



# RPG – Modern Slavery Statement

Version 30.12.2022

## 1. Purpose

This modern slavery statement is lodged on behalf of Retail Prodigy Group Pty Ltd (ABN 43 854 395 125) and its wholly owned subsidiaries:

- RPG Brands Pty Ltd (ABN 31 456 018 824)
- Retail Prodigy NZ Pty Ltd (ABN 65 490 082 738)
- Retail Prodigy Operations Pty Ltd (ABN 27 861 675 009)
- RPG Toms Pty Ltd (ABN 81 834 482 509)
- RPG Timbuk2 Pty Ltd (ABN 59 762 211 688)

Which operates the RPG retail store network in Australia & NZ. This Modern Slavery Statement is a joint statement made in compliance with the reporting requirements in section 14 of the Modern Slavery Act 2018 (Cth) (MS Act).

## 2. About Retail Prodigy Group

Retail Prodigy Group holds the master Retail Franchise for NIKE Stores across Australia and New Zealand together with the distribution rights for US Brand TOMS. Since 2011, RPG has driven the rapid expansion of 46 Nike Branded Stores including Flagships in George St, Sydney and Melbourne Central Shopping Centre. In 2018, RPG launched the TOMS Brand via a digital first strategy, striving to grow the ethical Brand's presence in Australia. In November 2020, RPG announced the partnership with Samsung as Retail Operations partner for the Samsung Experience Stores (SES) across Australia

## 3. Supply chain & Operation

RPG sources its product for retail sale via the Brands (NIKE, SAMSUNG & TOMS) that directly own and/or manage the supply chain. RPG brands are sourced exclusively from the same factories endorsed by Nike, Samsung, TOMS and is subject to their code of conduct, due diligence program and monitoring.

RPG's Distribution center which is used to pick, pack and distribute online sales for TOMS is Based in Melbourne and is managed by a third party.

RPG Support Office is based in Melbourne. This division of the supply chain is responsible for Merchandise Planning, Store Operations, Leasing, Marketing, Human Resource Management, Finance, Information and Communications Technology (ICT), including security as well as consumables including packaging, carrier bags, hangers.

## 4. Risks of Modern Slavery

The term modern slavery is used to denote practices defined in the MS Act and include eight types of serious exploitation: servitude, slavery, forced labour, forced marriage, the worst forms of child labour, debt bondage, deceptive recruiting for labour or services and trafficking.

We recognise that modern slavery risks are exacerbated by certain industries, products, labour practices and locations and that the apparel industry is considered to be at particularly high risk. We are committed to ensuring a meticulous and dedicated approach to make certain that modern slavery does not take hold in the supply chain.

We recognise there are also risks of modern slavery to be found in Australia and the primary areas of the



supply chain include retail store rental, recruitment and personnel, including security equipment, advertising and marketing, consumables including packaging, carrier bags and Deliveries

Many of those who supply these goods and services are based in Australia, but source products from overseas, in particular China. Consequently, similar risks can be found in this part of the supply chain beyond the first tier.

## 5. Actions undertaken

RPG is committed to promoting and supporting a culture of corporate compliance and ethical behavior by undertaking meaningful and robust actions to identify modern slavery risk and practices within our operations, supply chains, and all other business relationships. In the reporting period has completed all the action that it set out to do,

- RPG has undertaken an annual review of all HR policies directly related to our Modern Slavery statement to continually measure effectiveness and identify any updates required to uphold these policies.
- RPG has taken steps within the first reporting period to establish a Supplier Code of Conduct that details the minimum standards that suppliers must adhere to as a condition of working with RPG.
- Gain a deeper understanding of the activities of our brand and supplier partners, by engaging them to understand their activities in managing modern slavery

### Conditions of Employment with RPG

To manage the risks of modern slavery all RPG team members are engaged under an employment contract and terms of employment. The vast majority of our team are engaged under an applicable Modern Award for the nature of work they undertake. The majority of our team members are employed under the General Retail Industry Awards with a smaller number employed under the Clerks – Private Award sector. All employees are provided with HR company policies as well as our Code of Conduct and our standards conditions of employment when they commence employment at RPG.

RPG have centralized process in place to support new team members with recruitment and onboarding which includes checking and providing evidence of proof of working rights. RPG also monitor and report on performance, conduct and behaviours of our team members through our quarterly HR People Scoreboard, which allows senior executive leaders to receive regular updates on key HR metrics.

### RPG Culture & Engagement

In 2022 RPG have undertaken a Culture Audit of our business in which employees where able to provide anonymous feedback on their view of the RPG Culture which include feedback on policies, systems, process and leadership across the business. RPG are committed to continuing Culture and Engagement strategies through regular feedback surveys from our team and creating sub working groups with a cross section of our team.

RPG have since undertaken steps to identify a regular Pulse Survey that runs quarterly for our team, this survey allows all RPG team members to provide anonymous feedback regarding the working conditions at RPG, their leadership, and the overall culture. This survey is not intended as an avenue to raise HR concerns and we therefore continue to educate all team members on the avenues available to raise their HR related concerns and feedback, this includes escalation via leadership, escalation direct to our HR advisors or HR Support email as well as anonymous submission of concerns or grievances direct to our internal whistle blower for further investigation.



## 6. Future actions to be undertaken

- RPG are committed to undertaking training of our team when it comes to Modern Slavery, HR policies and processes and ongoing education around our anonymous and confidential avenues and resources to raise any concerns.
- RPG will continue to conduct annual reviews of all company policies directly related to our Modern Slavery statement to continually measure effectiveness and identify any updates required to uphold these policies. All policy updates are in line with government legislation and FairWork requirements.
- RPG will take steps within the second reporting period to communicate the supplier code of conduct to all suppliers. and RPG will undertake a mapping of the supply chain in Australia and abroad so as to gain an understanding of the risks in our supply chain.

## 7. Measuring our effectiveness

In order to assess the effectiveness of our actions to minimize the risk of modern slavery occurring in within our operations, our supply chains and our contractors RPG will regularly review of compliance with the supplier minimum standards and review of the effectiveness of our updated policies and procedures

Our Board recognises that modern slavery is an unacceptable issue and that we must be committed to continuous improvement in identifying and addressing modern slavery in the supply chain. We intend to implement the following processes to review our process and approach to assessing and addressing risk of modern slavery within our operations, supply chain and suppliers.

- Tracking and monitoring key actions and review of our metrics via our Monthly OH&S committee, minutes recorded, and clear actions followed up.
- Review Quarterly HR and People performance metrics with Senior Executive Leaders.
- Monitoring trends in relation to grievances raised, through channels such as HR Support, Whistleblower and identifying root causes to determine effective actions to resolve or correct such causes
- Regular review and examination of our business risk assessment processes
- Quarterly business review meetings held with leaders from our key Retail brand partners to ensure risks of modern slavery are being addressed.



## Signing page

This statement was approved by the Board of Retail Prodigy Group Pty Ltd on 30/12/2022 on behalf of all Retail Prodigy Group entities. This statement was also the subject of significant cross functional input across the business prior to Board approval.

## Signed

A handwritten signature in black ink, appearing to read "S. Younane".

Stephen Younane (Dec 30, 2022 11:27 GMT+11)

**Stephen Younane**

**Director**

**Dated 30/12/2022**