

Modern Slavery Statement 2025

OVERVIEW

Ritchies Stores Pty Ltd (Ritchies) is proudly Australian owned and operated and a leader in the independent retail supermarket and liquor industry.

We work closely with our main wholesaler, Metcash, our suppliers, retail colleagues and customers to foster ethical and responsible practices to mitigate against modern slavery risks and the abuse of human rights.

Last year, we improved our capability in the modern slavery space by subscribing to new modern slavery risk assessment software, iPRO. This will enable us to identify priority risk areas and map our supply chain structure to further develop our due diligence processes.

We continue to review our procedures, respond to findings and train our team on the added benefits this new technology offers our business to minimising the risk of occurrence of human rights transgressions in our business and supply chains.

SUPPLY CHAINS AND OPERATIONS

1. Ritchies' structure, operations and supply chain

a. Structure

We are a private company.

Our head office is based at Unit 10/1095 Frankston-Dandenong Road, Carrum Downs, Victoria 3201.

We employ about 6,000 staff and own and operate 81 supermarkets and 75 liquor stores across Victoria, New South Wales and Queensland (Store Network).

We do not own or control any other entity.



b. Operations

All our stores operate under the IGA, Cellarbrations and Bottle-O brands, owned by Metcash Trading Limited (Metcash).

Trade supplies - about 70% from Metcash

Metcash is our main wholesaler. Metcash sources, procures and supplies Ritchies about 70% of the products that we sell through our Store Network. Metcash has a sophisticated modern slavery and ESG risk assessment and risk management framework. As an IGA owner and operator supplied principally by Metcash, Ritchies benefits from Metcash's procurement framework and its established approach to identifying, assessing and mitigating human rights risks. We collaborate with and maintain strong relationships with Metcash, direct suppliers other than Metcash (Directs), retail peers and our professional advisers to understand our obligations and implement processes that minimise modern slavery risks in our supply chains.

Ritchies relies on Metcash's independent due diligence of its product and services supply chains, so far as modern slavery risk identification, assessment, mitigation and remediation in products sourced from Metcash are concerned.

Trade supplies - about 30% from Directs & Operations

In 2025, we continue to evolve our independent modern slavery risk assessment, identification and mitigation processes for products that we source from Directs, and for our general business operations (Operations).

Directs represent about 30% of products on our shelves. They are smaller businesses, many of which are not presently required to report under the Act.

Our buying team is continually being trained to recognise and understand the various forms of human rights abuses and where they might exist.

2. Product Supply Chains – Directs (first tranche) and Operations

Our Directs (first tranche) and Operations contractors work or source from the following sectors:

- Accommodation and Food Service Activities

- Administration and Support Services
- Agriculture, Forestry, and Fishing
- Arts, Entertainment and Recreation
- Building services contractor
- Cleaning
- Construction
- Domestic work
- Education
- Electricity, Gas, Steam and A/C supply
- Finance and Insurance
- Government administration, Defence and Social Security
- Health and Social Work
- Information and Communication
- Labour hire
- Maintenance and Repair of motor vehicles
- Manufacturing
- Mining and Quarrying
- Personal services
- Professional and Scientific Services

- Real estate
- Retail
- Security services
- Transportation and Storage
- Water supply, Sewerage and Waste Management
- Wholesale

Our Directs (first tranche) and Operations contractors work in and source products from many locations across the world, including:

- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Colombia
- Croatia

- Czech Republic
- Denmark
- Finland
- France
- Georgia
- Germany
- Greece
- Guatemala
- Hungary
- India
- Ireland
- Israel
- Italy
- Japan
- Netherlands
- New Zealand
- Norway
- Pakistan
- Palestine (State of)

- Peru
- Poland
- Portugal
- South Africa
- Spain
- Sweden
- Switzerland
- Taiwan
- Thailand
- United Kingdom of Great Britain and Northern Ireland
- United States of America
- Venezuela (Bolivarian Republic of)

Higher risk categories of products and raw materials identified by Metcash include:

- Coffee
- Seafood
- Tobacco
- Domestic agriculture (Australia)
- Fresh products
- Garden care
- Crops & vineyards

Metcash' risk assessments also disclose modern slavery risks with the goods and services below, sourced from:

- Australia
 - o Cleaning
 - o Labour hire
 - o Security services

- China
 - o Electronics
 - o Gloves
 - o Textiles
 - o Vinyl

- Vietnam
 - o Cashews
 - o Fish



We allocate the above categories of product from high risk locations as high to very high in our internal modern slavery risk assessments for our Directs and Operations.

3. Operations Supply Chains

We have identified the following potential modern slavery risks in our Operations supply chain:

- Cleaning
- Solar panels
- Electronics

IDENTIFYING OUR RISKS

4. Actions taken by Ritchies to identify risks of modern slavery

Our Directs (first tranche) and Operations work, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

The below graphics show the high-risk sectors of operation, production, and sourcing for our suppliers. The numbers in the following graphics describe how many suppliers are in the corresponding sectors:

Our Directs (first tranche) and Operations contractors operate in the following High-risk Sectors:



Accommodation and Food Service Activities

49



Agriculture, Forestry, and Fishing

45



Cleaning

1



Construction

1



Manufacturing

69



Retail

35



Security services

1



Transportation and Storage

5



Wholesale

111

Our Directs (first tranche) and Operations contractors, produce goods and provide services in the following high-risk sectors



Accommodation and Food Service Activities

69



Agriculture, Forestry, and Fishing

38



Building services contractor

1



Cleaning

1



Construction

2



Manufacturing

48



Mining and Quarrying

1



Retail

77



Security services

1



Transportation and Storage

6



Wholesale

114

Our Directs (first tranche) and Operations contractors source goods and services from the following high-risk sectors



Accommodation and Food Service Activities

39



Agriculture, Forestry, and Fishing

64



Cleaning

8



Construction

2



Domestic work

2



Labour hire

6



Maintenance and Repair of motor vehicles

16



Manufacturing

69



Personal services

1



Retail

34



Security services

5



Transportation and Storage

25



Wholesale

85

5. Climate related drivers of modern slavery risk

Climate related impacts are increasingly influencing modern slavery risks within our supply chain.

Extreme weather events, rising temperatures, crop disruptions and resource scarcity can increase supplier vulnerability, heighten reliance on precarious labour and drive unethical labour practices in certain regions. These conditions are particularly relevant in sectors such as horticulture, seafood, agriculture and transportation, which form a significant component of Ritchies' supply chain.

Climate related disruptions may result in sudden changes to sourcing locations, increased subcontracting, or production shifts to higher-risk jurisdictions. These dynamics can reduce supply chain visibility and increase exposure to indicators of forced labour, including excessive overtime, unsafe working conditions, and recruitment debt.

ADDRESSING AND MITIGATING OUR RISKS

6. Actions taken to assess and mitigate risks of modern slavery

We use a third-party tool, the iPRO Modern Slavery Assessment Tool to assess modern slavery risks in our Directs (first tranche) and Operations supplier base. The risks identified in the previous section were all identified utilising this assessment tool.

In 2024, Ritchies commenced a staged rollout of iPRO assessments, focusing initially on higher-risk Directs (referred to as our first tranche).

Participating Directs and Operations contractors were required to complete an online self-assessment questionnaire covering their operations, sourcing, workforce practices and existing risk controls. The results of these assessments inform Ritchies' understanding of modern slavery risk exposure within these supply chains and assist us to focus on continuous improvement activities.

iPRO is also embedded into Ritchies' new Directs onboarding process, as part of our broader due diligence checks, supporting early identification of potential modern slavery risk. Our current focus is on identifying and mitigating modern slavery risks within our operations and supply chains. At the time of reporting, no confirmed modern slavery incidents requiring remediation have been identified. Should an issue arise, Ritchies would respond in a manner appropriate to the nature and severity of the risk, starting with engaging with the relevant supplier or contractor.

Directs and operations contractors that completed the assessment questionnaire were given action items to complete after the assessment. The action items provided to each supplier were based on their

responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment. Action items were aggregated, giving Ritchies a view of the most impactful actions that could be taken by suppliers across its supply chain.

Ritchies has invested in additional internal resources in 2025 to oversee sustainability practices within our business. We have established a Sustainability Committee, whose remit includes modern slavery risk. Modern slavery is a permanent item on the agenda for our quarterly Audit and Risk Committee meetings. We have also engaged a contractor whose role is dedicated to our ESG and modern slavery risk awareness, mitigation and compliance processes and training.

MEASURING OUR EFFECTIVENESS

7. How Ritchies assesses the effectiveness of its actions

As this is the first year we have used the iPRO platform to conduct our modern slavery risk assessments and due diligence, we are able to objectively measure the effect when the assessments are completed during the next reporting period.

The main KPI's we are using to benchmark our efforts are the risk scores generated as part of the assessment process. These scores will serve as baseline metrics for measuring year on year improvement.

Each organisation that completed the assessment questionnaire was assessed and given 2 risk scores.

- Inherent Risk Score
- Unmitigated Risk Score

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

Ritchies is provided an aggregated risk score of all the assessed Directs and Operations contractors, and we use this aggregated score to measure the risk on an overall supply chain level.

We aim to continuously improve on these KPI's.

As we take actions within our organisation and with our suppliers, we will be able to assess the effectiveness of our modern slavery action plan to reduce the Unmitigated Risk Score by introducing relevant policies and procedures and encouraging under-resourced Directs (first tranche) and Operations to adopt them.

We also measure the effectiveness of our engagement with suppliers and will continue to encourage participation in our assessment programme to better identify and mitigate modern slavery risks in our supply chain.

8. Reporting Period Year KPI's - Directs (first tranche) and Operations

This is the score for Ritchies Stores Pty Ltd. Supermarket and Liquor Store.

Our Operations Risk Scores	
Inherent Risk Score	90.00 / 100
Unmitigated Risk Score	28.46 / 100

Aggregated Supply Chain Risk Scores	
Inherent Risk Score	30.60 / 100
Unmitigated Risk Score	40.89 / 100
Currently, on average, our suppliers have partial risk control.	

Supplier Assessment Completions	
Completions	232 / 379
Completion Rate	61.21%

9. Continuous improvement - Directs (first tranche) and Operations

We continue to develop our modern slavery risk assessment and mitigation framework and measure our effectiveness by:

- Inviting the remainder of our Directs and Operations contractors to complete the iPRO risk assessment tool

- Increasing the exposure of Directs and Operations suppliers, our team and retail peers to modern slavery online training modules provided by iPRO and Metcash
- Continuing to press for the modern slavery awareness and compliance warranties in our supplier contracts and in our supplier onboarding procedures
- Pursuing any reported modern slavery risk concerns in the first tranche of our Directs and Operations supply chains
- Continuing to raise human rights abuses and modern slavery risks at monthly national operations group meetings
- Continuing to collaborate with Metcash, our Directs, Operations contractors and our retail peers
- Assessing the iPRO produced modern slavery reports for measures to gauge effectiveness each year
- Reviewing all of the above with the aim to continuously improve our effectiveness in this space

PLANS FOR THE FUTURE

10. Framework for 2026

Ritchies' focus for 2026 is to:

- Utilise the risk assessment process offered by iPRO to prioritise categories of risk in our first and second tranche Directs and Operational supply chains
- Expand our assessment process. At the time of the first tranche rollout, Ritchies' iPRO subscription placed a practical limit on the number of suppliers that could be assessed concurrently. In late 2025, Ritchies renewed and expanded its subscription to remove supplier number caps which enables a broader rollout of assessment questionnaires across Directs and Operations contractors
- Utilise iPRO's training modules, templates and resource library to further educate our team and suppliers generally
- Enhance our risk assessment by incorporating spend data for medium to high risk products and medium to high risk countries

- Continue to review our team's product sourcing practices to reduce the risk of modern slavery by providing them with regular training and information on this subject and including the Metcash training module in our induction process for new employees
- Focus on high risk countries of origin, industries and products, to identify, coach and or cull those posing modern slavery risks
- Support our internal buyer capabilities to reinforce awareness of human rights abuses at all levels of our supply chains
- Build on our new ESG framework to include modern slavery as part of our social risk framework
- Educate our Directs and Operations contractors on how to identify modern slavery risks in their own business operations and supply chains

We believe that collaboration with our industry suppliers, retail peers and contractors is key to our continued learnings and improvements in this developing area.

Approved by the Board: 19 December 2025

Signed by the Chair:



Malcolm Andrew Cameron

