern slavery according to Walk Free's 2023 Global Slavery Index. The Reject Shop sources its general merchandise products mainly from China and South East Asia and therefore modern slavery risks may be present in The Reject Shop's supply chain.

The Reject Shop has identified the following salient human rights risks in its supply chain for products intended for resale:

- labour rights (human rights), including forced or compulsory labour, wages and benefits, work hours, and child labour;
- freedom of association;
- health & safety;
- discrimination;
- bribery and corruption; and
- access to grievance mechanisms.

The Reject Shop continues to engage with its key international suppliers to understand and address modern slavery risks. We work to continuously enhance visibility into working conditions across our supply chain to inform our risk mitigation strategies.

The Reject Shop also recognises that modern slavery risks may be present in the supply of goods and services required to support its operations.

Our Actions

The Reject Shop recognises that modern slavery is a global issue with severe consequences for its victims and is committed to respecting and protecting human rights and implementing policies, procedures and internal checks to address any forms of modern slavery or human rights violations identified in its operations and supply chain.

During Fiscal 2025, the Board was responsible for overseeing The Reject Shop's approach to modern slavery with the Chief Executive Officer and Executive Leadership Team delegated responsibility for the day-to-day management of the company.

The Reject Shop has in place a range of policies that set the standards of conduct expected of directors, team members, contractors and third parties (where applicable).

The table below provides an overview of the key policies and standards related to the management of The Reject Shop's modern slavery risks in its operations and supply chain.

<p><u>Code of Conduct</u></p>	<p>The Reject Shop has adopted a Code of Conduct that outlines the standards of conduct expected of all team members in the workplace and in dealing with external stakeholders.</p> <p>The Code of Conduct applies to directors and team members, regardless of employment status or work location.</p> <p>The Code of Conduct forms the basis of a shared view of The Reject Shop, its mission and ethical standards which is essential for long-term performance and sustainability, as well as to protect and enhance the interests of shareholders and other stakeholders.</p> <p>Team members are encouraged to report any breaches of the Code of Conduct to senior management or the People and Culture team.</p> <p>During Fiscal 2025, material breaches of the Code of Conduct were reported to the People & Culture Committee.</p>
<p><u>Modern Slavery Policy</u></p>	<p>The Reject Shop has adopted a Modern Slavery Policy to affirm its commitment to contributing to ending modern slavery and maintaining a high level of compliance with the Act.</p> <p>The policy applies to directors, team members, contractors, consultants, suppliers and their employees, and business partners.</p> <p>Breaches of the policy are required to be reported to the Board.</p>
<p><u>Ethical Sourcing Policy</u></p>	<p>The Reject Shop has adopted an Ethical Sourcing Policy to affirm its commitment to sourcing products in an ethical manner and from suppliers believed to adopt appropriate employment conditions and workplace safety practices.</p> <p>The policy outlines the minimum ethical requirements and expectations that all suppliers, wholesalers and agents are to comply with when producing and supplying goods to The Reject Shop.</p> <p>The Reject Shop expects its suppliers to adhere to the higher of (or affords greater protection of) core labour standards established by local laws and regulations in the countries in which they operate or standards which have been established by world bodies (including the United Nations) and other international and national retailers.</p>
<p><u>Anti-Bribery and Corruption Policy</u></p>	<p>The Reject Shop has adopted an Anti-Bribery and Corruption Policy to affirm its commitment to acting with integrity, honesty, fairness and in compliance with all laws and regulations which is integral to the success of The Reject Shop's team members, customers and other stakeholders.</p> <p>The policy confirms that The Reject Shop will not tolerate bribery or corrupt conduct.</p> <p>The policy applies to directors, team members, contractors, consultants, agents, advisors, suppliers, associates, affiliates and joint venture partners.</p> <p>Material breaches of the policy are required to be reported to the Board.</p>
<p><u>Supply Chain Standards</u></p>	<p>The Reject Shop has established a business policy as well as a minimum set of standards expected to be met by agents, suppliers and service providers.</p> <p>Agents, suppliers and service providers are required to ensure that all products comply with Australian standards and regulations, are safe to use and fit for purpose and comply with product labelling, barcode format and carton marking standards.</p> <p>In selecting agents, suppliers and service providers, The Reject Shop evaluates the ethical standards of these third parties.</p>
<p><u>Whistleblowing Policy</u></p>	<p>The Reject Shop has adopted a Whistleblowing Policy which is intended to assist with the development of a culture of 'speaking up' when things are not quite how they should be.</p>

	<p>The policy deals with the disclosure of information which relates to actual or suspected wrongdoing or misconduct (generally a breach of the law, policy or unethical behaviour).</p> <p>The policy applies to directors, team members, contractors, consultants, suppliers and their employees, and their relatives and dependants.</p> <p>During Fiscal 2025, material incidents reported under the policy were reported to the People & Culture Committee.</p>
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The Reject Shop continues to assess the risk of modern slavery practices in its operations and supply chain, with a key focus on products sourced from international suppliers. Below are some of the key actions undertaken by The Reject Shop to address modern slavery risks in its supply chain:

- provision of guidance to suppliers on the ethical sourcing requirements and expectations during the onboarding process;
- partnered with Sedex which allows suppliers and their manufacturing sites to share information on their ethical sourcing data thereby enabling The Reject Shop to identify and address potential modern slavery risks including through risk ratings and the review of social audit reports;
- provision of annual training on modern slavery to the Merchandise team; and
- inclusion of modern slavery compliance clauses in supplier contracts.

Effectiveness of our Actions

The Reject Shop recognises the importance of measuring the effectiveness of its actions to address modern slavery risks in its operations and supply chain and is committed to maintaining effective systems to identify, assess and manage modern slavery risks.

The Reject Shop's grievance mechanisms, which assists team members and suppliers to confidentially report concerns of actual or suspected wrongdoing or misconduct, is also relied upon to assess the effectiveness of our actions. During Fiscal 2025, The Reject Shop did not receive any reports of actual or suspected instances of modern slavery or human rights violations through its grievance mechanisms.

During Fiscal 2025, The Reject Shop did not identify, or otherwise become aware of, any actual or suspected incidences of modern slavery in its operations or supply chain. The Reject Shop is continuously seeking ways to strengthen its approach to modern slavery risks and the effectiveness of reporting instances, or suspected instances, of modern slavery.

Looking Forward

Looking forward The Reject Shop will focus on continuously improving its ethical sourcing and human rights practices having regard to industry practice and guidance from international organisations.

This Statement has been signed by Clinton Cahn in his role as Director of The Reject Shop Limited.



Clinton Cahn
 Director
 22 December 2025