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# Modern Slavery Statement

2021/2022 Financial Year



Ikon Collectables Pty Ltd

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## Reporting Entity, Operations and Supply Chain

Ikon Collectables' (ACN 108 071 692) has been operating for 29 years, having commenced business in 1993 in Geelong, Australia and is now the largest and most diverse supplier of Action Figures, Collectables and Trading Cards in Australia.

We distribute within Australia and New Zealand for some of the largest pop culture product manufacturers in the world and we are continually expanding and extending our distributorships worldwide.

We are proud to provide employment to over 200 staff in Geelong with diverse backgrounds and skill sets.

Our supply chain consists of a broad range of domestic and international suppliers providing both goods and services. These consist of:

- Stock
- Manufacturers
- Packaging
- Freight
- Real estate
- Licences and royalties
- Professional advisors

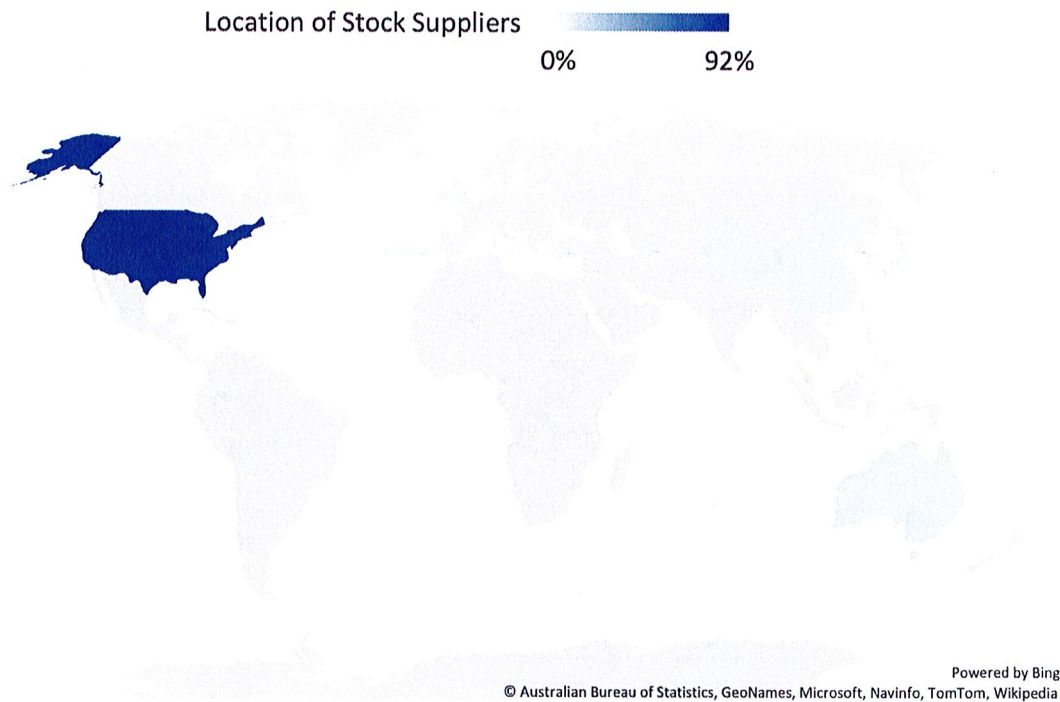
A related entity of Ikon Collectables is responsible for the purchase and importation of goods.

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## Potential Risks in the Supply Chain

In the financial year ending 30 June 2022, we undertook further review of our supply chain and the potential modern slavery risks.

Due to the supply chain consisting of both domestic and international suppliers there is an element of geographical risk. This was identified as a key factor in our screening process. However, 92% of our total stock supplies come from companies headquartered in the United States. Of this 92%, the majority comes from a NASDAQ listed company that enforces a Code of Conduct for their suppliers in regards to modern slavery and employee rights.



Where we have identified our risk of exposure is with those smaller suppliers in what the Global Slavery Index deems to be regions more prone to slavery. We have used the Global Slavery Index to evaluate the risk in those areas according to the prevalence and vulnerability of slavery, as well as the government response.

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## Supply Chain Due Diligence

We have a dedicated procurement team that received further training on how to effectively assess suppliers for modern slavery risk and the actions that should be taken if these risks are detected.

As part of our due diligence process, we requested suppliers complete our Supplier Assessment Questionnaire if they were identified in the screening process as showing some exposure to geographical risk.

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## Monitoring and Addressing

We will monitor the status of both its existing suppliers and any future suppliers. When engaging a supplier, they will be asked to complete our Supplier Assessment Questionnaire to ensure they meet our standards.

Any existing suppliers we deem to be exposed to a higher level of risk will be required to complete our Supplier Assessment Questionnaire on an annual basis. Their responses will be reviewed by senior management and our procurement team. If any suppliers are deemed as non-compliant, they will be asked to rectify the issue. We will work with these suppliers to improve their practices and comply with modern slavery standards. If the suppliers continually fail to meet our requirements, we will disengage with that supplier.

Under our Modern Slavery Policy, all directors and employees are required to report any known or suspected violation of our Modern Slavery Policy. We have asked employees to express any concerns to their supervisors or our Human Resource Department.

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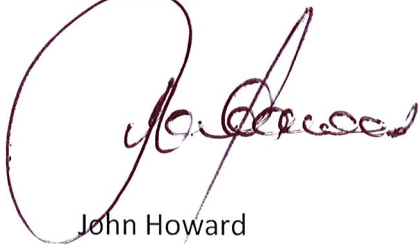
## Future Commitments

Our directors and employees are committed to adhering to our internal policies and procedures to ensure any modern slavery risks are identified and dealt with appropriately.

We are committed to the continual education of our procurement team to ensure they are aware of any potential risks of modern slavery in our supply chain.

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This statement has been approved by the Board of Directors of Ikon Collectables Pty Ltd, at a meeting on 22<sup>nd</sup> September 2022, in accordance with Section 13 of the *Modern Slavery Act 2018*.



John Howard  
Managing Director  
Ikon Collectables Pty Ltd