

**ORIENTAL MERCHANT  
PTY LTD**

ABN 34 007 368 925

**MODERN  
SLAVERY  
STATEMENT  
2025**



*Your Asian Food Specialist*

# C O N T E N T S

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## 1 MESSAGE FROM THE CEO

Oriental Merchant Pty Ltd has prepared this Modern Slavery Statement in compliance with the *Modern Slavery Act 2018 (Cth)* for the reporting period 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025.

Oriental Merchant is a dedicated importer and distributor of quality Asian food products, cooking ingredients and condiments.

Oriental Merchant has developed a Modern Slavery Policy that expresses its commitment to minimising these modern slavery risks in its operations and supply chain. In addition, the company's Ethical Sourcing Policy sets out its commitment to sourcing its goods and services ethically and responsibly.

The company seeks to promote honest and ethical conduct throughout its operations and is fully committed to continuous improvement in its processes to effectively identify and address modern slavery risks across its operations and supply chain.

This Statement was approved by the Board of Directors of Oriental Merchant Pty Ltd on 19 June 2026 and signed off by the Chief Executive Officer on behalf of the Board of Directors.



Bernard Yiu  
Chief Executive Officer  
19 June 2026

## 2 STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Oriental Merchant Pty Ltd specialises in the distribution of a wide range of Asian food products and condiments including noodles, sauces, culinary ingredients, coconut products, meal solutions, non-alcoholic drinks, snacks and desserts, rice products, as well as Japanese and Korean food items. Oriental Merchant's head office is located in Melbourne, Victoria, and it operates an Australian wide supply chain through warehouses in Victoria, New South Wales, Queensland, and Western Australia.

As well as to the major supermarket chains and independent retailers, Oriental Merchant supplies to 95 percent of specialist Asian grocery retailers.

Global activities are conducted through related companies in New Zealand, Netherlands, Canada, the United Kingdom, and an office in Japan. A similar range of food products to that distributed in Australia is sold through this international network.

Oriental Merchant only sources food products from manufacturers and suppliers duly registered with the applicable local health authority in the country of origin and which comply with Oriental Merchant's Approved Supplier Program requirements and Ethical Sourcing Policy.

Products are sourced from China, South Korea, Japan, Hong Kong, Laos, Taiwan, Cambodia, Thailand, Vietnam, Malaysia, Singapore, Indonesia, Australia, the USA, Germany, and the Netherlands. Oriental Merchant operates a food safety management system that complies with the requirements of Codex Alimentarius Alinorm: 2020 Hazard Analysis Critical Control Points (HACCP) and Good Manufacturing Practice (GMP) to ensure food safety and quality. The company is also a member of the Australian Packaging Covenant Organization (APCO), demonstrating its commitment to reducing the environmental impacts of packaging.

### 3 POTENTIAL MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Oriental Merchant sources a wide range of international and local food products, cooking ingredients, and condiments through a geographically diverse supplier network. The company acknowledges that operating within a global supply chain inherently increases the need to be alert to the possibility of modern slavery practices and is committed to upholding human rights and rejecting all forms of exploitation, including human trafficking, forced and bonded labour, child labour and deceptive recruitment practices.

Oriental Merchant has identified three key areas within its operations and supply chain where modern slavery risks may potentially arise:

- a. Direct employment and recruitment practices, including the management of its own workforce.
- b. Supplier conduct, including the labour practices of both domestic and international product suppliers.
- c. Third-party service providers, including those contracted to deliver logistics, cleaning, and other support services.

### 4 ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISKS

#### **Our Workforce, Recruitment Practices and Training**

Oriental Merchant is committed to promoting fair and equitable treatment across its workforce and has implemented safeguards to minimise the risk of modern slavery within its direct operations. These safeguards include the ongoing review of recruitment and selection processes, verification of an individual's legal right to work in Australia, and the use of formal employment contracts that clearly outline terms and conditions.

Most employees are engaged under written employment contracts, which explicitly define their role, working hours, and remuneration, providing a high level of transparency and legal protection.

Recruitment at Oriental Merchant is managed by the company's Human Resources Department, which ensures that employee wages, entitlements, and working conditions comply with all applicable Australian employment and labour laws and regulations.

The company's Modern Slavery Policy affirms its commitment to identifying and reducing the risk of modern slavery, while its Ethical Sourcing Policy outlines its dedication to procuring goods and services in an ethical and responsible manner. These policies have been communicated to employees and are readily accessible through the company's employment platform. During the reporting period, the

Modern Slavery Policy was reviewed and updated and made mandatory for all employees to acknowledge on the company's employment platform.

In addition, Oriental Merchant reinforces awareness with new employees through its employee induction process. New employees receive training on the risks of modern slavery, as well as guidance on the company's Whistleblower Policy, ensuring they are informed of the mechanisms available to report concerns confidentially.

The company considers the risk of modern slavery within its directly employed workforce as extremely low given the regulatory controls that apply.

## **Supplier Engagement and Supply Chain Risk Assessment**

Oriental Merchant manages modern slavery risks in its supply chain through its Approved Supplier Program, which is underpinned by requirements for food safety, regulatory compliance, and ethical conduct. A key component of this program is the use of a Supplier Questionnaire, which is issued to both product suppliers and service providers to assess their awareness of modern slavery risks and the measures they have in place to mitigate them.

During the reporting period, Oriental Merchant requested newly engaged suppliers and service providers and those that have not responded in the previous reporting period to complete questionnaires addressing both the company's Ethical Sourcing Policy and specific modern slavery considerations. To improve response rates and support supplier participation, the company continued investing additional resources into streamlining the process. This included integrating direct links within its supplier communication platform to simplify questionnaire access and completion. These efforts reflect Oriental Merchant's commitment to working collaboratively with its supply partners to identify, assess, and reduce the risk of modern slavery in its supply chain.

## **Supplier Responses and Key Findings**

A majority of both existing and newly engaged suppliers and service providers confirmed their understanding of Oriental Merchant's Ethical Sourcing Policy. As part of the due diligence process, suppliers were asked to acknowledge that they had read and understood the policy, which outlines the ethical standards Oriental Merchant expects its partners to uphold, including principles related to labour rights, human rights, and responsible sourcing.

Responses to the Modern Slavery Questionnaire—completed by newly engaged suppliers and service providers, as well as existing ones who had not previously participated—revealed several encouraging trends:

- A significant portion reported having a formal modern slavery policy or statement in place to address risks in their own operations and supply chains.
- Nearly all indicated they have workplace health and safety policies designed to ensure safe and fair working conditions for employees.
- All respondents confirmed compliance with relevant local laws and fair hiring practices, including the legal recruitment and treatment of their workers.

## **Risk-Based Supplier Screening and Contractual Commitments**

During the reporting period, Oriental Merchant targeted its efforts on seafood and rice suppliers as potential high-risk sectors, using the Global Slavery Index. A focused assessment was conducted of the responses from seafood suppliers and rice suppliers to Oriental Merchant's Supplier Questionnaire.

The assessed suppliers reported compliance with local law and hiring practices in the recruitment and treatment of staff and casual workers.

## **Remediation**

If a potential occurrence of modern slavery in the supply chain is identified, Oriental Merchant commits to engaging with the supplier concerned to address and remediate issues in a responsible manner. This may include corrective action plans, supplier engagement or where necessary review of supplier relationships.

In parallel, Oriental Merchant continued to monitor insights from the Global Slavery Index and other commercial intelligence sources to identify any emerging geographical or sector-specific risks that warrant further attention.

In line with its commitment to continuous improvement, Oriental Merchant also progressed efforts to strengthen supplier accountability. The company continued negotiations with new suppliers to embed modern slavery clauses into supplier contracts. For existing suppliers, contractual renewals and reviews now routinely incorporate provisions related to modern slavery compliance.

## **5 ASSESSING THE EFFECTIVENESS OF OUR ACTIONS**

Oriental Merchant's Modern Slavery Focus Group oversees the company's approach to identifying, mitigating, and responding to modern slavery risks across its operations and supply chain. The Focus Group is committed to ensuring a coherent, proactive, and evolving response, and will continue to refine its strategies to uphold the company's commitment to ethical and transparent business practices.

To measure the effectiveness of Oriental Merchant's actions in addressing modern slavery risks during the reporting period, the Focus Group considered the following indicators:

- **Supplier Questionnaire analysis:** A comparative review of responses was undertaken to assess improvements or regressions relative to the previous reporting period. This analysis helped identify areas where supplier understanding and practices have strengthened, as well as where further engagement may be needed.
- **Incident reporting:** No reports had been submitted under the Modern Slavery Policy or the Whistleblower Policy. Nor had the Group become aware of specific concerns through general monitoring of commercial news outlets.
- **During the reporting period,** Oriental Merchant has not identified any specific instance of Modern Slavery in its operations or supply chain.

## 6 CONSULTATION

In preparing this Statement, Oriental Merchant engaged in a consultation process inviting input from the executive leadership teams of its related companies to ensure alignment and consistency in addressing modern slavery risks.

Oriental Merchant continues to collaborate with its related companies to promote a coordinated and consistent approach to ethical sourcing and the prevention of modern slavery across the broader business group.

## 7 MOVING FORWARD

Oriental Merchant remains committed to promoting fairness, equality, and responsible labour practices throughout its operations and supply chain.

In 2026, Oriental Merchant will continue to strengthen its approach to identifying and addressing modern slavery risks. Planned initiatives include:

- Ongoing review of company policies on Modern Slavery and Ethical Sourcing.
- Ongoing employee education to maintain awareness of modern slavery risks and reinforce understanding of the company's Ethical Sourcing Policy and Modern Slavery Policy, particularly among staff who work directly with suppliers.
- Implement due diligence processes to identifying and assessing suppliers especially any in high-risk industries or locations.
- Conducting modern slavery risk screening for suppliers and service providers that have not yet responded to any of its Supplier Questionnaires.
- Reviewing and updating the Supplier Questionnaire to enhance its effectiveness as a risk assessment tool and improve the quality and usefulness of the data collected.
- Monitoring relevant modern slavery resources and legislation to ensure its processes and compliance with reporting obligations remain current.

These ongoing efforts reflect Oriental Merchant's commitment to continuous improvement in ethical sourcing and modern slavery risk management.

19 June 2026

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