



**MODERN SLAVERY STATEMENT  
FY24**



## REPORTING ENTITY

We have prepared this statement to meet reporting requirements under the Australian Modern Slavery Act 2018 (Cth). This statement outlines the actions taken by Chrisco to identify, assess, and address modern slavery risks across our operations and supply chains in the financial year ending 30 June 2024 (FY24).

**Chrisco makes this single joint modern slavery statement on behalf of the following entities:**

- Chrisco Hampers Australia Limited (NZBN 9429037963507, ABN 41080852535)
- Chrisco International Holdings Limited (NZBN 9429045898129)
- Chrisco Hampers Limited (NZBN 9429037333386)
- Chrisco Distribution Limited (NZBN 9429035341345)
- Chrisco IP Limited NZ (NZBN 9429034998274)

## CONSULTATION

While not all listed entities are required to report under the Act, we have adopted a 'business-wide approach' and have applied this statement across all Chrisco operations.

Our policies, systems, and procedures cover the entire organisation. Our modern slavery working group consulted with management, procurement, and buying teams from all owned or controlled entities, gathering and reviewing supply chain and operational data to address modern slavery risks. The draft statement was shared with the leadership team for their input before being reviewed and approved by the Board.

## APPROVAL

This modern slavery statement was approved by the Board of Chrisco on **Tuesday 3<sup>rd</sup> December 2024**.

## FROM OUR CEO

I am pleased to present Chrisco's fifth modern slavery statement, which underscores our commitment to ethical practices and transparency across our operations.

Chrisco has grown over the years as a direct-to-consumer business, providing families with flexible purchasing options that make it easier to budget for special occasions and holiday celebrations. Through our catalogues, website, and personalised customer support, we aim to make quality products accessible and affordable for customers across Australia and New Zealand.

During FY24, we took meaningful steps to strengthen our efforts to address the modern slavery risks that are inherent in our business. Our Modern Slavery Working Group has been instrumental in this journey, helping us to launch tailored training for our team and to conduct a thorough review of our trade partners.

By doing this work, we are building a foundation of accountability and respect for human rights that we are committed to enhancing each year.

As we look to FY25, we remain focused on high-risk areas within our supply chains, strengthening our partnerships with ethical suppliers, and refining our onboarding processes to ensure we engage with responsible business partners.

We recognise that this is an ongoing journey, and as we continue to adapt to new regulations and evolving industry expectations, we are dedicated to doing our part to create a more transparent and accountable supply chain.

This statement marks another step forward in our journey towards responsible business practices, and we are proud to continue working toward a future that respects and upholds human rights.



Geoff Spong  
Chrisco CEO & Managing Director

*Tuesday 3<sup>rd</sup> December 2024*

## MODERN RSLAVERY REPORTING REQUIREMENTS

To comply with the Modern Slavery Act 2018 (Cth), Chrisco is required to address the following criteria in this modern slavery statement:

### IDENTIFY THE REPORTING ENTITY

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This has been done on page 2 of this statement.

### DESCRIBE OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

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A description of Chrisco's structure, operations, and supply chains is provided on page 5 of this statement.

### DESCRIBE OUR MODERN SLAVERY RISKS

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We must outline the specific risks of modern slavery practices within Chrisco's operations and supply chains. This has been done on pages 12-17 of this statement.

### ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

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Chrisco is required to describe the steps we have taken to assess and address modern slavery risks. This has been done on pages 19-21 of this statement.

### ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

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We need to explain how we assess the effectiveness of the actions we have taken to address our modern slavery risks. This has been done on pages 21- 22 of this statement.

### DESCRIBE THE PROCESS OF CONSULTATION

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Our consultation process is described on page 2 of this statement.

### OTHER RELEVANT INFORMATION

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This has been included on page 23 of this statement as we have set out our goals for FY25.



## OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

The Chrisco Group, a privately-owned company, is known for offering goods and services through flexible payment plans. Since expanding to Australia in 1997, with its head office in Granville in Sydney, Chrisco has provided a range of consumer products, including Christmas hampers, gift cards, electronics, homewares, toys, and outdoor goods.

Specialising in catalogue and online shopping, Chrisco allows customers across Australia and New Zealand to purchase directly through instalment plans, helping families budget for larger purchases, especially around Christmas. Orders can be placed via a printed catalogue, website, or by calling a Chrisco representative.

Chrisco's Christmas hampers, featuring a variety of seasonal items, are its flagship product, allowing customers to order up to 14 months in advance. Orders are delivered directly or available for depot collection.

Serving over 100,000 customers - 80% in Australia and 20% in New Zealand - Chrisco operates distribution centres in major cities like Melbourne, Brisbane, and Sydney to ensure efficient delivery. The company also offers leading brands in electronics, homewares, and outdoor gear, available exclusively through its catalogue and website.

Through its flexible purchasing model, Chrisco continues to support families preparing for special occasions with a wide selection of quality products.



## OUR PRODUCTS

Chrisco offers a diverse range of products across several categories, featuring well-known brands to cater to various customer needs. Our main product categories are:

### CHRISTMAS HAMPERS

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Chrisco's signature product line includes a variety of hampers curated for the holiday season. These hampers feature an assortment of food and drink items, including pantry staples, frozen foods, confectionery, and beverages (alcoholic and non-alcoholic). Some hampers are tailored for specific dietary preferences, such as gluten-free or gourmet options, catering to diverse customer needs.

### ELECTRONICS

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Chrisco offers a range of personal and home electronics from well-known brands. Customers can find items like tablets, smartphones, laptops, home audio systems, gaming consoles, and accessories. Popular products include devices such as iPads, iPhones, gaming systems, and high-quality headphones, allowing customers to access the latest technology through manageable payment plans.

### HOME & LIVING

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This category encompasses a variety of products aimed at enhancing household comfort and functionality. Chrisco provides home furnishings, décor, kitchen appliances, and large household appliances, such as refrigerators, washing machines, and vacuum cleaners. Customers can also choose from an assortment of small kitchen appliances like mixers, blenders, and toasters, offering practical solutions for everyday home needs.

### OUTDOOR & RECREATION

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Chrisco's outdoor and recreational range includes products that encourage active and outdoor lifestyles. Customers can find equipment for camping, sports, and recreation, such as tents, outdoor furniture, barbecue grills, pools, and spas. There is also a selection of fitness equipment for home use, including treadmills, exercise bikes, and home gym setups, as well as outdoor play items for children, like swing sets and trampolines.

### GIFT CARDS

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Chrisco offers gift cards as part of their product lineup, providing flexibility for customers who prefer to give the gift of choice. These gift cards cover various well-known retailers, enabling recipients to select their preferred items. Gift cards are popular for their versatility and are available in different denominations.

Due to the nature of its diverse product line and complex supply chains, Chrisco sources products from a wide range of countries, starting with Australia and extending to China, South Korea, Vietnam, India, Malaysia, the United States, Mexico, Japan, Thailand, the United Kingdom, Italy, France, and New Zealand. Each of these countries plays a vital role in supplying the electronics, home appliances, kitchenware, food, and other products that make up our extensive offerings.

### **SOURCING OF SEAFOOD FOR SALE IN AUSTRALIA AND NEW ZEALAND**

Chrisco recognises the significant modern slavery risks in the seafood industry, particularly in high-risk regions like Thailand, Vietnam, and Indonesia, where forced labour, debt bondage, and human trafficking are prevalent.

In these areas, fishing vessels and processing facilities have reportedly exploited vulnerable migrant workers through excessive working hours, withheld wages, and threats of violence. The complexity of the seafood supply chain, involving multiple intermediaries, makes it challenging for Australian and New Zealand businesses to trace seafood product origins, increasing the likelihood of undetected labour abuses.

To address these risks, Chrisco only partners with known, reputable suppliers and prioritises due diligence and an expectation of clear standards set for suppliers. By taking these steps, Chrisco aims to mitigate its modern slavery risks related to seafood sourcing and will continue to do this into the future.



## **SOURCING OF PERSONAL AND HOME ELECTRONICS FOR SALE IN AUSTRALIA AND NEW ZEALAND**

Chrisco recognises that sourcing personal and home electronics for the Australian and New Zealand markets can involve significant modern slavery risks, especially in high-risk regions and complex, layered supply chains.

These reported risks include forced labour, exploitation of migrant workers, excessive working hours, and unsafe working conditions in some manufacturing facilities. The use of critical materials like cobalt, lithium, and rare earth elements in electronics can also involve mining and processing in regions where labour abuses are prevalent, including child labour and unsafe practices.

To ensure ethical sourcing, we take proactive steps, such as comprehensive due diligence, strict supplier standards and we aim to increase transparency over our supply chain and operations.

Chrisco is committed to reducing our risks by working only with large, reputable suppliers who meet our high ethical and quality standards.





## OUR SERVICES AND GOODS NOT FOR RESALE (GNFR)

A range of services and goods not for resale support Chrisco's operations, enabling our business to efficiently manage product distribution, customer interactions, and internal processes across Australia and New Zealand.

### FREIGHT AND LOGISTICS

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Chrisco depends on freight and logistics services for the storage, transportation, and distribution of products across Australia and New Zealand. These services are crucial for ensuring that customer orders are delivered on time, particularly during peak periods like the Christmas season.

### CLEANING SERVICES

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Cleaning services are used to maintain hygiene and cleanliness in Chrisco's offices, warehouses, and distribution centres. Regular cleaning ensures a safe and professional environment for employees and helps in handling products under sanitary conditions.

### SECURITY SERVICES

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Security services protect Chrisco's facilities, including offices, warehouses, and distribution centres. Security personnel and systems are engaged to prevent theft, monitor premises, and ensure the safety of employees and stored products.

### COMMUNICATION SERVICES

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Communication services, such as telecommunications and internet connectivity, are essential for Chrisco's customer service and general operations. These services enable effective communication with customers, suppliers, and internal teams across various locations, supporting customer enquiries and business coordination.

### CALL CENTRES

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Chrisco uses call centres to handle inbound and outbound customer interactions, including taking orders, answering product inquiries, assisting with payment plans, and addressing customer issues. Call centres play a vital role in customer service, ensuring that Chrisco can respond promptly to customer needs and provide a high level of service.



## **CUSTOMER CARE CENTRES**

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Customer care centres provide personalised support for customers, including assistance with account management, payment plans, and product inquiries. These centres may also be required to resolve more complex issues, ensuring customer satisfaction, and building long-term relationships with our customer base.

## **COMMISSION-BASED CONSULTANTS**

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Chrisco utilises consultants who sell products on a commission basis. These consultants help reach new customers and promote Chrisco's offerings by engaging directly with potential buyers, explaining product options, and assisting with the ordering process. Commission-based consultants are particularly valuable in expanding Chrisco's market reach and providing a more personalised sales experience.



## **RECRUITMENT AND STAFFING**

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Recruitment and staffing services support Chrisco in hiring, onboarding, and managing employees across various roles, including customer service, warehousing, and distribution. Staffing agencies may also provide temporary workers during high-demand periods to ensure Chrisco has adequate personnel.

## **INFORMATION TECHNOLOGY (IT) SUPPORT AND MAINTENANCE**

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IT support and maintenance services ensure the functionality and security of Chrisco's computer systems, servers, and digital infrastructure. These services include troubleshooting, updates, cybersecurity, and support for e-commerce and payment processing systems, which are essential for our smooth operation.

## **WASTE MANAGEMENT AND DISPOSAL**

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Waste management services handle the disposal of packaging waste, office refuse, and other non-recyclable materials generated by Chrisco's operations. Proper waste disposal ensures environmental compliance and reduces Chrisco's environmental impact.

## **GRAPHIC DESIGN AND PRINTING**

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Graphic design and printing services produce Chrisco's catalogues, promotional materials, and branded packaging. These materials are key to Chrisco's marketing strategy, helping to visually communicate product offerings and engage customers both online and in print.

## **PROFESSIONAL SERVICES (LEGAL, FINANCIAL, CONSULTING)**

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Professional services provide Chrisco with legal advice, financial management, and consulting support. Legal services help ensure compliance with regulations, including modern slavery reporting and due diligence, while financial and consulting services assist with strategic planning, budgeting, and growth initiatives.

## **PACKAGING MATERIALS**

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Chrisco sources boxes, wrapping, and protective materials to pack and ship customer orders securely. These materials ensure that products arrive undamaged, especially fragile items such as electronics and glassware included in hampers.

## **OFFICE SUPPLIES**

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Office supplies, including stationery, printing materials, and administrative tools, support daily operations at Chrisco's offices. These supplies are used for tasks such as order processing, record-keeping, and general administration.

## **UNIFORMS AND STAFF APPAREL**

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Chrisco may provide uniforms and apparel for employees working in warehouses, distribution centres, and customer service roles. Uniforms enhance professional appearance and may include protective clothing for staff handling goods.

## **IT EQUIPMENT**

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IT equipment, such as computers, servers, and other hardware, supports Chrisco's e-commerce platform, inventory management, and internal communications. Reliable IT infrastructure is crucial for order processing, customer service, and overall business efficiency.

### PRODUCT RISKS

While Chrisco has not identified any specific modern slavery risks associated with the products it sells, it is aware that these risks are inherent in the industry. The sourcing of products made with raw materials such as cotton, leather, cobalt, rubber, and other textiles, along with our reliance on manufacturing in regions where forced labour and labour exploitation can occur, highlights the importance of our strict supply chain management and ethical sourcing practices. The risks we are aware of include:

#### **ELECTRONICS (E.G. SMARTPHONES, TABLETS, LAPTOPS AND TELEVISIONS)**

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*Potential risks:* These devices rely on minerals like cobalt, lithium, gold, and rare earth elements, often sourced from high-risk areas like the Democratic Republic of Congo. Cobalt mining, linked to child labour and unsafe conditions, is one example. Manufacturing in some regions also involves forced labour and poor conditions, particularly affecting migrant workers.

#### **HOME CLEANING APPLIANCES (E.G., VACUUM CLEANERS)**

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*Potential risks:* Production facilities in certain countries have come under scrutiny for labour rights violations. The materials used, including plastics and metals, may be sourced from regions with documented labour exploitation.

#### **AIR CONDITIONERS, AUDIO SYSTEMS**

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*Potential risks:* The extraction of metals and plastics used in these electronics may involve labour rights abuses. Supply chains may include countries in Southeast Asia where migrant workers face risks of forced labour.

#### **MOTORBIKES AND ATVS**

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*Potential risks:* Production of motorbikes involves steel, rubber, and other raw materials from regions with weak labour protections. Rubber, sourced mainly from Southeast Asia, is associated with child labour and exploitation.

#### **LARGE APPLIANCES (E.G. REFRIGERATORS, DISHWASHERS)**

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*Potential risks:* Manufacturing large appliances often involves steel and electronic components from countries with documented forced labour issues, particularly affecting migrant workers. Refrigeration equipment components, including metals, refrigerants, and electronics, are frequently sourced from regions where labour exploitation is prevalent.

## **LAUNDRY APPLIANCES**

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*Potential risks:* Similar to other large appliances, sourcing steel, plastics, and electronic components from Southeast Asia can expose workers to poor conditions and low wages.

## **COOKING APPLIANCES (E.G. RANGES, COOKERS)**

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*Potential risks:* The production of cooking appliances involves metals and electronic components, which have been linked to countries with a high-risk countries for labour rights violations.

## **SMALL KITCHEN APPLIANCES (E.G. MIXERS, BLENDERS)**

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*Potential risks:* Production may involve global suppliers, including metals and electronics from regions with labour exploitation and forced labour concerns. While some appliances are assembled in countries with strong labour protections, many components are sourced from high-risk regions where poor working conditions are common.

## **FURNITURE (E.G. SEATING, BEDROOM SETS, MODULAR LOUNGES)**

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*Potential risks:* Wood and upholstery production in furniture has high risks of forced labour, especially from countries that supply timber and fabric. The furniture industry faces significant modern slavery risks, especially when sourcing leather, timber, and textiles from high-risk regions like South Asia and Southeast Asia. Workers in leather tanning, timber processing, and textile manufacturing often endure forced labour, child labour, debt bondage, and unsafe conditions.

## **CAMPING EQUIPMENT (E.G. TENTS)**

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*Potential risks:* Tents often use textiles and plastics, which may be sourced from regions where textile production has significant forced labour issues, particularly in cotton and synthetic materials.

## **OUTDOOR VEHICLES (E.G. DIRT BIKES, ATVS)**

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*Potential risks:* Raw materials like steel and rubber used in vehicle manufacturing are sourced from regions with documented labour abuses. Rubber, in particular, is linked to child labour and exploitation in Southeast Asia.

## OUR SERVICES AND GOODS NOT FOR RESALE (GNFR) RISKS

While Chrisco has not identified specific modern slavery risks associated with these services and GNFR items in Australia and New Zealand, it recognises that vulnerabilities exist within these industries. Our use of casual, subcontracted, and migrant labour in sectors such as logistics, cleaning, security, and call centres underscores the importance of diligent supply chain oversight, ethical sourcing, and strict labour compliance to mitigate our risks.

### FREIGHT AND LOGISTICS

*Potential risks:* In Australia and New Zealand, the logistics sector often relies on subcontracted and casual labour, particularly during peak periods like Christmas. Risks include low pay, excessive hours, and poor working conditions for warehouse and delivery staff. Migrant and temporary visa workers are particularly vulnerable to exploitation.

### CLEANING SERVICES

*Potential risks:* Cleaning is commonly outsourced in Australia and New Zealand, often with layers of subcontracting that can obscure labour practices. Workers, including international students and migrant workers, may face low wages, unpaid overtime, and lack of entitlements. Some may also experience coercive practices, especially if they are unfamiliar with local labour laws.



## **SECURITY SERVICES**

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*Potential risks:* The security sector, especially when subcontracted, can involve long hours, minimal breaks, and poor pay. In Australia and New Zealand, temporary visa holders and migrant workers in security roles may be at risk of exploitation, with limited access to legal protections.

## **COMMUNICATION SERVICES (E.G. TELECOMMUNICATIONS AND INTERNET)**

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*Potential risks:* Telecommunications companies in Australia and New Zealand may outsource installation and technical support roles to subcontractors, where low wages and extended hours can be issues, particularly for migrant workers on temporary visas.

## **CALL CENTRES AND CUSTOMER CARE CENTRES**

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*Potential risks:* Call centres in Australia and New Zealand may employ casual or part-time staff, including international students, who are at risk of underpayment or unpaid overtime. Offshore call centres may also have higher risks of exploitative practices.

## **COMMISSION-BASED CONSULTANTS**

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*Potential risks:* Commission-based work can present risks in Australia and New Zealand, as it may attract vulnerable workers who could face high pressure to meet targets with low or irregular pay. Without guaranteed wages, consultants may face economic exploitation, especially if they are reliant on commissions for income.



## **RECRUITMENT AND STAFFING**

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*Potential risks:* Some recruitment agencies that supply casual labour in Australia and New Zealand have been linked to exploitative practices, particularly for migrant workers and visa holders. Risks include high recruitment fees, underpayment, and lack of access to entitlements.

## **IT SUPPORT AND MAINTENANCE**

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*Potential risks:* IT roles outsourced to temporary, or contract workers may expose employees to insecure work conditions and limited benefits. Offshore IT support may present additional risks of poor working conditions and low wages.

## **WASTE MANAGEMENT AND DISPOSAL**

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*Potential risks:* Waste management in Australia and New Zealand often involves low-wage, manual labour, which can be exploitative, especially for migrant workers. Workers in this sector may face unsafe conditions, low pay, and minimal job security.

## **GRAPHIC DESIGN AND PRINTING**

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*Potential risks:* While graphic design typically involves lower modern slavery risks, the printing industry in Australia and New Zealand can involve subcontracted or migrant labour, where workers may face underpayment and insecure employment

## **PACKAGING MATERIALS**

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*Potential risks:* Packaging production in Australia and New Zealand, especially when outsourced to smaller suppliers, may involve low-wage and migrant labour. Risks include underpayment and poor working conditions, particularly in low-skill packaging and assembly roles.





## OFFICE SUPPLIES

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*Potential risks:* Manufacturing of some office supplies is often outsourced internationally, but local supply chains may also rely on low-wage labour. Imported goods can carry additional risks of exploitative practices in their country of origin.

## UNIFORMS AND STAFF APPAREL

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*Potential risks:* While the garment manufacturing industry is limited in Australia and New Zealand, uniforms are often imported from countries with high modern slavery risks. Locally, garment cleaning and maintenance roles may involve underpaid, casual, or migrant labour.

## IT EQUIPMENT

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*Potential risks:* Although most IT equipment is imported, risks exist in the sourcing of electronics assembled in countries with known labour exploitation issues. Locally, technical support roles may be filled by casual or migrant workers who are vulnerable to low wages and minimal protections.

## PROFESSIONAL SERVICES (LEGAL, FINANCIAL, CONSULTING)

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*Potential risks:* While generally low-risk, ancillary services such as cleaning and maintenance within professional firms may involve labour hire practices that expose workers to low pay and poor conditions.



## ACTIONS TAKEN TO ADDRESS OUR MODERN SLAVERY RISKS

During FY24, Chrisco has implemented a range of initiatives to mitigate modern slavery risks in its supply chains and operations. These efforts reflect the company's commitment to ethical practices and safeguarding workers' rights. Here's a summary of the actions taken:

### STAFF AWARENESS TRAINING

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Chrisco has developed and rolled out tailored modern slavery awareness training for relevant staff. This program equips employees to identify red flags and reinforces their role in supporting ethical sourcing practices, fostering a proactive, responsible workforce.

### SUPPLIER REVIEW AND TRANSPARENCY

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To improve transparency, Chrisco introduced an electronic supplier review form. This systematic assessment captures essential data on supplier practices, helping Chrisco make informed, data-driven decisions on supplier partnerships and provides us with better transparency over our supply chain and operations for reporting purposes.



### RISK ASSESSMENT

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A comprehensive risk assessment process has been conducted across Chrisco's supply chain, mapping down to the raw material level. This allows Chrisco to target resources where risks are highest, ensuring a strategic approach to managing potential vulnerabilities.

## **SUPPLIER CODE OF CONDUCT**

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Chrisco has established and enforces a supplier code of conduct and trading terms, that set clear expectations about our requirement that suppliers have fair working conditions and engage in ethical practices. By communicating these standards and regularly monitoring suppliers, Chrisco encourages compliance throughout its supply chain.

## **MONITORING**

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Chrisco conducts regular monitoring of suppliers, particularly in high-risk regions. Independent third-party report reviews support this process, adding an extra layer of accountability and helping to detect hidden risks.

## **SUPPLIER CAPACITY BUILDING**

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Chrisco has provided our suppliers with guidance and resources to help them adopt ethical labour practices. By supporting suppliers in this way, Chrisco fosters a collaborative approach to improving labour standards and reducing reliance on exploitative practices.

## **FAIR STANDARDS FOR LOCAL WORKERS**

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Chrisco supports fair labour practices for casual, subcontracted, and migrant workers in Australia and New Zealand. By ensuring fair wages, reasonable working hours, and entitlements, Chrisco protects vulnerable workers locally.



## **ETHICAL SOURCING FOR GNFR**

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Chrisco prioritises ethical sourcing for goods not for resale (GNFR), including packaging and office supplies. Selecting suppliers with strong commitments to fair labour practices reduces exploitation risks in GNFR supply chains.

## **PUBLIC REPORTING**

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Chrisco has published an annual modern slavery statement detailing its actions since the introduction of reporting requirements. This transparent report builds trust with stakeholders, demonstrating Chrisco's accountability and commitment to ethical responsibility.

## **GRIEVANCE MECHANISM**

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Chrisco has implemented a confidential grievance mechanism (whistleblowers), allowing workers to report instances of exploitation or abuse. This reporting system helps uncover hidden risks, providing a secure way for workers to raise concerns.

## **ETHICAL CERTIFICATIONS**

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Chrisco aims to source materials and products certified by recognised ethical standards. These certifications ensure responsible sourcing, reducing risks associated with high-risk commodities.

Through these initiatives, Chrisco has strengthened its approach to mitigating modern slavery risks.



## OUR ASSESSMENT OF THE ACTIONS WE HAVE TAKEN TO ADDRESS OUR RISKS

To ensure the effectiveness of its actions to mitigate modern slavery risks, Chrisco has implemented the following assessment measures for FY24:

### MODERN SLAVERY AWARENESS TRAINING

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Chrisco has engaged in comprehensive and tailored training for its staff and agents and has assessed understanding through quizzes and tracked engagement with those training materials. We intend to continue this process into the future and to train all new agents and Chrisco staff.

### SUPPLIER REVIEW AND TRANSPARENCY

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During FY24, Chrisco has developed and distributed electronic supplier review forms and evaluated supplier responses for completeness and compliance, monitoring supplier compliance.

### RISK ASSESSMENTS

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Chrisco has reviewed and updated its risk assessment and review processes to capture potential risks accurately and has tracked progress on mitigation efforts in high-risk suppliers and regions to evaluate overall risk reduction.



## **SUPPLIER CODE OF CONDUCT**

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Chrisco has monitored supplier adherence to its code of conduct and trading terms through regular reviews and corrective actions, while also gathering feedback from suppliers to refine the code's clarity and practicality.

## **SUPPLIER CAPACITY BUILDING**

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Chrisco has conducted follow-up surveys with suppliers to assess their understanding and commitment to ethical practices and has tracked improvements in supplier compliance through post-training evaluations.

## **FAIR STANDARDS FOR LOCAL WORKERS**

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Chrisco has tracked compliance with labour laws for casual, subcontracted, and migrant workers in Australia and New Zealand, and has collected feedback from local workers to ensure fair treatment and working conditions.

## **ETHICAL SOURCING FOR GNFR**

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Chrisco has reviewed GNFR supplier compliance with ethical standards and benchmarked its GNFR sourcing practices against industry standards to uphold high ethical standards.

## **GRIEVANCE MECHANISM**

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Chrisco has monitored its call centre for any issues related to modern slavery and continues a focus on the timeliness and effectiveness of resolutions.



## **OUR GOALS FOR FY25**

Our goals for FY25 are to strengthen and expand upon Chrisco's existing initiatives, demonstrating our ongoing commitment to ethical practices across all areas within our influence and control. We aim to make meaningful progress in promoting responsible sourcing, protecting worker rights, and fostering transparency throughout our operations and supply chains. Through these efforts, we will continue to uphold our values and contribute to a more ethical business environment.

### **STAY INFORMED ON MODERN SLAVERY LEGISLATION AND EMERGING RISKS**

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Chrisco aims to stay informed of any changes and updates to the Modern Slavery Act reporting requirements in Australia and New Zealand, ensuring ongoing compliance with evolving legal obligations. We will also actively monitor emerging modern slavery risks as they are reported and continue conducting due diligence on our suppliers to identify and address potential issues within our supply chain.

### **EXPAND STAFF AWARENESS AND TRAINING PROGRAMS**

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Chrisco staff will continue to engage in modern slavery training that will include real-world case studies, role-specific scenarios, and we will run regular refresher courses to keep awareness levels high. Targeted training for specific teams, such as procurement and compliance, will be developed to deepen understanding of modern slavery risks in high-risk areas of the supply chain.

### **ENHANCE SUPPLIER DUE DILIGENCE AND REVIEW PROCESSES**

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Chrisco will continue utilising electronic supplier review forms to assess our suppliers' labour practices and identify any modern slavery risks. Where feasible, we will also aim to conduct audits and engage third-party verification to enhance accountability across the supply chain.

### **SUPPLIER CODE OF CONDUCT**

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Chrisco will update its supplier code of conduct and trading terms as needed to strengthen its stance on modern slavery issues, including clear prohibitions on recruitment fees, debt bondage, and child labour. All new suppliers will be required to sign and commit to this code, reinforcing Chrisco's dedication to ethical standards.

### **REVIEW OF ETHICAL CERTIFICATIONS AND STANDARDS**

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Chrisco aims to source from ethically certified suppliers, particularly for high-risk commodities. Regular reviews of certification providers will help ensure they meet high standards, and Chrisco will strive to support suppliers in obtaining certifications where possible.