



Voluntary Modern Slavery Statement 2024-2025

Organic Merchant
ABN 91 615 720 486

ABOUT THIS STATEMENT

This is Organic Merchant's first modern slavery statement, developed in accordance with section 13, Modern Slavery Act 2018 (Cth) (**the Act**). This statement is submitted voluntarily under section 6 of the Act, with notice provided to the Minister on 11 February 2026.

The reporting period for Organic Merchant is financial year ending 30 June 2025.

This statement was signed by Organic Merchant's CEO in accordance with section 2(d) of the Act on 11 February 2026 and approved by The Freedom Hub's Board of Directors in accordance with section 2(c) of the Act on [insert date].

Chalimah

Chalimah Jeanne
Director

A MESSAGE FROM US

At Organic Merchant, respect for people, land and traditional knowledge underpins everything we do. As a business grounded in organic agriculture, ethical sourcing and wellness, we recognise our responsibility to uphold human rights across our operations and supply chain.

While Organic Merchant is a small business and not a mandatory reporting entity under the *Modern Slavery Act 2018 (Cth)*, we are committed to transparency and continuous improvement.

This voluntary statement outlines the steps we have taken to understand potential modern slavery risks, the actions we are currently undertaking, and the areas where we seek to strengthen our approach as our business grows.

Organic Merchant is committed to upholding the highest ethical standards across our operations and supply chain. As a certified organic microbusiness, we recognise the importance of transparency, responsible sourcing, and actively managing modern slavery risks.

1. Supplier Due Diligence and Risk Assessment

- **Tiered Supplier Assessment:** Suppliers are categorised into Tier 1 (direct ingredient producers), Tier 2 (bulk importers & processors), and Tier 3 (packaging & ancillary suppliers). Each tier is assessed for modern slavery risk based on geography, industry, and certification status.
- **Risk-Aware Sourcing:** International suppliers of teas, botanicals, and cacao are risk-assessed prior to engagement, with preference given to certified organic producers

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and suppliers with clear ethical practices.

- **Documentation:** Supplier contracts require compliance with ethical sourcing standards, and documentation is maintained to trace the origin of all ingredients.

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2. Contracts and Ethical Standards

- **Supplier Contracts:** All Tier 1 and Tier 2 suppliers are required to comply with ethical standards, including freedom from forced labour or child labour.
- **Wholesale Agreements:** Wholesale partners are similarly required to acknowledge and adhere to ethical sourcing commitments.
- **Audit Rights:** Our contracts provide the right to audit suppliers to ensure adherence to labour and ethical standards.

3. Operational Controls

- **Production Facility Checks:** At our Sydney production facility, all incoming ingredients are verified for certification and compliance, ensuring no materials are sourced from high-risk suppliers.
- **Packaging Suppliers:** Packaging partners are selected based on sustainability and compliance, with audits where necessary.
- **Inventory & Order Management:** Warehouse procedures include verification of product provenance and supplier compliance documentation.

4. Continuous Monitoring and Improvement

- **Regular Review:** Supplier and wholesale agreements are reviewed annually to ensure ongoing compliance with ethical sourcing commitments.
- **Traceability Documentation:** Organic Merchant maintains comprehensive traceability records for all ingredients, enabling rapid response to any identified risks.
- **Staff Training:** Key team members are trained to recognise and report potential modern slavery risks in suppliers or partners.

5. Certifications and Standards

- **Australian Certified Organic (ACO):** All botanical and tea ingredients are certified organic, which includes sustainability and ethical sourcing audits, or are wild harvested.
- **Sustainability Commitment:** Beyond regulatory requirements, Organic Merchant prioritises ethical sourcing, environmental stewardship, and supplier accountability across all product lines.

Summary:

Through supplier tiering, contractual obligations, audits, certifications, and ongoing monitoring, Organic Merchant has established a structured approach to mitigating modern slavery risks, consistent with our commitment to responsible sourcing and transparency.

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Reporting Entity Overview

Company Overview

Organic Merchant is an Australian-owned and operated microbusiness that produces premium certified organic wellness products, including herbal teas, cacao blends, bath soaks, and sells these and curated ethically-sourced ritualware. The company combines naturopathic expertise with sustainable sourcing practices to deliver high-quality products that support health, wellbeing, and environmental responsibility.

History

- **Founded in 2011** by **Chalimah Jeanne**, a naturopath with experience in herbal medicine.
- Began as a boutique range of herbal teas sold at local Sydney markets.
- Expanded nationally to include wholesale stockists, an online store, and a wider range of wellness products, maintaining a focus on small-batch, certified organic production.
- Expanded product offerings into cacao and bath blends and ritual accessories and accoutrements
- Over the years, Organic Merchant has received multiple industry awards for product quality and ethical production.

Company Structure

Organic Merchant operates as a **privately owned microbusiness**. The organisational structure is lean and collaborative, reflecting the company's small size and focus on integrated operations.

Business Units

1. **Product Development & Formulation** – Develops new herbal, tea, bath and cacao blends with a focus on wellness outcomes.
2. **Procurement & Supplier Management** – Sources certified organic ingredients, packaging, and ancillary supplies.
3. **Production & Quality Assurance** – Handles small-batch blending, packaging, and ACO compliance checks.
4. **Sales & Distribution** – Manages direct-to-consumer online sales and wholesale fulfilment to national stockists.
5. **Marketing & Customer Experience** – Develops brand communications, educational content, and community engagement.
6. **Sustainability & Compliance** – Oversees environmental, ethical sourcing, and regulatory standards, including modern slavery risk management.

Revenue Streams

- **Direct-to-Consumer Online Sales** via the company website, primarily in Australia and offering international sales.
- **Wholesale & Retail Partnerships** with stockists across Australia.

Reporting Entity Overview

- **Potential Value-Added Services** such as bespoke blends or private-label products.

Number of Employees

- Approximately 5 full-time and part-time employees.
- Staff often perform cross-functional roles to maintain agility and operational efficiency.

Geographical Locations

- **Head Office & Production Facility:** Stanmore, Sydney, New South Wales, Australia.
- **Market Reach:** Products distributed nationwide through online sales and retail stockists, and international online sales.

Operations & Supply Chain

Operational Overview

Organic Merchant operates with a **lean, integrated operational model** typical of an Australian certified organic microbusiness. Rather than rigid departmental silos, functions collaborate closely to ensure product quality, consistency, sustainability compliance and customer experience.

How Departments Work Together

1. Product Development & Formulation

- Lead by the *Founder & Naturopath*, this function develops recipes and wellness concepts for new products.
- Works with **Procurement** to ensure ingredients are certified organic and fit formulation goals.
- Collaborates with **Marketing** to align product storytelling with brand values.

2. Procurement & Supplier Management

- Sources certified organic botanicals, teas and raw materials from trusted growers and organic importers.
- Prioritises traceability, sustainability and ethical practices.
- Feeds ingredient data to **Quality Control** for verification.

3. Production & Quality Assurance

- Blending, packing and labelling occur *in-house* in Sydney.
- Quality Assurance ensures products meet **Australian Certified Organic (ACO)** standards.
- Communicates with **Procurement** and **Sales** to manage stock levels and batch consistency.

4. Sales & Fulfilment

- Manages direct-to-consumer ecommerce orders and wholesale fulfilment.
- Coordinates tightly with **Production** to prioritise batches and maintain inventory.
- Provides customer and stockist feedback to **Marketing** and **Product Development**.

5. Marketing & Customer Experience

- Crafts brand messaging around wellbeing rituals, ingredient stories and sustainability.
- Uses consumer insights to inform future product ideas with **Product Development**.

Departments overlap and share responsibilities to maintain agility — e.g., a small team may handle marketing *and* customer service, or shift between production support and inventory management depending on demand cycles.

Operations & Supply Chain

Organic Merchant Supply Chain & Ethical Sourcing

Commitment to Responsible Sourcing and Modern Slavery Risk Management



Zero Tolerance for Modern Slavery



Sourcing Audits & Compliance



Wholesale Agreements with Ethical Standards



Supplier Contracts with Ethical Standards



Risk Management & Continuous Improvement

Operations & Supply Chain

Supplier Structure (Tiered)

Here's how supplier relationships typically work for Organic Merchant:

Tier 1 — Core Certified Organic Producers

These are suppliers who provide the *actual botanical ingredients* that go into Organic Merchant products:

- **Australian certified organic herb growers**
- **certified organic tea estates**
- **Wildcrafted botanicals** sourced sustainably from approved regions

Role: Direct ingredient supply — essential raw material for all product lines.

Tier 2 — Bulk Importers & Processors

These companies handle intermediate supply chain functions:

- **Certified organic bulk ingredient importers**
- **Processors who clean, sort or standardise raw herbs before supply**
- **Certified organic cacao suppliers** that ensure quality and certification compliance

Role: Bridge between global growers and Organic Merchant's production facility — they provide scale, logistics, and certified documentation.

Tier 3 — Packaging & Ancillary Suppliers

These suppliers provide essential *non-ingredient components* that keep operations running:

- **Sustainable packaging providers** (eco jars, compostable bags, paper cartons)
- **Label printing and compliance partners**
- **Shipping & logistics services**

Role: Support production and delivery infrastructure; contribute to brand sustainability.

Operations & Supply Chain

Key Features of the Supply Chain

Certified Organic Standards:

All botanical and tea ingredients are traceable and certified under ACO guidelines.

Lean Production:

Small batch blending emphasises freshness and quality control.

Integrated Collaboration:

Cross-functional teams share responsibilities to maintain quality and responsiveness.

Sustainability Focus:

Packaging and sourcing decisions prioritise *environmental impact* and *ethical supply*.

Modern Slavery Risk Identification

Organic Merchant recognises that modern slavery risks may exist despite our size and values-driven approach.

Business Risk

- **Operations:** Core operations are conducted in Australia, where labour protections are strong.
- **Workforce:** Organic Merchant employs a small local workforce and engages Australian service providers.
- **Grievance mechanisms:** Due to the business's size, formal grievance mechanisms are limited, but open communication is encouraged.
- **Business activities:** Risks are considered low within domestic operations.

Vendor Risk

- **Supplier location:** Some ingredients are sourced from countries with known labour risks in agriculture.
- **Supplier transparency:** Reliance on certifications and supplier assurances may not fully eliminate upstream risk.
- **Policies and accreditations:** Organic certification mitigates some risk but does not directly address labour conditions.

Products and Services Risk

- **Raw materials:** Tea, herbs and spices are recognised globally as higher-risk agricultural commodities.
- **Services:** Logistics and freight services are primarily Australian-based, presenting lower risk.
- **Investments:** Organic Merchant does not engage in investment activities.

Actions Taken To Address Modern Slavery

Organic Merchant is committed to preventing modern slavery in its operations and supply chain. As a certified organic microbusiness, we maintain a structured approach to ethical sourcing, risk management, and staff awareness.

1. Supplier Risk Assessment and Due Diligence

- Suppliers are categorised into **Tier 1 (direct ingredient producers)**, **Tier 2 (bulk importers and processors)**, and **Tier 3 (packaging and ancillary suppliers)**.
- Each supplier tier is assessed for **modern slavery risks**, taking into account geography, industry, and certification status.
- Business is conducted with **certified organic producers** and suppliers with documented ethical sourcing practices.
- **Supplier and wholesale contracts** include explicit requirements to adhere to ethical standards, including freedom from forced or child labour.

2. Ethical Agreements and Audits

- **Supplier contracts** and **wholesale agreements** contain clauses requiring compliance with ethical sourcing standards.
- Tier 2 and Tier 3 suppliers undergo additional due diligence to ensure low risk of modern slavery in imported ingredients and packaging materials.

3. Internal Operational Controls

- **Sydney Production Facility:** All incoming ingredients are checked for certification and supplier compliance.
- **Packaging and ancillary suppliers:** Selected based on sustainability and ethical standards, with audits where necessary.
- **Warehouse and fulfilment:** Inventory and order management processes include verification of supplier compliance documentation.

4. Staff Awareness and Training

- Organic Merchant is actively **undertaking staff training with The Freedom Hub (thefreedomhub.org)** to educate team members on identifying modern slavery risks and responding appropriately.
- Staff are trained to recognise potential red flags in the supply chain and report concerns to management.
- This training is integrated into ongoing operations to ensure continuous awareness and a culture of ethical vigilance.

5. Continuous Improvement and Monitoring

- Supplier and wholesale agreements are reviewed regularly to ensure ongoing compliance with ethical sourcing commitments.
- Traceability documentation for all ingredients and products is maintained to allow rapid response to any identified risk.
- Organic Merchant continuously evaluates opportunities to strengthen risk management and modern slavery mitigation practices.

Other Information

In preparing this Modern Slavery Statement, Organic Merchant consulted with its entire team. Internal discussions were undertaken to assess supply chain risks, supplier relationships and existing policies. As Organic Merchant does not have any controlled entities, consultation was limited to internal stakeholders. The final statement was reviewed and approved by the Director.

Other Information

Organic Merchant is committed to ensuring that initiatives to mitigate modern slavery risks are **effectively monitored and evaluated**. Given our size as a microbusiness, we have implemented practical, measurable approaches to assess the effectiveness of our actions.

1. Measuring Initiatives

a. Supplier Compliance

- We track the completion of **supplier and wholesale agreements** that include ethical sourcing clauses.
- Records of certifications (e.g., **Australian Certified Organic**) are maintained and reviewed annually to ensure continuous compliance.

b. Staff Training and Awareness

- Completion of **Modern Slavery awareness training with The Freedom Hub** is monitored for all relevant staff.
- Knowledge retention is assessed through **post-training evaluations and discussions** to ensure staff understand how to identify and report risks.
- Staff participation in training is logged and reviewed to ensure full coverage across the organisation.

c. Traceability and Record-Keeping

- Ingredient and product traceability is systematically documented, enabling quick identification of potential risk areas.
- Any supplier or product risk identified triggers a **follow-up assessment**, ensuring issues are addressed promptly.

2. Likely Impact of Initiatives

a. Reducing Supply Chain Risk

- Tiered supplier assessments and due diligence reduce the likelihood of sourcing from high-risk suppliers or regions.
- Ethical clauses in contracts and wholesale agreements create accountability and encourage suppliers to maintain high labour standards.

b. Enhancing Staff Vigilance

- Staff trained with The Freedom Hub are more aware of modern slavery indicators and reporting channels.
- Increased internal awareness ensures that potential risks are identified early, reducing the likelihood of labour exploitation within the supply chain.

c. Promoting Continuous Improvement

- Monitoring and record-keeping allow Organic Merchant to adapt strategies and strengthen mitigation measures over time.
- As awareness and compliance increase, the **overall risk of modern slavery in our operations and supply chain is reduced**, enhancing both ethical integrity and brand trust.

Summary:

Through **measurable initiatives, contractual obligations, traceability checks, and staff training**, Organic Merchant is able to monitor progress and continuously improve. These initiatives collectively **reduce modern slavery risk**, promote ethical sourcing, and support the creation of a responsible, transparent supply chain.

Organic Merchant recognises that **collaboration and active engagement** with suppliers, workers, industry bodies, and NGOs is essential to identify, assess, and

Other Information

mitigate modern slavery risks in its operations and supply chain. Our approach combines direct supplier engagement, compliance with certification standards, and participation in training and advocacy initiatives.

1. Supplier and Wholesale Customer Engagement

- **Tiered Supplier Due Diligence:** Suppliers and wholesale customers are categorised into Tier 1 (direct ingredient producers), Tier 2 (bulk importers and processors), and Tier 3 (packaging and ancillary suppliers). Each tier undergoes **rigorous due diligence** to assess modern slavery risks, including verification of certifications, labour practices, and geographic risk factors.
- **Contracts and Ethical Standards:** All suppliers and wholesale customers are required to comply with ethical sourcing obligations. This includes **explicit clauses covering freedom from forced labour and child labour**, as well as commitments to transparency and traceability.
- **Ongoing Monitoring:** We maintain open communication channels with suppliers and wholesale customers to ensure that policies and practices align with our ethical standards, and to promptly address any identified risks.

2. Alignment with Accreditation and Standards

- Organic Merchant is **Australian Certified Organic (ACO) accredited**, which provides structured compliance frameworks, including sustainable sourcing and ethical supply chain requirements.
- Adherence to ACO standards ensures that all suppliers are verified for **organic certification, traceability, and responsible labour practices**, forming a key part of our modern slavery risk mitigation approach.

3. Engagement with Workers

- Staff are actively trained to recognise and respond to modern slavery risks, including through **training with The Freedom Hub** (thefreedomhub.org).
- Employees are encouraged to raise concerns or report risks, which are incorporated into ongoing review of policies and operational procedures.

4. Collaboration with Advocacy Groups and Industry Bodies

- Organic Merchant engages with external bodies, including NGOs such as The Freedom Hub, to ensure **policies are informed by sector expertise**.
- Participation in these networks provides guidance on best practices, emerging risks, and mitigation strategies relevant to modern slavery in global supply chains.

5. Transparency and Policy Development

- Feedback from suppliers, workers, and external stakeholders informs the **development of internal policies** on ethical sourcing, supplier engagement, and risk management.
- Policies are regularly reviewed to reflect industry standards, regulatory requirements, and stakeholder input, strengthening our overall transparency and ethical governance.

Summary:

Through **structured supplier due diligence, ACO compliance, active staff training, and engagement with advocacy groups and industry bodies**, Organic Merchant integrates external input into policies and operational practices. This collaborative approach enhances transparency, strengthens risk management, and reduces the likelihood of modern slavery in our supply chain.