



Modern Slavery Statement

Financial Year Ended 29 June 2025

Statewide Independent Wholesalers Limited

ABN 51 009 519 546

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Statewide Independent Wholesalers Limited (**SIW**) is an Australian Public Company (ACN: 009 519 546). The company is registered at 8 Translink Avenue, Western Junction, TAS, Australia. This statement is published in accordance with the *Modern Slavery Act 2018 (Cth)*. It identifies the steps taken by SIW to identify, manage and mitigate risks of modern slavery within our operations and supply chains.

Mandatory reporting criteria

This statement was prepared to meet the mandatory reporting criteria set out under the *Modern Slavery Act 2018 (Cth)*. The table below identifies where each criterion of the Act is covered in sections of this statement.

Modern Slavery Act Criteria	Reference in this Statement
Identify the reporting entity	Page 2
Describe the reporting entity's structure, operations and supply chains	Page 2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity	Pages 3-4
Describe the actions taken by the reporting entity to assess and address those risks including due diligence and remediation processes	Pages 3-4
Describe how the reporting entity assesses the effectiveness of these actions	Page 4
Provide any other relevant information	Page 4

Disclaimer

The forward-looking statements contained within this Statement are based on management's good faith, current expectations and reflect judgements, assumptions and estimates and other other information as at the date of this Statement. They are, by their nature, subject to uncertainties, some of which are outside Statewide Independent Wholesaler Limited's control. Actual results, circumstances and developments may differ from those expressed in this Statement and readers are advised to not place undue reliance on these forward-looking statements. Forward-looking statements should be read in conjunction with, and are qualified by reference to the expectations, judgements, assumptions, estimates and other information and risk factors, referred to above.

Modern Slavery Statement 2025

Introduction

This Modern Slavery Statement is prepared in accordance with the Australian Modern Slavery Act 2018 (Cth). It applies to Statewide Independent Wholesalers Limited (SIW) and describes the steps taken during the 2025 financial year to identify, manage and mitigate the risk of modern slavery occurring in our business and supply chains. We are committed to continuously improving our processes and actions to ensure they remain effective in preventing and remediating modern slavery.

Our Structure

Statewide Independent Wholesalers (SIW) is a distribution company which operates as a joint venture between Woolworths Group (60%) and Tasmanian Independent Retailers (TIR) (40%). It also distributes a number of liquor lines for the Endeavour Group. SIW does not own or control any other entities.

SIW operates out of its distribution centre in Western Junction, Tasmania picking and dispatching approximately 37 million cartons across 13,000 different fast moving consumer goods each year. Products from SIW's distribution centre are delivered via road to a range of different retailers across Tasmania, including 32 Woolworths Supermarkets, approximately 170 IGA and independently bannered stores, three Dan Murphy's stores, and 36 BWS liquor outlets.

SIW is not directly managed by the Woolworths Group and accordingly it has its own policies and processes in place to manage modern slavery risk.

Our Operation

SIW directly employs a mix of full-time, part-time and casual team members who work across distribution centre operations, transport services, and support roles. SIW team members are employed directly with their employment terms and conditions set out through an enterprise agreement, modern award, or employment contract. SIW employed a total of 426 team members in 2025 with 86.85% of employees covered by a single enterprise agreement and 37.57% of team members registered with a union.

SIW also outsources services to third-party providers to perform regular and ongoing work on SIW's site. We recognise these categories of labour engagement carry an inherently higher risk of modern slavery issues due to engagement with a workforce that is typically characterised by a high portion of migrant and unskilled workers who may be less aware of their workplace rights.

Our Supply Chains

SIW procures food, general merchandise, liquor and tobacco goods directly from approximately 840 different suppliers to service its customers. Woolworths Group, Endeavour Group and TIR are each responsible for the initial sourcing of goods from suppliers and checking that their procurement complies with their modern slavery policies. During F25, SIW and TIR held quarterly meetings to enhance SIW's understanding of TIR's modern slavery risk management processes. The meetings focused on TIR's progress in strengthening their due diligence, governance, training, and collaboration in this area. SIW also held quarterly meetings with the Woolworths Group Human Rights team, keeping up-to-date with the Woolworths Group's approach to managing human rights risks and discussing SIW's progress on improvement projects in managing and mitigating modern slavery risk.

SIW engaged with 197 non-resale trade suppliers in F25 to procure products and services which support its operations. This included IT equipment and software, uniforms, transport services and materials for the maintenance of its facilities and equipment. During F25 SIW engaged the services of five different outbound logistics suppliers to service its customer network across Tasmania. Additionally, seven operation service providers were utilised where third party providers regularly had staff working on site at SIW. This included services such as site security, facility cleaning, canteen services and onsite physiotherapy.

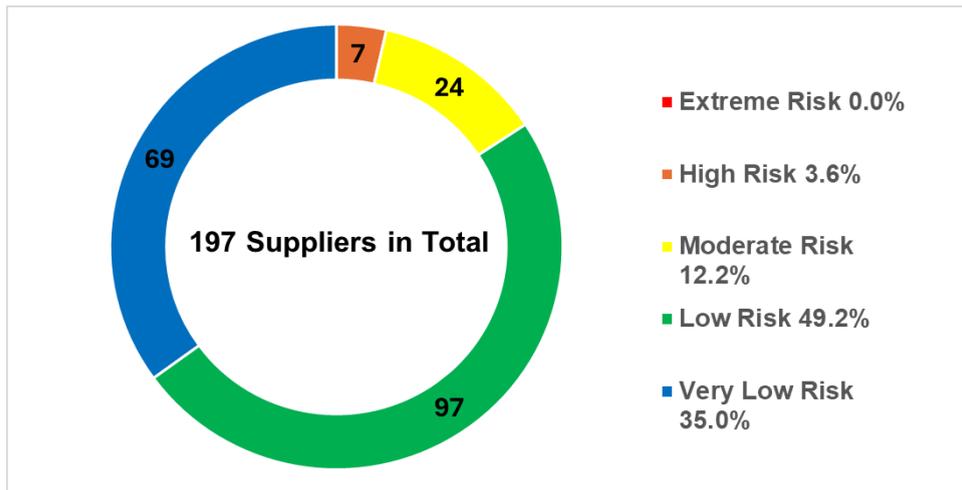
SIW recognises that there are categories of goods and services that carry an inherently higher risk of modern slavery despite direct suppliers being Australian based, such as the raw materials in uniforms (including freezer gear and boots) and the potential for multiple levels of subcontracting in logistics.

Identifying & Taking Action to Address Modern Slavery Risks

SIW recognises the need to continually monitor its operations for modern slavery risk and has policies and processes in place to mitigate these risks, including a Code of Conduct, Respectful Workplace Policy, Human Rights Policy and a Protected Disclosure (Whistleblower) Policy. Procedures include pre-employment screening where an individual's working rights are checked and confirmed, and training of relevant team members on modern slavery mitigation practices.

Through utilising SIW's Human Rights Risk Methodology we conduct an annual supplier risk assessment highlighting the inherent level of human rights and modern slavery risk that is present in our supply chain. Guided by this risk assessment, SIW is better able to understand the areas of highest potential risk within its operations and has consequently developed targeted strategies to identify, mitigate and remediate this risk.

Risk Profile for SIW's Non-Resale Suppliers



As a key distributor of fast moving goods to market, SIW's influence on the broader Tasmanian population is significant. Accordingly, the respect of human rights is central to SIW's organisational value of 'Think People'. Our Human Rights Policy is embedded throughout the organisation's operations. Team members undertake ongoing team member training on the policy and the document is provided to SIW suppliers directly and made available to the public through the company's website. SIW requires new suppliers to complete a human rights due diligence questionnaire that is assessed by SIW. All existing suppliers receive a copy of SIW's Human Rights Policy and Protected Disclosure Policy documents annually. Suppliers categorized as medium risk and above are required to complete and return an annual Human Rights Compliance Agreement or alternatively share a relevant Modern Slavery Statement from their organisation.

Reflecting SIW's ongoing commitment to upholding human rights, the following work was undertaken during F25 to uplift our human rights program and monitor ongoing supplier compliance within the policy and applicable modern slavery laws:

ACTIVITY	PURPOSE
Human Rights Risk Methodology	Used to assess the inherent human rights risk amongst suppliers.
Risk Management Framework	Human rights is identified as a risk that is proactively managed in line with our risk framework.
Non-Trade Supplier Risk Assessment	Utilising the developed methodology, risk assessments were conducted for all suppliers highlighting those who possess the highest levels of inherent human rights risk within SIW's supply chain.
Supplier Engagement Process Map	Applied our end-to-end process for suppliers from onboarding, risk segmentation, administration of control and ongoing monitoring.
Procurement Guidelines	Ensured SIW team members followed the guidelines in relation to the upholding of human rights and responsible sourcing when engaging new non-trade suppliers.
Due Diligence Questionnaire	Implemented SIW's existing supplier due diligence questionnaire with prospective new suppliers for greater transparency and improved initial assessment of human rights risk.
Protected Disclosure (Whistleblower) Policy	Shared our grievance reporting mechanism with team members and suppliers.

Assessing the effectiveness of our Actions

Key activities that enable SIW to monitor the implementation of its modern slavery approach include the following:

WORKSTREAM	F25 OUTCOMES
Governance	Annual update on Human Rights issues delivered to the SIW Board.
	Eight Human Rights collaboration meetings held with Woolworths and TIR across F25.
	Inclusion of Human Rights Policy and associated training module in new team member induction for directly employed SIW team members.
	Annual review of risk methodology was conducted to ensure our due diligence process is accurate and relevant.
Risk Management	Conducted annual assessment and risk categorisation profiles of our suppliers and applied targeted strategies based on the risk levels identified.
	All in-scope new suppliers were provided with validation information through a due diligence questionnaire.
	96% of our suppliers within the moderate & high risk categories returned signed compliance statements.
Grievance Mechanisms	No grievances were reported in line with the mechanisms set out in our Protected Disclosure (Whistleblower) Policy.

Looking Ahead

SIW will continue to collaborate with stakeholders to identify and evaluate risks relating to human rights and develop our policies, procedures, and training to help combat modern slavery within our supply chains and operations. We will also keep informed of legislative changes that may impact our compliance and reporting requirements.

In F26, SIW will work on the following actions to continue to strengthen our approach in addressing modern slavery:

- Work on developing a grievance procedure to formalise the process of how reported instances of Modern Slavery are managed.
- Document and formalise a process to improve how we engage with our high risk non-resale suppliers.
- Modifying our Code of Conduct to include an overview about our Modern Slavery Policy.
- Launch a bi-annual Modern Slavery awareness training program, specifically targeted for our procurement and finance teams within the business.
- Commence monitoring of trends and changes in modern slavery statements from our suppliers over time.

This statement was approved by the General Manager and Board of Statewide Independent Wholesalers Limited on 11 December 2025.



Paul Connolly – General Manager



John Hunt – Chair



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