

18 December 2025

MODERN SLAVERY STATEMENT

About this Statement

This Modern Slavery Statement is made in accordance with section 13 of the Australian Modern Slavery Act 2018 (Cth). It describes the steps taken by Kitchen Warehouse (Aust) Pty Ltd during the year ending 30 June 2025 to mitigate the risk of modern slavery across the Kitchen Warehouse group.

1. Reporting Entity

Kitchen Warehouse (Aust) Pty Ltd (ACN 151 232 754) is an Australian private company.

This Modern Slavery Statement is made on behalf of Kitchen Warehouse (Aust) Pty Ltd and its wholly owned subsidiary Kitchen Warehouse Pty Ltd.

2. Structure, Operations & Supply Chains

Kitchen Warehouse operates the following;

- Network of retail stores located across Australia;
- Kitchen Warehouse eCommerce website;
- Online marketplaces; and
- Kitchenware Super Store eCommerce website.

Stores and eCommerce operations are supported by a distribution centre in Melbourne, Victoria.

Kitchen Warehouse's headquarters are in North Fremantle, Western Australia.

Products for the retail store network, websites and marketplaces are sourced from a combination of Australian distributors and overseas manufacturers.

3. Risks of Modern Slavery Practices in Kitchen Warehouse's Operations and Supply Chains

Operations

Kitchen Warehouse operates within Australia and is supported offshore by a team in the Philippines along with a small number of contractors and sub-contractors. Within the Australian and Philippines team, the risk of modern slavery is mitigated by strong people and culture policies and practices.

We assess the inherent risk for contractors and sub-contractors that employ a high proportion of migrant workers or are based overseas as higher. We mitigate this risk through a thorough procurement process.

Supply Chain

Kitchen Warehouse sources products from local distributors and overseas manufacturers. Sourcing products from third parties, overseas and via agents along with the breadth of our supplier base increases the risk of modern slavery within our supply chain.

The primary modern slavery risks identified within Kitchen Warehouse's supply chain are:

- Non-compliance with health and safety requirements, working hours, wages, forced labour, child labour and freedom of association; and
- Non-compliance with broader human rights including employee rights to equality, fair pay, safety and privacy.

These risks are prevalent across China, India and South-East Asia where the majority of our overseas manufacturers are based.

4. Actions taken by Kitchen Warehouse to address identified risks

Audit requirement for overseas manufacturers

Kitchen Warehouse continued to enforce the requirement for all overseas manufacturers to provide regular independent audit reports measuring compliance with BSCI or other equivalent internationally recognised audit frameworks.

81% of overseas manufacturers have provided audit reports. The majority of suppliers that have not provided audit reports have explained why an audit has not been completed or is not available at this time and instead signed our code of conduct.

Site Visits

Kitchen Warehouse's Sourcing Team, Buying Team and Senior Management complete site visits to overseas manufacturing facilities.

The frequency of site visits has increased during 2025 with increased travel and the appointment of a permanent role based in China where most of our overseas manufacturers are located. 47% of overseas manufacturing facilities have been visited by our team.

Continued discussions with Australian Distributors

Kitchen Warehouse has continued discussions with local distributors, obtained and reviewed modern slavery statements, ethical sourcing documents, codes of conduct, and sustainability reports in an effort to understand the risk attached to products distributed by third parties within Australia.

Training Key Employees

Kitchen Warehouse has continued training for key employees who deal with Australian distributors and overseas manufacturers to increase awareness and support proactive identification of modern slavery risks.

Organisational Structure

Kitchen Warehouse's Head of Sourcing reports directly to the Chief Executive Officer. This organisational structure ensures modern slavery risks are raised with the Executive team and Board.

The Head of Sourcing is supported by a Sourcing Manager who joined Kitchen Warehouse during 2025. The Sourcing Manager is based in China where most of our overseas manufacturers are located. This local presence has led to more site visits and a more in depth understanding of modern slavery risks..

Implementation of a Code of Conduct

Kitchen Warehouse has implemented a Code of Conduct and this has been shared with suppliers.

5. How Kitchen Warehouse assesses the effectiveness of these actions

Maintaining Audit Register

Copies of all independent audit reports from overseas manufacturers are maintained in a central file. Results are collated and reviewed. Audit reports are requested annually and manufacturer performance is monitored year on year.

Where a factory is unable to achieve an acceptable standard in the independent audit report, Kitchen Warehouse will actively investigate and work with the manufacturer to understand the risk of Modern Slavery in their operations. If these risks are not acceptable Kitchen Warehouse will suspend business with that overseas manufacturer.

Increased Modern Slavery disclosure from local distributors

Kitchen Warehouse is collating and reviewing all audit reports, modern slavery statements, codes of conduct and other information collected from local distributors to increase awareness and visibility of the risk associated with products distributed by third parties within Australia. Should disclosed information be inadequate Kitchen Warehouse will suspend business with the local distributor.

Company Whistleblower Policy

Kitchen Warehouse has a Whistleblower Policy which is intended to ensure that concerns regarding unethical or illegal practices, including modern slavery concerns can be reported. Whistleblowing protection processes are in place to ensure the anonymity of people making whistleblowing reports, as required by the Whistleblower Protection Act.

Inclusion of Modern Slavery risks within the company's corporate risk register

Modern slavery risks are identified on the company's corporate risk register. This provides additional oversight of the key risk areas and control measures employed to mitigate risk. The risk register is periodically reviewed and updated by Senior Management and The Board.

6. The process of consultation with any entities the reporting entity owns or controls

The Kitchen Warehouse group functions as a single entity. All control measures, policy settings or auditing processes set in place apply consistently across the entire group.

7. Other relevant information

Not applicable.

Approval of this statement

Kitchen Warehouse makes this statement in accordance with section 13 of the Modern Slavery Act 2018. This Statement was approved by the Board of Directors of Kitchen Warehouse (Aust) Pty Ltd on 18 December 2025.

A handwritten signature in black ink, appearing to read "Peter Macaulay".

Peter Macaulay

Director