

This statement, pursuant to the Modern Slavery Act 2018 (Cth), describes the risks of modern slavery in the operations and supply chain of BBQSAM Holdings Pty Ltd (ABN 41 159 613 706) (trading as Amart Furniture), and includes information about actions taken to address those risks for the financial year ended 25 June 2022.

Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services; and the worst forms of child labour. BBQSAM is committed to limiting the risks of modern slavery, 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 BBQSAM during the past year to seek to minimise the risk of modern slavery occurring in its business and its supply chains.

### **Our structure, operations and supply chain**

Amart Furniture is an Australian retailer of furniture, bedding and homewares. Amart Furniture employs over 1,000 team members around Australia at 67 stores, 4 distribution centres and the Store Support Centre at 41 Brickworks Place, Rochedale QLD 4123. 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.

Amart Furniture directly engages contractors for specific projects or specialist roles in the Store Support Centre from time to time, indirectly engages contractors through labour hire companies in our distribution centres, and engages drivers (both directly and indirectly) to deliver our products from port to customers via distribution centres and stores.

The majority of products sold across Amart Furniture's network are sourced from suppliers based overseas. Amart Furniture also purchases products from Australian based suppliers, which are produced within Australia from Australian and overseas sourced materials, or sourced directly from overseas. All products sourced directly by Amart Furniture from overseas suppliers originate from supply chains based in the Asia region, principally China, Vietnam and Malaysia, in order of volume.

Amart Furniture also procures a diverse range of goods and services in connection with its business operations at its retail stores, distribution centres and Store Support Centre including office supplies (IT equipment and stationery), cleaning and waste disposal services, store development services (store fit out) and other services (marketing, consultancy and professional services).

### Our approach to modern slavery risks in our operations and supply chains

As the supply chains associated with BBQSAM's products are diverse and extend through various geographic locations, there is the potential for modern slavery risks to be present in these supply chains.

#### Risk Assessments

Risk assessments are conducted to determine which parts of the business are most at risk from modern slavery and so that efforts can be focused on the areas that are most 'at risk' and/or have low controls effectiveness.

These assessments are updated each year to reflect the most current conditions in our supply chain. This was done within the period covered by this statement as well (Financial Year 2022).

Our risk assessments have shown that the majority of our domestic suppliers agreements include Modern Slavery Act provisions and our standard terms for trade with international suppliers require adherence with human and civil rights, child protection laws and specifically prohibit slavery, duress and deprivation of liberty.

Risk assessment/mitigation measures in place include the following for our domestic and international product suppliers:

- Limited supply partners;
- Physical inspection of factories by Amart management;
- A standard Modern Slavery clause developed to be included in new contracts
- Requirements to invest in best in class worker safety and automation to remove any injury prone activities;
- Regular collaboration among supply chain for product and safety enhancement;
- Regular reviews to ensure market prices are paid that encompass best practices; and
- Supplier/service provider questionnaires which provide the ability to assess and take action against Modern Slavery risks in the supply chain

#### Whistleblower Protection Policy

Amart Furniture has a Whistleblower Protection Policy which is intended to ensure that concerns regarding unethical or illegal practices, which includes modern slavery concerns, can be reported. For the purposes of the policy, reports can be made via an independently operated whistleblower hotline. Reports can be made anonymously, and our whistleblowing protection processes are intended to ensure that the anonymity of people making whistleblowing reports is protected as required by the Whistleblower Protection Act. Where issues are investigated and substantiated, Amart Furniture will take appropriate action.

### Supplier Questionnaires

Amart Furniture has developed questionnaires to collect and assess information from major suppliers in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses and encouraging them to hold their own suppliers to the same standards.

Within FY22, we have collected responses to the questionnaires from most of our major suppliers. These suppliers were those who were assessed to have the potential to represent a risk of Modern Slavery risk, as a result of our Risk Assessments, including:

- Overseas (Asia based) product suppliers
- Australian based service providers who employ a relatively large employee and contractor base to provide the services

The responses were reviewed and assessed to satisfy ourselves that they have an acceptable level of controls in place against risks of Modern Slavery. In a small number of cases where we assessed further mitigation is needed, this is discussed with the relevant supplier as an action to be taken.

Some of this information provided by suppliers have been verified on site through supplier visits by Amart team members, including overseas suppliers.

We recognise the importance of assisting our suppliers and others in the supply chain to continually improve their practices. However, if suppliers are unable to demonstrate a commitment to comply with the Modern Slavery Act, we may cease dealing with that supplier.

### Amart Modern Slavery Policy

Amart Furniture has a Modern Slavery policy (developed and communicated in FY21) that sets out the minimum standards expected of Amart Furniture's suppliers in areas of labour, environment and governance matters.

Among other things, the Modern Slavery policy establishes minimum requirements that suppliers commit to, and we will continue to ensure that within our supply chain:

- all applicable laws and regulations are complied with and does not involve bribery or corruption in any form;
- policies and procedures are maintained to allow violations, misconduct or grievances to be reported by workers and addressed without fear of retaliation;
- all work is freely chosen without the use of forced or compulsory labour;
- a zero tolerance approach is taken to the use of illegal child labour; and
- workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively are respected.

### Team Awareness

Amart's Modern Slavery Policy has been circulated within the business to ensure all team members are aware of Amart's commitment to upholding the minimum standards expected.

Following further actions are underway in this area:

- Incorporating the Modern Slavery Policy into the Amart Team Member induction material
- Refresher training on Modern Slavery for any staff member who is involved in selecting and appointing new suppliers for the business

### **Conclusion**

BBQSAM acknowledges the importance of seeking to ensure that modern slavery is eliminated from our supply chains and we understand the role we can play in achieving that. The steps we have undertaken are the beginning of our efforts in this area. We are committed to the ongoing delivery of our initiatives and working with our stakeholders to contribute to the elimination of modern slavery. This statement was approved by the Board of BBQSAM Holdings Pty Ltd and prepared in consultation with the Amart Furniture Pty Ltd management team.



Lee Chadwick

Director