



Modern Slavery Statement

Year ended 30 June 2024

Introduction

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) ('the Act').

Hemmes Group Pty Limited (ABN: 53 105 332 376) and Hemmes Trading Pty Limited (ABN 29 105 332 652) are mandatory reporting entities for the purposes of the Act for the year ended 30 June 2024 ('the reporting period' or 'FY24').

The companies' registered address is 320-330 George Street, Sydney NSW 2000.

Any reference to 'Merivale', 'we', 'our' or 'us' throughout this Statement refers to Hemmes Group Pty Limited and its controlled owned entities and related bodies corporate (which includes Hemmes Trading Pty Limited).

It identifies the steps that we took during the reporting period to assess and address modern slavery risks in our operations or in our supply chain.

We always work to the highest standards to ensure compliance with all applicable laws and regulations, and we expect the same commitment from our partners, suppliers and staff. We are committed to ensuring that there is no modern slavery in our supply chain.



About Merivale

In a world where wonder can be hard to come by, Merivale endeavours to make the everyday remarkable.

The one-time fashion house is now the beating heart of Sydney, with a diverse range of venues that both delight and inspire. Underpinned by the spirit of innovation that's been central to the business for 70 years, Merivale strives to deliver the types of experiences their guests won't forget.

Merivale is now one of Australia's leading hospitality groups with over 5,000 team members focused on delivering unique and memorable experiences to every guest who steps into our venues.

The Merivale portfolio continues to grow, now encompassing more than 80 brands and venues.

From the iconic Ivy precinct, to the buzz of the Coogee Pavilion, Merivale provides an unrivalled consistency that's inherently authentic — a lens through which to reimagine Sydney, every day, for everyone..



Our structure & operations

Our structure

Merivale is a privately owned company, headquartered in Sydney. The Merivale group is comprised of a number of reporting and non-reporting entities for the purpose of the Modern Slavery Act.

Our operations

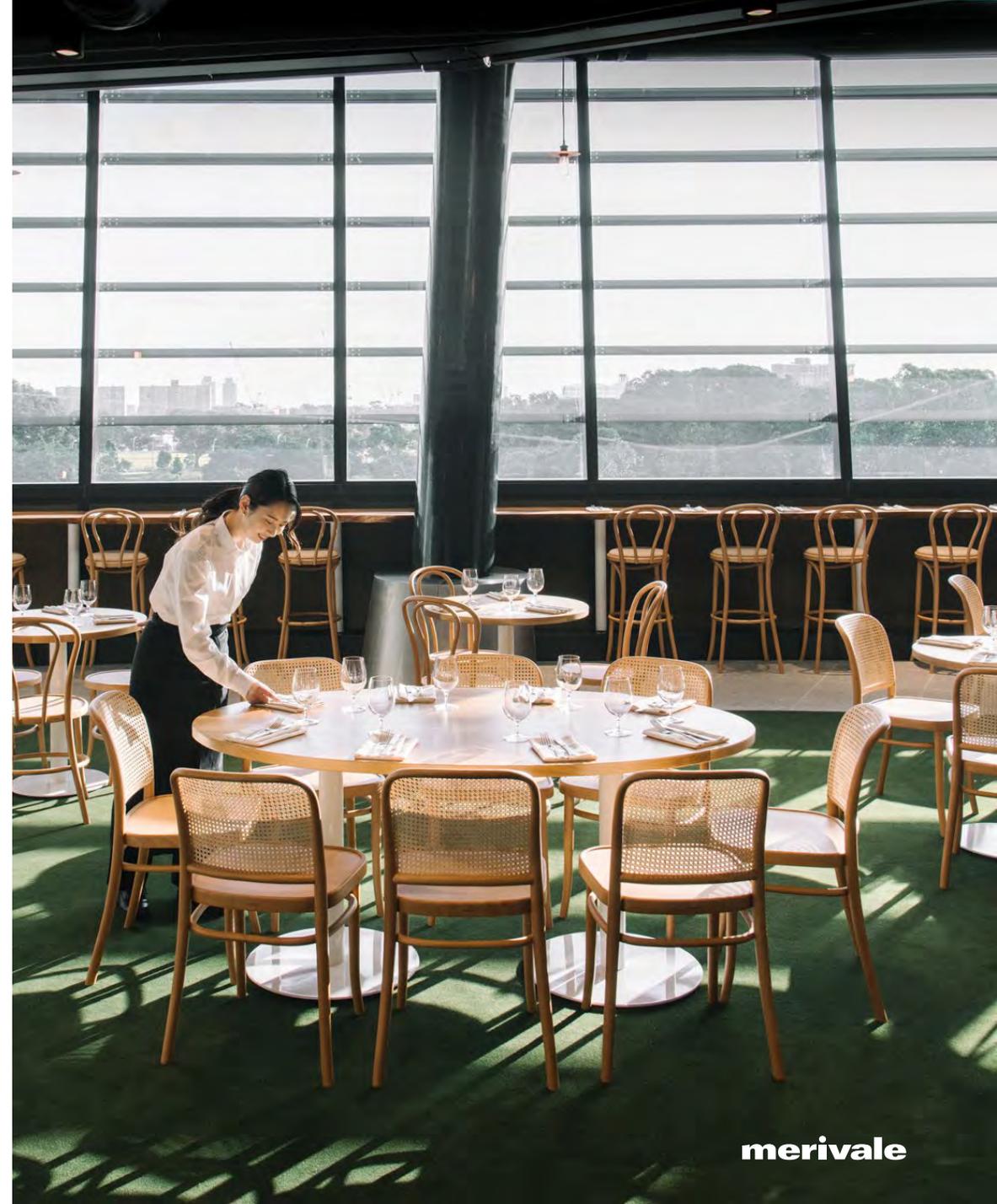
Merivale's core business is the operation of restaurants, pubs, and clubs. In 2021, Merivale secured a contract to provide food and beverage services at the Moore Park stadium precinct.

Our locations

Merivale operates primarily in Sydney through its CBD entertainment precincts and hotels. In recent years, our regional footprint expanded to include Lorne on the Great Ocean Road in Victoria, building on our first regional venues in Narooma, NSW.

Our team

Merivale employs over 5,000 team members, the majority in Sydney NSW. Staff who work in our venues and offices under arrangements with labour hire or other third parties are not included in these figures. These staff are however considered in the review of our supply chain.



Our supply chain

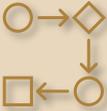
We are committed to working with suppliers who share our values and uphold high ethical standards. Hemmes Trading Pty Limited operates a group procurement function, acquiring the goods and services required by the Merivale group for all of its operations.

In the reporting period, we sourced goods and services from over 4,000 direct suppliers. These include sole traders and small family businesses through to listed companies and multi-nationals.

The majority of these goods and services are produced in Australia and acquired from local suppliers. The overall risk of modern slavery in our supply chain is assessed to be low.



Identifying our modern slavery risks

				
Risk factor	Presence of vulnerable workers	Business model with high-risk work practices	Particular product and service categories	Region or country of origin
Risk details	Risks are increased where there are significant populations of non-English speaking, migrant labour due to potential exploitation of immigration status or lack of worker knowledge about Australian workplace protections.	Heavy use of subcontractors, labour hire or seasonal workers decreases the visibility of their working conditions	Certain raw materials or products have higher labour related risks as a result of manufacturing processes and reliance on more vulnerable workers	Risks are higher in countries or regions with high levels of corruption, conflict or poor governance.
Examples relevant to our supply chain	Workers in cleaning, security, kitchens, horticulture or agriculture industries.	Cleaners, logistics workers, construction workers.	Workers manufacturing parts for gaming machines or computer hardware.	Workers in regions such as Asia and South-East Asia.

Key risk areas

Key risk area	Risk factors identified		FY24 assessment
Cleaning, security & temporary workers		Presence of vulnerable workers largely migrant workforce	This remains a key area of risk for Merivale. We engage cleaning contractors, security providers and labour hire agencies to provide temporary workers. We undertook a review of our major suppliers in this category during the year. We will continue to deepen our understanding of these businesses and associated risks moving forward.
		Business model with high-risk work practices subcontracting arrangements are common	
		Particular product and service categories public research available on risks in both cleaning and security industry in particular	
Agriculture workers		Presence of vulnerable workers largely migrant workforce	This remains a key risk area for Merivale. Our business operations are heavily dependent on fresh produce. A review of higher risk arrangements across these areas is planned for FY25.
		Business model with high-risk work practices subcontracting arrangements are common due to seasonal nature of work	
		Particular product and service categories seasonal work patterns, remote and regional work may increase risks to these workers	

Other risk areas

Other risk category	Risk factor	FY24 assessment
Gaming machines & computer hardware	Products commonly rely on raw materials produced or processed by base-skilled workers in high risk geographies.	A higher risk category which will be reviewed in future years as contracts with suppliers in this category are renewed. We have the potential to contribute to modern slavery risks in this category.
Alcohol & tobacco	Production relies on the use of temporary, migrant and seasonal labour, particularly in harvesting crops and growing tobacco, with limited oversight of working conditions.	A higher risk category which will be reviewed in future years as contracts with suppliers in this category are renewed. We have the potential to contribute to modern slavery risks in this category.
Logistics (including transport)	High risk category due to the high levels of subcontracting and reliance on indirect labour. Heightened risk of modern slavery is also reported in shipping.	A risk area where we may be linked to modern slavery risks. We will consider options to manage these risks going forward.
Textiles (uniforms, linens)	Products commonly rely on raw materials produced or processed by base-skilled workers in high risk geographies.	A risk area where we may be linked to modern slavery risks. We will consider options to manage these risks going forward.

Addressing our modern slavery risk

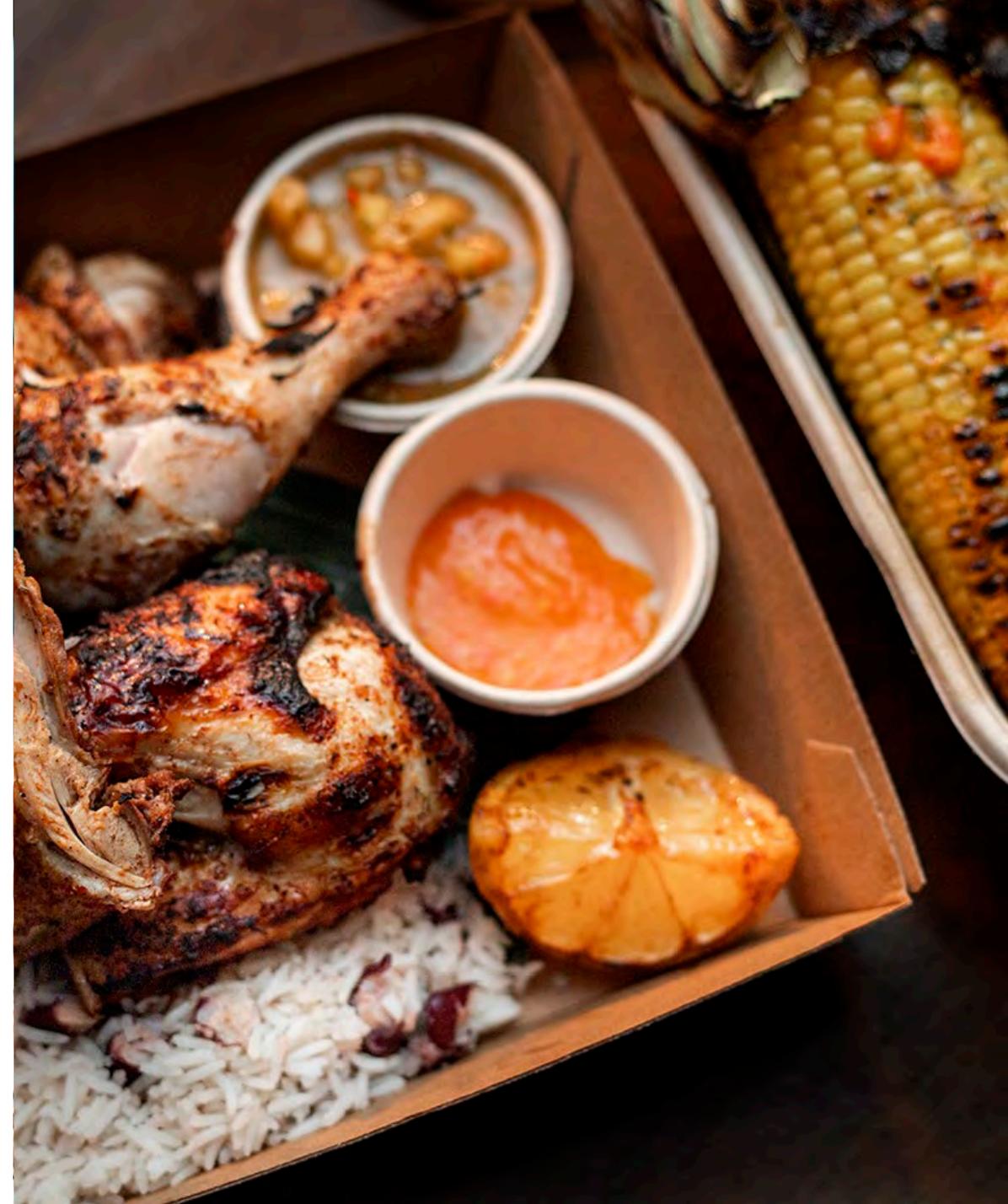
We are committed to working with suppliers who share our values and uphold high ethical standards. Key actions taken during the reporting period include:

- Conducting an assessment of our modern slavery risk;
- Conducting an updated internal training program on modern slavery and risk management;
- Expanding our work to include more suppliers actively monitored for their modern slavery risk management practices;
- Engagement with industry and civil society organisations to support our understanding of risks.

Our governance structure

Merivale's CEO is accountable for implementing our human rights commitments, and the Board is responsible for legal compliance with the Modern Slavery Act. Our Board reviews and approves our annual Modern Slavery Statement.

Operationally, our responsibility for modern slavery risk management sits with the CFO, whose team develops our modern slavery risk management approach and works closely with the business to implement.



Assessing the effectiveness of actions taken

The effectiveness of our modern slavery risk management is assessed as follows:

- The number of supplier quarterly business reviews undertaken to enhance understanding of modern slavery risk in their operations and supply chain.
- The number of staff trained to enhance team capability to identify risks and indicators of modern slavery.
- The number of suppliers with modern slavery related clauses in their contracts.
- The number of issues reported through formal and informal channels.

We did not receive any complaints regarding modern slavery in the reporting period.

Future focus areas – FY25

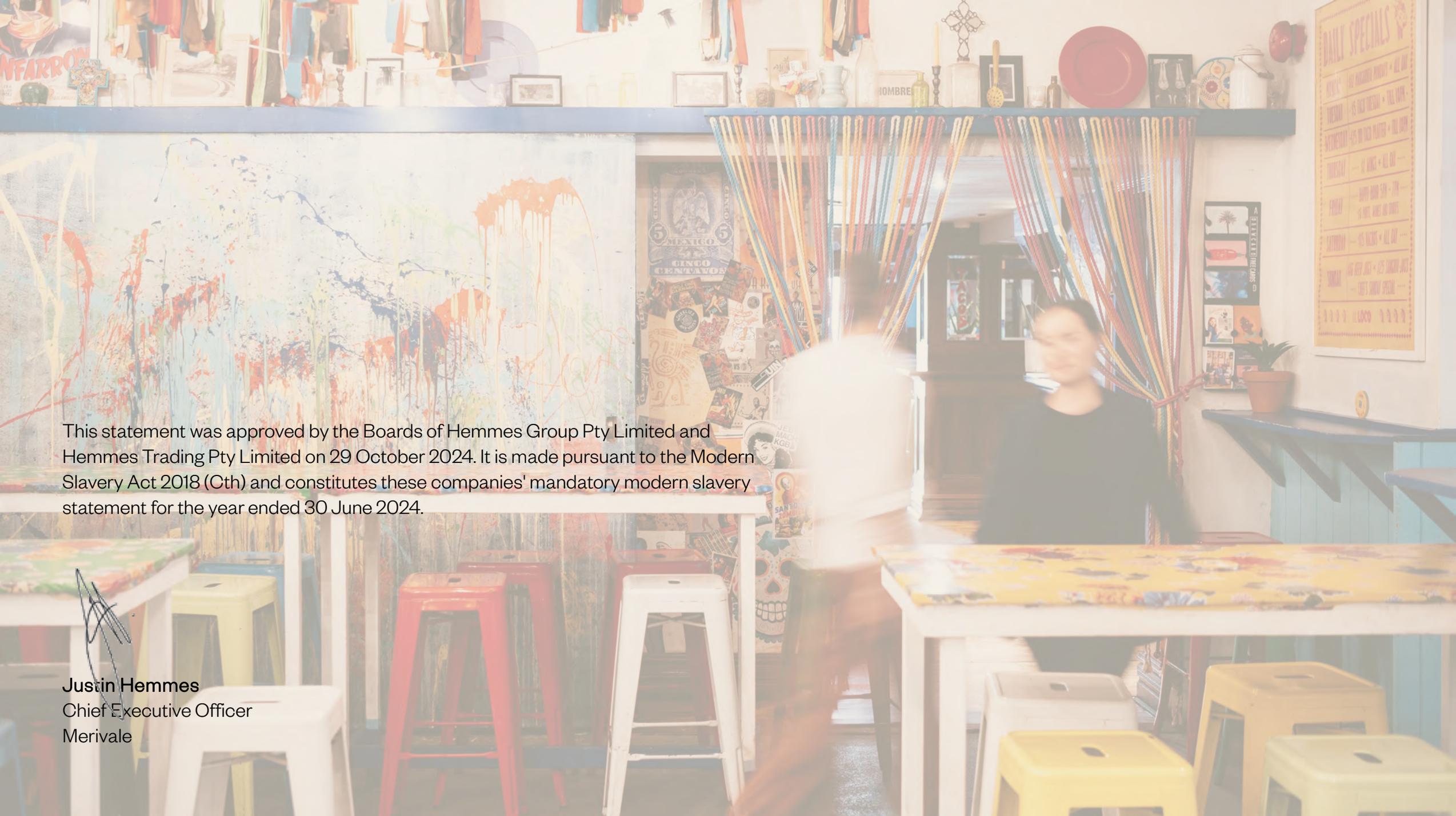
- Continue to develop our modern slavery training for staff.
- Review our grievance channels to ensure their effectiveness.
- Review suppliers and arrangements with suppliers in industries assessed as higher risk including fresh produce and meat.

Consultation with associated entities

Merivale owns and controls a number of entities, including the mandatory reporting entities noted on the final page of this report. All reporting and non-reporting entities in the group have adopted the same policies, including Code of Conduct and the Whistleblower, Compliance, and Safety & Health Policies. The entities have common Directors and Company Secretaries.

During the reporting period, Merivale's reporting and non-reporting entities were involved in the assessment of the group's modern slavery risk. Our modern slavery risk management approach applies to all of our entities. Hemmes Trading Pty Limited operates a group procurement function, acquiring the goods and services required by the Merivale group for all of its operations.





This statement was approved by the Boards of Hemmes Group Pty Limited and Hemmes Trading Pty Limited on 29 October 2024. It is made pursuant to the Modern Slavery Act 2018 (Cth) and constitutes these companies' mandatory modern slavery statement for the year ended 30 June 2024.


Justin Hemmes
Chief Executive Officer
Merivale