

Statement: Modern Slavery

This is our second Modern Slavery statement and is made pursuant to Section 16 of the Modern Slavery Act 2018 (Cth) (“Act”) and sets out the steps that Mayo Hardware Pty Ltd and its subsidiaries (“the Company”, “Mayo”) has taken during the financial year ending 30 June 2021 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, “Modern Slavery”) is not taking place in any part of our operations and supply chain.

At Mayo, respecting human rights is inherent in our operations and is embedded in our values, reflecting, and shaping our behaviours and Company culture. We aim to treat everyone fairly and create a workplace and operating environment that is safe, ethical, and transparent. Aligning with our core values and beliefs, any action taken to date or planned in the future will only enhance our ability to address the risk of modern slavery in our operations and supply chain.

During our reporting period we have put in place the following measures, introducing our Company’s first Modern Slavery Policy; revising and updating our internal policies; and reviewing supplier engagement processes and principles. We have a number of policies that are relevant to this commitment, which set out what Mayo expects from our employees, contractors, and our external suppliers and their supply chain. Some key policies and practices are:

- Modern Slavery Policy
- Code of Conduct
- Discrimination, Harassment and Bullying Policy
- Supplier Trading Pack
- Outsourced service provider due diligence practice
- Training and Awareness
- Reporting Concerns

Our Operations

Our workforce comprises a mixture of direct and indirect employees who work across the Company in areas including field sales, warehousing, and office support roles. Our indirect workforce includes contractors, sub-contractors and labour hire resources that support our business with ongoing labour or the provision of services in our facilities.

Our Supply Chains

We contract with both local and global suppliers across trade and non-trade related products and services. We engage in multiple internal and external initiatives to gauge the risk of slavery and human trafficking in all supply chain activities and to assess and manage potential risks related to the supply chain. Our due diligence includes internal risk assessments utilising information gathered from organisations with expertise in social compliance issues, other companies, and various additional external resources with Sedex (or equivalent) affiliation.

Our Structure

In preparing for this statement, we have actively engaged and consulted with all members of Mayo Hardware's Leadership Team. All members of Mayo Hardware's Leadership Team are committed to taking ownership and responsibility for compliance with the Act.

Particular action taken to date or planned in the future includes but is not limited to:

- Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high-risk geographical locations and business transactions
- Developing and reviewing company policies on modern slavery in operations and supply chains
- Developing training for staff in modern slavery requirements
- Developing a Register Alert email for employees and suppliers to use to raise concerns
- Preparing to conduct due diligence on local and global supply chains
- Reviewing supplier contracts to ensure they contain terms that are consistent with the Act
- Taking steps to address any potential modern slavery risks identified, and
- Created our own Mayo Hardware Sustainability Plan with a focus on three key elements – 1) Responsible sourcing and supply chain, 2) Developing products with minimal impact on the planet, and 3) Supporting our people and community everyday

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. We have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

This statement was approved by all members of the Mayo Hardware's Leadership Team in its capacity as the principal governing body on 20 December 2021 and has been endorsed by the Board of Mayo Hardware Pty Ltd.



Nick Dileo
Chief Executive Officer
20 December 2021