



## **Introduction**

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, and child exploitation. **Barbeques Galore Pty Ltd** is committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationship.

This statement, which is intended to meet the requirements of section 13 of the Modern Slavery Act 2018 (Cth), outlines the steps taken by Barbeques Galore during the past year to seek to minimise the risk of modern slavery occurring in its business and its supply chains.

### **1. Identity of the reporting entity**

Barbeques Galore Pty Ltd (ACN 008 577 759) and its subsidiaries

A2/350-374 Parramatta Rd, Homebush West NSW 2140

### **2. Structure, operations and supply chains of the reporting entity**

Barbeques Galore Pty Ltd is an Australian retailer and wholesaler of Barbeques and Accessories, Outdoor Furniture, and Heating products, directly employing 479 people in the operation of its retail store network, and supply of domestic and international wholesale customers. All divisions of the company are coordinated and operated from the corporate head office located at A2/350-374 Parramatta Rd, Homebush West NSW 2140.

The operational areas of the business are as follows:

#### ***Retail store network***

50 company owned stores, and 37 franchisees and licensees located across Australia. In addition to physical stores, the company also operates an online store which offers home delivery to all areas of Australia, and a click and collect service through the store network.

#### ***Domestic wholesale business***

The Pricotech Leisure Brands subsidiary distributes products to a number of wholesale customers across Australia, shipping goods from distribution centres in Melbourne, Brisbane, Sydney and Perth.

#### ***Export business***

Some of Barbeques Galore's exclusive products are exported to customers in a number of countries, including New Zealand, Thailand, Germany, Italy, and Israel. These products may either be dispatched directly from the company's contracted manufacturer in China, or from one of its Australian distribution centres.

#### ***Supply chain and distribution***

A significant proportion of products sold across all divisions are sourced directly from overseas manufacturers and produced under the company's own brands. These products are predominantly sourced from China, Vietnam, and Indonesia. Other products are purchased from local distributors, manufacturers and wholesalers based in Australia.

Most products are shipped from the country of origin directly to one of the company's distribution centres, located in Melbourne, Sydney, Brisbane or Perth. From these distribution centres, products are then shipped to the store or customer via a road transport contractor.

### **3. The risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls**

The company engages a number of overseas manufacturers to produce products on its behalf. These arrangements are subject to increased risk of the following:

- Non-compliance with health and safety requirements, working hours, wages, forced labour, child labour and freedom of association; and
- Non-compliance with broader human rights including employee rights to equality, fair pay, safety and privacy.

Within the company's domestic operations, the following areas are also subject to increased levels of risk:

- Compliance with employment conditions, standards and workplace health and safety by independently owned and operated Franchisee and Licensee stores.
- Compliance with employment conditions, standards and workplace health and safety by transport and logistics service providers engaged by Barbeques Galore.

### **4. Actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes**

#### ***Implementation of Modern Slavery Policy***

The company has implemented a Modern Slavery Policy in November 2020, outlining requirements for all employees, suppliers, directors, officers, agency workers, contractors, consultants or other third-party representatives engaged by the company. The policy outlines the company's approach to identifying, investigating and addressing any modern slavery practices, including the conduct of risk assessments, auditing, and completion of training for its employees in the identification of modern slavery practices.

Barbeques Galore expects that all who have, or seek, a relationship with Barbeques Galore to familiarise themselves with the company's Modern Slavery Policy and to act in a way that is consistent to its values. Barbeques Galore will only do business with Suppliers who fully comply with its Modern Slavery Policy, or those who are taking verifiable steps towards compliance.

#### ***Additional audit requirements for overseas manufacturers***

The company has introduced the requirement for overseas manufacturers engaged by the company to provide regular independent audit reports measuring the manufacturers compliance with BSCI or other equivalent internationally recognised audit frameworks.

As of June 30<sup>th</sup>, 2021, 85% of products sourced for the company's own brands are from suppliers who have provided current independent audits, which has increased from 74% at the same time last year. Of those which remain, the company is actively working to establish independent audit arrangements.

#### ***Training for key employees***

Employees engaged to complete audits with third party logistics providers, or with Licensees and Franchisees also receive additional training each year to support the identification of non-compliance with employment conditions and workplace standards.

To increase awareness and support proactive identification of modern slavery risks within the company's supply chain, key employees who work with overseas factories have also completed additional training earlier in 2021.

## **5. How the reporting entity assesses the effectiveness of these actions**

### ***Trade partner factory audit register***

Copies of current independent audit reports from overseas manufacturers are maintained in a central file. Where a factory unable to meet the company's requirements or achieve an acceptable standard in the independent audit, the company will cease to do business with that overseas manufacturer.

The company has previously ceased purchasing from overseas factories where it could not be satisfied that these requirements would be met, however there were no such instances were recorded in the year to June 30<sup>th</sup>, 2021.

### ***Company Whistleblower Policy***

The company has a Whistleblower Policy which is intended to ensure that concerns regarding unethical or illegal practices, including modern slavery concerns, can be reported. These reports can be made via an independently operated Whistleblower hotline, and can be made anonymously. Whistleblowing protection processes are in place to ensure that the anonymity of people making whistleblowing reports, as required by the Whistleblower Protection Act. Where issues are investigated and substantiated, Barbeques Galore will take appropriate action.

### ***Inclusion of Modern Slavery risks within the company's corporate risk register***

Modern slavery risks are identified on the company's corporate risk register, providing additional oversight of the key risk areas and control measures by the company's senior executives and company directors. The risk register is periodically reviewed and updated, with any new risks or control measures set in place as required.

## **6. The process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)**

All subsidiaries of Barbeques Galore Pty Ltd are operated from the one head office location, functioning as a single entity. Therefore, any control measures, policy settings or auditing processes set in place apply consistently across all subsidiaries and divisions of the company.

## **7. Any other relevant information**

Not applicable

## **Approval of this statement**

This statement was approved by the board of Barbeques Galore Pty Ltd in their capacity as principal governing body of Barbeques Galore Pty Ltd on the 18th August, 2021. This statement is signed by Angus McDonald in his role as Director/Board Member on the 18th August 2021



**Angus McDonald**

Director/Board Member

18<sup>th</sup> August, 2021