



RPG – Modern Slavery Statement

Version 23.11.2021

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.

Policy Framework

Our approach to manage risks of modern slavery include our policies and procedures which articulate our values, ways of working and the expectations of our team and suppliers. We maintain several policies that assist us to manage the risks of modern slavery in our operations. Our internal policies collectively outline the standards of behavior we expect from our employees, the working conditions they are entitled to and the mechanisms available to them to report issues or concerns. Our internal policies include:

- Code of Conduct – sets out the expectations and clear standards of behavior that RPG has of our employees and reinforces the company’s commitment to fairness, respect and defines the social and ethical standards within our workplace, which extends to any RPG employees, all non-employees present on our work sites such as contractors or suppliers.
- Whistleblower Policy – states our commitment to operating a business fairly, openly, and ethically at the highest possible standards. This policy states zero tolerances to unlawful actions or behaviours and acting contrary to RPG Blueprint, Values and Company policies and procedures. Explains the protections afforded to employees that raise concerns about misconduct and for individuals to feel supported to come forward and communicate their concerns.
- EEO, Harassment and Workplace Bullying – supports an equal opportunity commitment within our workplace and for our employees. This policy states elimination of unlawful discrimination, bullying and harassment in the workplace.
- Recruitment Policy- establishes procedures and clear guidelines for recruitment activities, to ensure that all recruitment and selection activities are based on procedures that are fair to all applicants and selection decisions based on merit and key selection criteria. Any form of discrimination in the field of employment and recruitment activities is prohibited by legislation and our company policies.

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. Typically, 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 these company policies as well as our Code of Conduct and our standards conditions of employment when they commence employment at RPG.

We have centralized process in place to support new team member recruitment and onboarding which includes checking and providing evidence of proof of working rights. We 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 2021 RPG have undertaken a Culture Audit check of our business in which employees were 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.

6. Future actions to be undertaken

- RPG will regularly review all RPG policies directly related to our Modern Slavery statement to continually measure effectiveness and identify any updates required to uphold these policies.
- RPG will take 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.
- Gaining a deeper understanding of the activities of our brand and supplier partners, by engaging them to understand their activities in managing modern slavery

In this first reporting period RPG will undertake a mapping of the supply chain in Australia and abroad so as to gain understanding of the risks in our supply chain. This supply chain mapping exercise will provide the underpinning for greater due diligence in upcoming years. We will also seek to build a supplier code of conduct so that our suppliers will understand key expectations around behaviors and workforce, to ensure minimum standards are being upheld. These activities will assist us, in future periods, to reinforce our modern slavery risk analysis.

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 23/12/2021 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, consisting of a series of loops and a long horizontal stroke that ends in a small circle.

Stephen Younane

Director

Dated 23/12/2021