

MYMYER



Modern Slavery
Statement 2024

MYMYSTORE

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About this Statement

Myer Holdings Limited (ABN 14 119 085 602) is listed on the Australian Stock Exchange (ASX: MYR), registered at Level 7, 1000 La Trobe Street Docklands Victoria 3008. This Modern Slavery Statement (statement) is made under the Commonwealth Modern Slavery Act 2018 (Cth) and covers all entities within Myer Holdings Limited including Myer Pty Ltd, sass & bide Pty Ltd and Marcs David Lawrence Pty Ltd for the period 30 July 2023 to 27 July 2024 (reporting period or FY24).

References to "Myer, we, our or us" in this Statement refers to Myer Holdings Limited.

Any forward looking statements are based on current knowledge and assumptions that may exist and affect the Myer business and its operations in the future. Myer does not give any assurances that the assumptions will accurate, as various factors could cause actual results, performance or achievements to materially differ from the relevant statements. Readers are cautioned not to place undue reliance on forward looking statements. Except as required by applicable laws and regulations, Myer does not undertake to publicly update, review or revise any of the forward looking statements or to advise of any change in assumptions on which any statement is based. Forward looking statements do not represent guarantees or predictions of future performance and equally past performance cannot be relied on as a guide to future performance.

Acknowledgement of Country

In the spirit of reconciliation, Myer acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginals and Torres Strait Islander people.

Mandatory reporting criteria

| Criteria | Section |
|--|--|
| Identify the reporting entity | Contents, About Myer |
| Describe the structure, operations, and supply chains of the reporting entity | Our business and supply chain |
| Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls | Risks in our operations and supply chain |
| Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes | Our actions and response |
| Describe how the reporting entity assess the effectiveness of such actions | Measuring effectiveness |
| Describe the process of consultation with any entities that the reporting entity owns or controls | About Myer |
| Other information that the reporting entity, or the entity giving the statement, considers relevant | Our focus in 2025 COVID-19 supplier impacts |

About Myer

Myer is a proud and trusted Australian brand with a rich heritage spanning over 120 years. Our values are the heart of the business and underpins the behaviours and decisions of our team members and the way we operate. Our people are the most important resource and the driving force of good, creating positive impacts in everything we do.

Founded in Bendigo in 1900, Myer has been the department store for all Australians - trusted for its quality, ethics, service and value. More than 120 years and 56 stores later, this founding vision still guides us today and informs our every decision. As the business grew, so has our desire to do more to support our local communities through the Myer Community Fund.

Myer operates department stores across Australia under Myer Pty Ltd, and owns well known Australian fashion retail labels, sass & bide Pty Ltd and Marcs David Lawrence Pty Ltd. Collectively, we offer a diverse range of merchandise across womenswear, menswear, kidswear, beauty, homewares, electrical goods, toys and general merchandise through an omnichannel network.

This statement has been prepared to meet the requirements of the Modern Slavery Act 2018 (Cth) and reflects the continued modern slavery due diligence efforts conducted at a group level, across Myer Pty Ltd and our subsidiaries, Sass & Bide Pty Ltd and Marcs

David Lawrence Pty Ltd. All brands reporting into Myer Holdings Limited operate under a common and consistent governance framework to build expectations, raise awareness and approach in assessing and addressing modern slavery risks in our operations and supply chain.

All brands share the same executive management team, use the same policies and procedures and have contributed to the framework and assisted in the drafting of this Statement. A cross-departmental consultation process was implemented to write this statement, with inputs from leaders across multiple teams, including Human resources, retail operations, and our sourcing office. The final statement was approved by the Myer Board after a careful evaluation, reaffirming our dedication to a strong and coordinated strategy for addressing modern slavery risks.

This statement was reviewed and approved by the Myer Holdings Limited Board on 22 January 2025.



244

Total stores and online



9,000+

Australian based team members



53

Overseas based team members



243

Directly sourced suppliers



38,974

Shareholders



Message from our Executive Chair



As one of Australia's most trusted brands, we recognise our responsibilities to ensure our business practices continue to be ethical, sustainable and socially responsible. Together with our valued suppliers, we remain committed to driving positive lasting change in improving the working conditions and promoting the human rights of workers in our operations and supply chain.

We believe our greatest asset is our people. Our approach to ethical sourcing and human rights is multi-faceted with responsibility for protecting worker welfare and observing human rights being shared across the business and extending to our business partners and supply chain.

This is our fifth Modern Slavery Statement. I am proud of the efforts undertaken by Myer and our partners to create ethical and transparent operations and supply chain. The Board fully supports the unwavering commitment of the team and initiatives to continue to evolve in identifying and addressing modern slavery risks, and the ethical challenges it presents.

We understand that modern slavery is assessed based on risk to people in our operations and valued supply chain rather than the risk to our business. As such we have identified the risks that present the highest impact on people, with the goal of delivering better outcomes for those who are vulnerable.

We recognise we cannot do this alone. Our suppliers are fundamental to the success of our journey, and we are honoured to have longstanding partnerships built over many years which works together in driving our shared commitment to conduct business ethically and respectfully.

Our centralised Ethical Sourcing team works across the Myer Group to strengthen our visibility and capacity to mitigate modern slavery risks within our operations and supply chain. With common factories amongst some of our brands, we can facilitate more meaningful influence to incentivise suppliers to continuously improve working conditions.

Together with our suppliers, we have improved our traceability by continuing to map efforts beyond final production factories, providing greater visibility of our inputs and processing facilities. The complexity of our supply chain remains a key obstacle in developing a full understanding of our network, driving home the importance of strengthening traceability and mapping activities.

We recognise that our fight against modern slavery starts with awareness. We continually provide team members education and training, including case studies and examples of risks, to build capability and heighten understanding about the risks of modern slavery. We also actively promote the importance of ethical standards and respecting human rights with our suppliers and factories.

We continue to work with our suppliers and factories to ensure that ethical audits are conducted on a regular basis and corrective actions and remediations are adequately addressed and managed to promote awareness and understanding. Through these audits, we can better understand concerns and support requirements.

We understand that our program needs to continuously improve to respond to new and emerging issues along with the broader challenges of the global economy. Working together with all our stakeholders, we want to move beyond conversations and take meaningful, impactful and reasonable actions to combat modern slavery.

A handwritten signature in black ink that reads "Olivia".

Olivia Wirth
Executive Chair

Our business and supply chain

Myer recognises its obligation to uphold global human rights standards, ethical business practices, and worker safety. Our sustainability strategy focusses on positive change and addressing the impacts, concerns, and interests resulting from our business activities.

Our retail store network comprises of 56 Myer department stores, 27 sass & bide stores¹, 90 Marcs¹ and 70 David Lawrence stores¹ primarily across Australia, excluding the Northern Territory. Sass & bide had a retail store located overseas in New Zealand². Each brand also operates its own ecommerce platform. Our retail network is supported by our Support Office team located in Docklands, Victoria. We have a small sourcing office in Hong Kong that employs 53 employees across locations in China, Hong Kong and a small number in India and Bangladesh for quality control and assurance activities.

The nature of our workforce and controls means that there is a low risk of modern slavery occurring in our operations. We directly employ over 9,000 team members. Team members have their employment terms set out in contracts governed by labour laws and industrial mechanisms. The agreements detail a team members obligation and worker rights in the scope of their role including pay, other entitlements, conditions, grievance mechanism and their right to collectively negotiate. Myer aspires to create and maintain a collaborative and inclusive workplace to reflect the diversity of our team members, our customers and our community.

| | | |
|---|--|---|
|  | 900+ Support Office Team Members | Buying, planning, marketing, HR, finance, retail operations, legal, facilities, property, quality control and other support functions |
|  | 8000+ Retail Store Team Members | Store leadership, retail sales, visual merchandise, loss prevention, online fulfilment and operations |
|  | 50+ Sourcing Team Members | Sourcing, merchandisers, quality assurance, quality control, finance, HR and IT |
|  | 90+ Distribution Centre Team Members | Distribution Centre leadership, operations, logistics, fulfilment |

employees as at the end of July 2024

| Gender | Total |
|--------|-------|
| Female | 78% |
| Male | 22% |

| Type | Total |
|-----------|-------|
| Full-time | 19% |
| Part-time | 31% |
| Casual | 50% |

Our operational structure includes retail team members that provide service to customers, replenish stock, fulfilment of orders, clean stores and loss prevention services. Team members in these roles may be employed full time, part time or on a casual basis. Some of these roles may also involve individuals under the age of 18 years. In such instances, Myer understands its obligations and extra responsibilities with regards to the working conditions, arrangements and allowances. Support Office team members are Internal people support through our human resources team, and mechanisms are in place for team members to access if they require a grievance channel. All reports are treated seriously, confidentially and sympathetically and where we consider necessary, it will be fully investigated.

¹ Comprises of standalone and department stores, as at the end of July 2024

² Closed in October 2024

Governance

Our approach to modern slavery is company wide, with cross departmental accountability for the implementation and embedding of ethical business practices and initiatives. At the core of our modern slavery risk management is our commitment to ethical business conduct and prioritising practices that continue to uphold worker safety and rights. Our process encompasses the continuous identification and assessment of risks, measures to address identified risks and a transparent disclosure of actions taken. Internal training capacity building for team members in buying and procurement is fundamental to the identification and management of potential presence of modern slavery and related risks. We have adopted responsible sourcing principles which address risks identified and implemented procedures and monitoring to ensure compliance. Due diligence and remediation plans and procedures to address and manage issues of modern slavery have been developed.

Our governance structure sets the accountability and responsibilities for ethical sourcing, including modern slavery. The Myer code of conduct defines the expectations of all team members including company executives. The code requires awareness of, and compliance with, laws and regulations relevant to our operations, including occupational health and safety and employment practices. Myer's Ethical Sourcing Program sets out the minimum standards for responsible and sustainable business practices. All team members, suppliers and business partners must adhere and uphold principles of accountability and ethical business conduct at all times.

The Myer Board is accountable for and approves the Myer Ethical Sourcing Policy and Framework, and through the Audit, Finance and Risk Committee of the Board, reviews and monitors effectiveness of ethical sourcing risk processes, activities, and initiatives. The Myer Board is also responsible for the activities undertaken to identify, assess, and address modern slavery risks, including our reporting obligations under the Modern Slavery Act.

Myer's governance framework is underpinned by various policies and procedures. The Executive Chair together with the Executive Management team are directly responsible for the execution of the policies and procedures in their area of responsibility. The Assurance team, reporting to the Chief Financial Officer, is responsible for the development, implementation, and management of the broader Ethical Sourcing Program, including modern slavery initiatives and sharing information of modern slavery and broader human rights knowledge across our operations and supply chain. The Ethical Sourcing team are also responsible for assessing factory third party audits to ensure that decisions surrounding factory selection and compliance are independent from our buying and product teams. This process ensures that these teams cannot work outside of the ethical sourcing framework.

Our modern slavery strategy and response is integrated into our broader governance structure.

GOVERNANCE

Oversight and risk of program

| Myer Board | Audit, Finance and Risk Committee | Human Resources and Remuneration Committee | Nomination Committee |
|--|--|--|--|
| Responsible for overseeing Myer's Ethical Sourcing program which includes approving the Modern Slavery Statement and key policies and procedures | Responsible for overseeing risk management, internal risk controls processes for whistleblower complaints and due diligence. Reviews the Ethical Sourcing Program and Modern Slavery Statement prior to Board approval | Responsible for remuneration framework, people and culture initiatives and schemes | Responsible for nomination criteria, succession and Board appointments |

DAY TO DAY ACCOUNTABILITY FOR DELIVERY

| Executive Management Team | Business and Functional Units | Assurance Team |
|---|---|--|
| Execute strategic direction and objectives as approved by the Board. Responsible for the implementation of the Ethical Sourcing Program and managing modern slavery risks across the business for the procurement of goods and services within their respective functions | Responsible for adhering to principles of ethical business conduct and compliance to Myer's Ethical Sourcing Program and supporting modern slavery risk management strategies | Oversees and responsible for the design, development and management of the Ethical Sourcing Program with the business including modern slavery initiatives, social sustainability programs, training and the company's whistleblower program |



Policies

Myer has a suite of policies and procedures that support its Ethical Sourcing Program to effectively manage modern slavery and broader human rights risks which team members, suppliers and business partners must adhere. Myer is dedicated to adhering to the laws and regulations of the countries where our business is present. Our policies strictly prohibit activities related to modern slavery, and focusses on not only the risks to the business but also preventing and addressing risks to workers and respect for a safe working condition for all. The Ethical Sourcing Policy was ratified by the Myer Board in June 2024.

Our Supply Chain

Our supply chain network is extensive, interconnected, complex and multi-layered. We do not own or operate any factories that goods are manufactured, and as such we partner with suppliers that share our values towards modern slavery and the need to protect workers and improve transparency of operations. Our sourcing of products and services encompasses multiple suppliers and tiers of the supply chain. We have direct relationships with suppliers that provide final goods for sale which undergo a stringent but balanced assessment process for onboarding and continued relationships. In most cases, however these suppliers generally source services and materials from sub suppliers or secondary suppliers such as inputs and processing facilities like ginning and spinning mills, raw material suppliers for example cotton farms. We continue to collaborate with our direct suppliers to obtain transparency of their supplier network to ensure our ethical sourcing requirements are being met and to identify possible risk areas and exposures. Our supply chain can be categorised as merchandise (goods for resale) and non-merchandise (non-trade). We source an extensive range of goods for resale, including goods for suppliers who manufacture for Myer private brands as well as goods manufactured for National and Brand Partner suppliers who operate separate proprietary entities with a trade mark not owned by Myer.

| Supplier type | Description |
|---|--|
| Private Brand (direct supplier) | Myer owned brands designed and developed under a Myer owned trade mark. Products are manufactured and sourced for Myer through our sourcing office of third parties from various locations |
| National Brand | Branded suppliers with local and/or international proprietary rights which we buy for resale. The trade mark is not owned by Myer |
| Brand Partner | Third party licensed suppliers selling branded product owned by the licensed business, operating a store-in-store business within Myer stores |
| Non-Trade | Goods and services supplied to Myer, not for resale, to support our operations such as packaging materials, stationery, transportation, marketing, visual merchandise equipment, security, cleaning and professional service |

Myer engages with a range of suppliers for the manufacturing of goods sold under our private brand label. These arrangements are either managed directly through our buying team or through our sourcing office based in Hong Kong. These suppliers and factories are in various countries around the world. Myer currently sources private brand merchandise from 403 factories across 243 suppliers, 51% of these suppliers provide apparel goods and 32% supply home products.

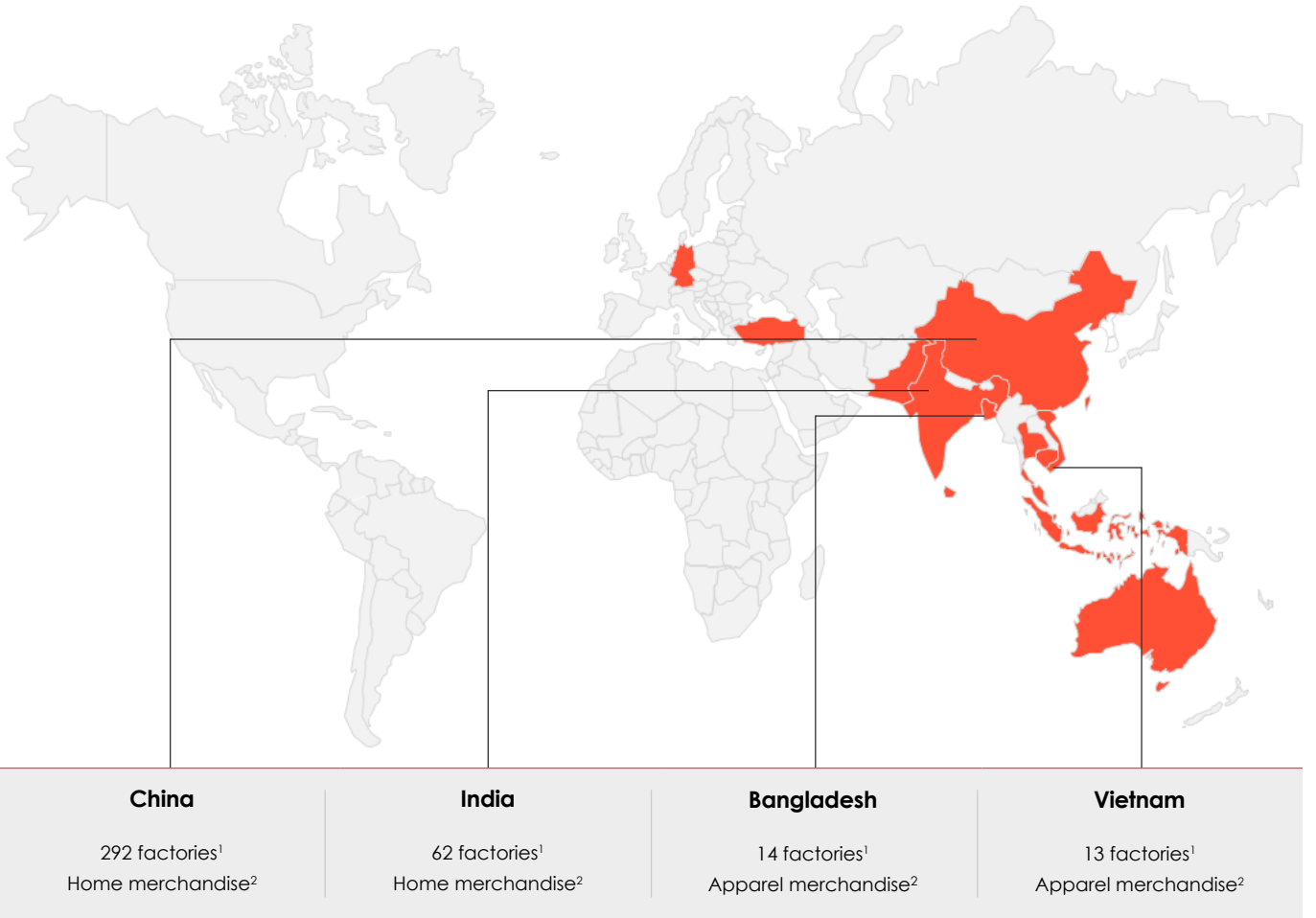
Private Brand

Private Brands remain our key focus as the product is manufactured directly for Myer. We prioritise efforts to understand and manage modern slavery risks that could exist through social audits of factories and providing support to factories to remediate non-conformances. In the reporting period, we engaged over 240 private brand suppliers across 11 sourcing countries.

We continue to consolidate our supplier base to provide greater influence and importance of each of our suppliers and their factories. This also includes ensuring that Myer’s requirements are met and assured throughout their operations, fostering a better

relationship with final production suppliers, and allowing for greater information shared regarding mills and raw materials. We are committed to continuously improving the transparency of the supply chain connected to our private brand suppliers.

Whilst we have a clear understanding of the final stage of our production, currently audits are not common for raw materials and inputs suppliers. In such instance, we utilise the supplier questionnaire and through discussions seek to understand their operations and processes. Contractual arrangements are between final stage production and Myer. Additional diligence and validation processes are consistently being explored to ensure transparency and supply chain is free from modern slavery.



1 Audited factory locations
2 Key factory type

Risks in our operations and supply chain

We continue to monitor the risk of modern slavery occurring in our operations and supply chain. We work closely with our suppliers to communicate our expectations and manage potential modern slavery and ethical sourcing risks.

Modern slavery is a severe violation of human rights and describes situations where coercion, threats or deception are used to exploit victims and undermine their right to freedom. Modern slavery takes many forms and includes slavery by 'ownership' and offences such as forced labour, child labour, servitude, debt bondage, deceptive recruitment, forced begging, and human trafficking.

Our modern slavery program utilises a cross departmental and holistic approach to support in identifying systematic root causes and remediation solutions. As our operations and supply chains are complex and global, we understand that this can facilitate other human rights abuses such as exposure to dangerous working conditions. Having visibility over the working conditions beyond our direct suppliers continues to be a challenge. Consequently, we recognise that there is a potential exposure to human rights risks. To better understand our risk, we continue to monitor our risk profile through a combination of ongoing assessments including third party audits and advice, supplier questionnaire, grievances raised, industry trends, media reports and collaboration with our suppliers. Our buying, ethical sourcing and procurement teams work closely to monitor new and existing suppliers to ensure any risk exposures are managed.

Ongoing assessment of risks allows us to better understand emerging areas of focus and priorities. These assessments consider various indicators and the relevant changes both internally and externally, accounting for the nature of the relationship with the supplier and its network, the type and size of the supplier, spend of goods or services, the geographic location, capacity, the level of human rights protection and vulnerability, and the ongoing monitoring of reputable media reports. They review is focused on possible modern slavery risks and general human rights issues and assess the adequacy of controls. In the reporting period, we did not have instances of modern slavery reported within our operations or supply chain.

We recognise that modern slavery risks can occur within our operations and supply chain, and that we have the potential to cause, contribute to, or be directly linked to adverse human rights impact through our day to day business. Our assessment of these risks occurring in our direct operations, for an example in our retail stores, support office and the direct employment of staff, is low. Based on our direct operations, our assessment of the likelihood of modern slavery risks we cause is also low. The terms and conditions for our retail team members are set out in employment contracts in line with the General Retail Industry Award in Australia. For our

support office team member contracts are in place in accordance with local laws, and where we engage a team member that holds a valid visa we understand our additional compliance obligations and vigorously work to ensure that these obligations are met.

We note however, that the likelihood of modern slavery risks that we contribute to, or are directly linked to be of higher risk given that the modern slavery manifests and is a result of industry, products, geographic or entity risks. Our suppliers and brand partners are incentivised with continued business relationships to facilitate respect and adherence to human rights. We continue to monitor these risks and implement mitigation programs to minimise risks.

Identified risks

We seek to identify and assess our human rights risks according to where we could potentially cause or contribute to significant negative human rights impacts, including modern slavery. Our assessments considers internal data and insights from across our business and from industry experts. Factors we consider include certain high risk sectors ie agriculture, countries with higher estimated prevalence of modern slavery, unskilled or low skilled work and labour force type. Our focus resulting from these assessments is to continue to build awareness through training and education, policy and process improvements and enhancing due diligence.

Our overall modern slavery risk profile has not changed from the previous reporting period. Key risk and response areas remain largely consistent, reflective of our core business activities. Our risk assessment identified four key potential slavery types that may exist in our operations and supply chain and are areas of focus. We have a strict zero tolerance policy towards any form of modern slavery. All subcontracting must be pre-approved by Myer following review and acceptance of a third party audit.



Key modern slavery risks

| FORCED LABOUR | CHILD LABOUR | BONDED LABOUR | DECEPTIVE RECRUITMENT |
|--|--|--|--|
| <p>Where a person is forced or coerced to work against their will and restricted in movement under the threat of punishment, for no to very little pay</p> | <p>Where a child is exploited for personal or commercial gain, and exposed to work in hazardous conditions or the work is harmful to the child's physical and mental development</p> | <p>Where a person is required to pay debts such as recruitment fees to their employer or recruiter. Workers are often bound to the employer until the debt is paid which is difficult</p> | <p>Where a person is enticed to work using false or deceptive practices, and is later left in a vulnerable position when employment commences</p> |
| <p>Risk that forced labour could exist in our extended supply chain in manufacturing and raw materials</p> | <p>Risk that child labour could exist in our extended supply chain in manufacturing, inputs production and raw materials</p> | <p>Risk that bonded labour may exist where sub-contracting occurs or in areas where low skilled or migrant workers are employed. Migrant workers are at higher risk of exploitation due to lack of knowledge of local laws, reluctance to raise concerns for fear of losing their job or facing deportation and possible better condition compared to their home country or area</p> | <p>Risk that deceptive recruitment could occur where third parties use to recruit workers, particularly vulnerable workers such as migrant workers, undocumented workers or workers from areas with high unemployment or poverty</p> |

The key underlying factors and indicators that drive these risks include the use of migrant, temporary and unskilled workers where workers are more vulnerable to exploitation due to language barriers and lack of understanding of worker rights, unauthorised subcontracting where persons in that supply chain may be engaged in modern slavery, extreme working conditions such as excessive overtime hours or lack of rest days and underpayment of wages or social insurance.

Sector risks

As part of our operational supply chain, we rely on other industries that may have been identified as high risk or vulnerable to modern slavery such as construction, cleaning, logistics, transport, IT services, property management, visual merchandise, promotional materials, security service industries related to our retail and office footprint. We review the modern slavery statements for our suppliers in these industries to ensure alignment of expectations and to foster a collaborative working relationship to collectively reduce our impact.

| <p>Manufacturing</p>  | <p>Inputs production</p>  |
|---|---|
| <p>Factory workers may be forced to work with little or no pay particularly for overtime worked and are unable to leave the premises. Workers may not understand their rights, do not have written agreements or work in poor conditions impacting their health. Workers are often subject to excessive working hours and exploitative working conditions. Women and girls are overrepresented in garment manufacturing factories and are often subject to exploitation and compensated poorly. Migrant workers are at higher risk of being subject to discrimination, lower wages, risk of being subject to bonded labour and retention of identity document</p> | <p>Forced labour in fabric mills, component manufacturers, dyeing plants etc could be present as visibility into workers conditions is less transparent as there is no direct relationship. Reports of input and textile suppliers subcontracting production of textiles to home based workers occurs to meet turnaround times and save on costs. Home based workers are mostly females who lack formal contracts making them vulnerable to mistreatment. Sumangali scheme is a common practice in India where women and girls are paid a lump sum amount at the end of their contract and risk losing their accumulated income</p> |

Raw materials



Forced labour and child labour could be present in the production or harvesting of raw materials such as cotton, timber, and minerals. The production of raw materials such as cotton, wool and leather have been linked with forced labour and child labour. Countries such as China, Turkmenistan and Uzbekistan have been reported to have state imposed forced labour to produce cotton

Non-Merchandise services



In operations such as cleaning, transportation, security services there is a higher proportion of migrant workers. There is a risk that workers may not understand their rights and have their identity documents or passports confiscated and be subject to forced or exploited labour through deceptive recruitment or debt bondage. Migrant workers engaged may not understand their rights and have their identity documents or passports confiscated and be subject to forced or exploited labour through deceptive recruitment or debt bondage



Product risk

Certain agricultural commodities such as the harvesting and cultivation of cotton, have been widely documented to be of a higher risk of exploitation and possible modern slavery. Cotton is one of our primary raw materials, and as such we are aware of the potential exposure to modern slavery and as such have put processes in place to understand the origins of the cotton.

The demand for cotton across the world makes the industry extremely vulnerable to human rights abuses and exploitation. There are well known reports of forced and child labour in the harvest stages of production. We prohibit the sourcing of cotton from locations where there are known or reported human rights abuses. Our modern slavery questionnaire validates this prohibition and calls out certain regions where reports of potential human rights harm is prevalent to identify if our suppliers or any of their suppliers, including contractors, employ workers from these regions or countries. We are also exploring other avenues to gain a greater understanding of the complex cotton supply chains that exist, to improve our understanding and further validate the sourcing location of cotton used in our products.

Geographic risk factors

Modern slavery can occur in any sector of the world. There are a number of risk factors, such as the social and economic maturity, absence of effective labour protections, rule of law within the country, dependency on migrant workers and environmental disasters. There are some countries where modern slavery has been reported to be more prevalent, these include some countries where our suppliers are located.

We have risked assessed the countries in which private brand manufacturing takes place to assist in understanding possible ethical sourcing and modern slavery risks, and guide whether goods should be sourced from that country.

CHINA

Unauthorised sub-contracting, bonded and deceptive labour, forced labour, child labour, hazardous work for young workers

China is one of the least democratic countries in the world, where freedom of speech, assembly and religion are severely restricted by the government. Independent unions are not permitted, and overtime is prevalent.

State imposed labour continues to be a concern where individuals may be subjected to forced labour within cotton, garment and electronic factories. We are particularly aware of reports of forced labour imposed upon Uyghur and other Turkic and Muslim majority people in the Xinjiang Uyghur Autonomous

Region in the harvesting of cotton. While Myer's manufacturing is in the more developed parts of China where modern slavery is less prevalent, there is a potential risk that raw materials such as cotton sourced from Xinjiang may make its way into our products.

We have taken steps to address the risk and will continue to explore ways to improve traceability

79.6%

percentage of Myer's private brand production

INDIA

Forced labour, child exploitation, unauthorised subcontracting, bonded and deceptive labour

India is the world's most populous country and is reported to have one of highest number of slaves. Bonded labour, deceptive recruitment and forced labour are common practices in India. Women and girls from minority groups particularly are exploited in informal factory settings.

Fueled by deep rooted socio-economic inequalities, caste based discrimination and abject poverty, individuals are coerced into working under deplorable conditions to repay debts, which often accrue exorbitant interest rates that can extend across generations. The lack of transparency over recruitment fees for foreign employment and the lack of enforcement of existing laws has led to vulnerable workers being ensnared in debt bondage due to exorbitant recruitment fees.

Based on our audits and assessments completed, we are not aware of instances of modern slavery within our Indian supplier and factory base.

9.3%

percentage of Myer's private brand production

VIETNAM

Child labour, unauthorised subcontracting, bonded labour, gender inequality

Vietnam is the largest garment producer in Asia after China. Independent democratic trade unions are not permitted to operate, and overtime is prevalent.

Bonded labour without pay or with significant wage deductions and child labour are also common. These issues primarily exist due to lack of enforced laws.

Based on our audits and assessments completed, we are not aware of instances of modern slavery within our Vietnam supplier and factory base.

6.1%

percentage of Myer's private brand production

BANGLADESH

Unauthorised sub-contracting, bonded and deceptive labour, subminimum wages, gender inequality

Bangladesh textile and clothing industries are the main source of growth in Bangladesh's rapidly developing economy. Low labour costs and discrimination against minority groups and women, displacement, violence, and limited monitoring of labour laws exposes the country to human rights violations. Violence against human rights activists, unsafe conditions with building safety still a concern.

Less than 4% of Myer's manufacturing is in Bangladesh. Processes have been put in place to specifically review building safety risks and review gender equality principles are respected.

3.1%

percentage of Myer's private brand production

Our actions and response

Our Ethical Sourcing Program standardises our approach to ethical business conduct and responsible sourcing, embracing internationally recognised labour standards such as the Ethical Trade Initiative

Our sourcing program details our commitment to continuously enhance due diligence systems to assess risks and compliance, improve traceability of our private brand merchandise and build capability across our operations and supply chain. Our approach to due diligence comprises of risk assessments and desk based research of our supply chain, ensuring policies are relevant and up to date, maintaining audit program and internal assessments, multi-functional and cross company governance, stakeholder engagement including training, collaboration with industry and expert partners.

We do not knowingly contribute to actions that may incentivise or promote modern slavery. While our general practice is to negotiate competitive pricing for goods we buy to resell, we will not do this at the expense of contributing to possible modern slavery practices. We request our team members to observe red flags if prices quoted are unreasonably low and report this to the ethical sourcing team. We are open and encourage suppliers to discuss any concerns with order requirements including delivery targets and timeframes, which may lead to excessive working hours or possible exploitation of workers.

Policies

Our policies and governance structure underpin our ethical sourcing framework to ensure consistency amongst our operations. We have a clear set of policies, procedures and

expectations that need to be met by our team members and suppliers, including management of our modern slavery risks and broader ethical sourcing policy.

The ethical sourcing policy outlines minimum ethical standards that suppliers must comply with. Suppliers are expected to uphold human rights, ethical business practices, have management systems in place to achieve and maintain compliance, cascade these requirements to their suppliers and co-operate with audits and corrective action plans to rectify any breaches.

The ethical sourcing policy along with our supplier code of conduct ensure that the supplier upholds the rights of workers including recognising the rights of workers, whether in our own or suppliers network, be treated with respect and dignity, be provided a safe work environment free from discrimination, abuse, harassment, are protected against slavery or slavery like practices such as forced labour or child labour, be compensated fairly and allowed the freedom of association and right to collective bargain. The Code of Conduct applies to all manufacturers, their approved subcontractors and suppliers within the factories' supply chain and operations. Factories are required to display the Code of Conduct where it is accessible to workers. These minimum requirements are also incorporated and referenced in supplier contracts.



Some of our key control policies or mechanisms to support our modern slavery risk management are

| Policy, control document or mechanism | Description |
|--|--|
| Code of Business Conduct | Outlines the standards of behaviour and ethical conduct expected of team members |
| Ethical Sourcing Policy | Principles and framework for the supply of goods and services to the business, and the need to implement processes that acknowledge and respect worker rights |
| Whistleblower Policy | Mechanism for the confidential reporting of unethical or illegal business conduct such as modern slavery and the process and management of contacts received |
| Risk Management Policy | Statement of the management of risks, including social sustainability risks |
| Discrimination & Equal Opportunity Policy | Guidance on responsibilities and expectations of workplace behaviours |
| D&EO Complaints and Grievance Procedure | Outlines the process for resolution of workplace behaviour concerns or issues |
| Supplier Code of Conduct | Sets the minimum expectations of suppliers and factories in ensuring compliance with our Ethical Sourcing Policy, health and safety, labour right |
| Child and Forced Labour Remediation Policy | Process for the management and remediation of identified child or forced labour |
| Employment Contracts | Legal document between Myer and team member the sets out the responsibilities and rights on team members and required adherence to laws |
| Whistleblower Standards and Procedures | Guide on how whistleblower contacts will be managed and the right of a whistleblower |
| Supplier Agreements, Trading Terms | Legal agreement between Myer and the supplier that clearly sets out each parties responsibilities and obligations including ensuring modern slavery free environment |
| Ethical Sourcing Framework | Framework for how ethical sourcing and modern slavery risks are captured and monitored. Also details the ethical sourcing audit process |
| Factory Capability Assessment | Confirmation of a supplier's capability and capacity |

Myer applies a collaborative approach when implementing our sourcing policy and any policies with suppliers, prioritising the wellbeing of workers within our supply chain and engaging with our suppliers to identify breaches and assist in the management of remediation. Myer reserves the right to suspend orders and terminate supplier contracts if a supplier is unwilling to appropriately remedy the breach.

Our current trading terms agreement for both merchandise and procurement includes modern slavery specific provisions and requires all suppliers to agree and adhere to the policy, comply with all modern slavery laws and regulations and have appropriate controls in place to identify and manage slavery practices.

Third party audits

All private brand suppliers undergo an assessment against our ethical sourcing risk framework prior to onboarding. We require factories supplying our Private Brand goods to be audited by a approved third party social compliance agency, prior to onboarding and on an ongoing basis. Suppliers located in extreme risk countries, as rated against Myer's country risk profiling, require an audit every 12 months, and those of lower risk countries every two years. Myer understands the operational and financial impacts of the audit process, and therefore offers mutual recognition of audits.

Private Brand suppliers remain a key focus of our social compliance audit program, as these suppliers manufacture directly for Myer, which allows for greater leverage to influence and remediate non-conformances. Factories are assessed against a set of

principles utilising the key criteria of the Ethical Trade Initiative (ETI), which ensures at a minimum, that all Private Brand suppliers have management systems in place covering all factories. It also includes a requirement to recognise the rights of all workers and to treat them with dignity and respect, providing them an environment that is free from discrimination, abuse, and harassment, and is considered in line by international community standards.

During the reporting period, Myer reviewed audits from 223 suppliers across 397 factories. Our review identified no zero tolerance issues, however 85 high risk issues primarily relating to excessive overtime hours. Myer continues to support factories and suppliers to address any non-conformances as our preference is continued business and an ongoing relationship with suppliers to ensure labour and worker rights are met. Alternative sources of supply will only be sought where there is a zero tolerance issue raised or if it is evident a supplier is unwilling or unable to adequately remediate concerns. Suppliers with high risk issues have co-operated with remediation actions.

A breakdown of audit review of our top four sourcing countries

| CHINA | INDIA | BANGLADESH | VIETNAM |
|---|---|---|--|
| Social compliance audits reviewed for 292 factories employing 56,313 workers. Primary issues related to excessive working hours | Social compliance audits reviewed for 62 factories employing 21,814 workers. Primary issues related to working conditions | Social compliance audits reviewed for 14 factories employing 29,945 workers. Primary issues related to working conditions | Social compliance audits reviewed for 13 factories employing 8,897 workers. Primary issues related to working conditions |

Working hours

Excessive working hours is a complex and systematic issue, and a common area of non-conformance for overseas based suppliers and factories across many industries and brands. The legal requirements relating to maximum permitted working hours, and overtime, vary across countries. Overtime refers to the additional hours worked beyond the legal standard working hours or normal working hours.

In China, where most of our manufacturing is sourced, the legal standard working hours are eight hours per day and 44 hours per week. Any hours worked beyond this limit are considered overtime hours which cannot be more than three hours per day and 36 hours per month. Workers who volunteer for overtime are entitled to receive additional pay or compensatory time off, as mandated by Chinese labour laws. The rate of overtime pay is typically higher than the regular hourly rate and varies depending on the industry and occupation.

The management of overtime can be challenging as suppliers depend on the workforce to produce goods to fulfil customer orders, and workers wanting and demanding to work overtime to earn additional wages. The combination of these factors lead to excessive working hours. Most workers in China are internal migrants or temporary workers from poorer rural areas and seek to increase their earning capacity prior to returning home. Further global labour shortages in manufacturing is adding pressure on factories and their ability to attract the younger generation to work relying on skilled and/or aged workers.

Where excessive overtime is identified, Corrective Action Plans (CAP) are required, and monitored ongoing, outlining the factories approach to reduce overtime hours. A balance is applied when assessing whether overtime rates are acceptable and consideration is given where factories have introduced measures to reduce overtime levels such as hiring more workers, installation of new machinery, accepting fewer purchase orders and any other initiatives to lower the hours of overtime.

As part of training providing to buying, we work to ensure that the buying team and sourcing team recognise its responsibility in reducing overtime hours by avoiding late placement of orders so that factories have sufficient time for production, minimising the need and pressure on factories and workers to work long hours. We will continue to work with suppliers and factories to address these challenges but recognise this is an area where increased collaboration across businesses, government, NGOs and other key stakeholders to address the structural factors that can contribute to excessive working hours.

Capability assessments

In addition to third party social compliance audits, we conduct ongoing technical factory capability and capacity assessments to understand the standard volumes and time frames suppliers need to fulfil purchase orders. Where quality changes or significant business changes such as loss of staff, or delivery timings are materially delayed, a reassessment will be conducted. Suppliers are free to discuss and request for longer lead times or decline to take on our orders at any time.

Wages and Benefits

We support and are committed to working towards living wages, freedom of association and collective bargaining, which includes promoting worker opportunities to receive a fair wage. As part of our commitment, we continue to work on improving our purchasing practices and ethical sourcing standards to assist suppliers towards paying a living wage for factory workers and create long term and sustainable relationships.

Our ethical sourcing standards encourage factories to pay a fair and adequate wage for the work that is being done in compliance, at minimum with local laws. This includes being paid correctly in line with entitlements and fair in relation to their position within the organisation. We continue to provide training to our buying teams so that they incorporate ethical sourcing and sustainability criteria's into their business decisions. We commit to supporting our factories by providing training on the importance of paying fair living wages and what it means for their workers. Our audit program also assesses and asks factories to establish a living wage calculation.



Challenges

Currently there is no clear benchmark to measure or determine what constitutes a living wage in each region, city, province or country that we source or manufacture goods, however progress through ongoing and open dialogue and reviews has been made. We continuously review and assess methodologies to calculate a living wage to ensure consistency, sustainability and fair calculation of a living wage. In the absence of a single global methodology to calculate living wage, we reference the benchmarks set out by the Anker Methodology where available, and wageindicator.org as an additional resource.

Some of the challenges with establishing a living wage include restrictions on freedom of association and collective bargaining laws and mechanisms in some countries that fundamentally limit the ability of a worker to organise advocate and negotiate fair and sustainable wage increases. Other challenges include benchmark due to location, change in economic conditions and foreign exchange movements, taxation, commodity cost fluctuations, property cost movements, changes to government policies, and petrol and transportation cost variations. It should be noted that the paying of higher prices for finished goods does not necessarily result in higher wages for workers, as the vendor is responsible for passing on the benefit to the worker. We will explore options to address this through separation of labour costs in the overall purchase price of product.

A wage gap analysis to understand the disparity between current worker wages and a living wage for where we manufacture was completed. The purpose of the review was to understand the gap in order to support our suppliers in education programs to assist them towards paying a living wage and help mitigate some of challenges associated with paying a living wage. We will engage our suppliers to discuss ways the gap can be bridged.

We will monitor progress of our factories as part of our living wage tracker, which records factories that are paying a living wage, those that are paying above minimum wage and factories paying a minimum wage. The living wage tracker will be used to analyse any wage gaps of our factories. We will consult with factories where a living wage has been identified and share learnings with other factories to assist them in paying a living wage. Our research will also be used to improve our understanding and how we can help mitigate some of challenges associated with paying a living wage.

We will prioritise our suppliers and factories, who we have the most leverage, to assist them in establishing actions and a roadmap to paying a living wage. This will primarily be achieved through

- improving purchasing practices including ensuring fair terms of payment, reasonable critical path timelines etc
- better planning and forecasting
- providing a grievance or worker voice mechanism
- supporting factories to proactively adopt a freedom of association policy
- promoting a gender equality policy and practices
- respect the rights of workers to collectively bargain
- encourage non-government organisations (NGOs) to assist in training and communicating workers on freedom of association and collective bargaining

We recognise that multi stakeholder initiatives are the best way to drive change and believe that sustainable improvements in wages can only be achieved collectively. As such we are committed to working collaboratively with industry peers to create leverage and allow for collective action and engagement of social dialogue. We also support and encourage governments to raise minimum wages to close any gaps between minimum wages and living wages, and to respect the freedom of association and collective bargaining.





Remediation

We provide both internal and external grievance channels for team members or workers in our supply chain to raise concerns which could be related to modern slavery issues. We are committed to, and will cooperate with remediation activities where our operations may have caused, contributed to or directly linked to human rights harm.

We have processes and procedures to manage reports and risks of possible modern slavery. Where an issue is identified, our processes require us to understand how an issue or grievance is identified, captured, assessed and escalated. We will then determine how the matter will be investigated, who needs to be engaged as part of the investigations and how remediation actions will be agreed and implemented. In all instances, the welfare of the victim will be prioritised including the anonymity of the person to prevent possible retaliation from the perpetrators.

Where issues such as forced or child labour are found through our audit program, Myer has stringent remediation processes in place. The process sets a minimum action plan (phased approach), with additional actions required as determined by the nature of the case. In all instances the interest of the victim is paramount and tailored to the specific needs of the victim. Child services and local authorities may be consulted to complement Myer's efforts. The remediation process includes immediate actions such as removal of the victim from all work and ensure victim is in a safe place with basic needs such as food, accommodation and payment of stipend is in place. Contact and open dialogue with the victims' parent or caregiver is essential, particularly to ensure that the victim is aware of what is happening.

A responsible person is assigned to ensure the remediation plan is tailored to the requirements of the case, the required stakeholders are involved with clear roles and responsibilities and overall management of the case. The responsible person also manages the investigation into the specific circumstances of the case, the safe return of the victim to their home and ongoing monitoring of the victim to ensure their welfare. In the instances of child labour there will be an additional need to for ongoing monitoring of the child's progress at school until the child reaches working age.

Depending on the nature of the case (with all actions needing to be proportionate the case and issue), remediation plans are developed in consultation with relevant stakeholders such as local authorities, protection specialists, relevant reputable local NGOs and with the victim and/or their parent or caregiver. The remediation plan incorporates requirements and best practice from industry guidance on operations practice and indicators of forced labour, UN toolkit to combat trafficking on people, ETL base code guidance, and many other relevant resources. We have not yet needed to involve social compliance partners for further assistance and have had any reported cases of slavery.

In line with our Ethical Sourcing Program, Myer supports and monitors factories to ensure that the required corrective action plans have been put in place to address non-conformances. It is our preference to work with the supplier to address these issues to foster a positive and ongoing relationship; with alternative sources of supply only sought where it is evident a supplier is unwilling or unable to adequately remediate concerns.

Team member training

We continue to identify new opportunities for training, capability and awareness building. As part of our actions to address modern slavery, we look to build the capability of our team members. Training continues to be a key drive of our ethical sourcing program, to ensure that our team members are equipped with the knowledge and resources to ensure that they are able to identify unethical practices and modern slavery risks if present. We prioritise team members who are in high risk roles such as buying and procurement. Updates to the training package were made to highlight salient human rights abuses and our role in mitigating, reporting and addressing issues identified.

Training highlights the role buyers play in ensuring their sourcing and purchasing practices are in line with business expectations, which includes ensuring that critical paths consider the impacts on suppliers, safeguard on time delivery and minimise pressure on factories. In addition, training explored common human rights issues affecting the manufacturing industry today, including case studies on modern slavery in developed economies, and cotton production. An online merchandise hub is also available for supplementary education for buyers to deepen knowledge on ethical sourcing practices, and common questions on our modern slavery program.

Tracing and transparency

We understand that in order effectively identify, assess and mitigate risks of modern slavery we need know our supply chain. We have over 140,000 workers in our final production factories many involved in production and manufacturing of our products. Our program priorities transparency to ensure workers these workers and those part of our extended supply chain such as in cultivation, mills etc are respected and their human rights are protected to reduce risks of modern slavery occurring. Transparency means knowing where our private brand products are made and making this information public.

We continue work to gain greater visibility of our extended supply chain, including inputs, processing, and raw materials suppliers. Whilst we have coverage of our final production suppliers, we only have partial visibility of our textile, input, and raw material facilities. We appreciate that the complexity of our supply chain means that there may be risks in managing and achieving full transparency, however we remain committed to continuously re-analyse and re-educate ourselves to ensure minimisation of risk within our extended supply chain.

Consistent with our risk based approach, private brand suppliers were selected based on location of factories, merchandise type, the raw material sourced and their response on completed supplier questionnaire specifically in relation to their tracing efforts. During the reporting period, we made significant progress in key commodity areas such as cotton and continue to evolve our approach and implement strong foundations based on findings. We have identified 381 facilities that form part of our factory base's supply chain.

| Tier | Description | No. facilities identified |
|-----------------------|--|---------------------------|
| Sub-supplier | Secondary componentry for finished goods (ie pockets), embroidery, packaging etc | 34 |
| Inputs facilities | Printing, dyeing, ginning, spinning, washing etc | 92 |
| Processing facilities | Processing of raw materials into yarn and fabrics including fabric mills | 118 |
| Raw materials | Raw material production ie cotton plant farm and raw material suppliers | 137 |

Top locations of facilities identified



In line with our commitment to transparency, we publish our manufacturing supplier list includes factory names, locations, types of goods produced, and numbers of workers. We update our supplier list every six months with the information received from our mapping and audit processes.

Supplier Questionnaire

Supplier questionnaires are an integral part of our due diligence program. It is a requirement for all private brand suppliers to complete a modern slavery questionnaire. The questionnaire allows suppliers to self assess their ethical sourcing efforts but also allows Myer to get an understanding of risk in our suppliers' operations and supply chain. The questionnaire assesses suppliers' policies and procedures, knowledge of migrant workers, global risks, as well as information on raw materials used and sourcing locations, validating our prohibition on the use of cotton and or raw materials from reported countries that have allegations of human rights abuses.

Consistent with our risk assessment, this questionnaire was delivered to all private brand suppliers and their factories for completion. The questionnaire is incorporated into the onboarding process to capture any new suppliers, ensuring that no suppliers are brought on without adequate processes in place to mitigate modern slavery and to trace their supply chains. Where responses provided to the modern slavery or prequalification questionnaires are identified as presenting a risk, the diligence process may require further assessments and/or continuous monitoring as a requirement of on boarding. We continue to work back with our suppliers to understand potential risk areas and/or areas for improvement. No instances of modern slavery have been found through the Questionnaire.

Non-merchandise suppliers

According to our risk assessment, suppliers of non-merchandise and procurement services were categorised as having higher risk of modern slavery, due to these industries typically employing 'low skilled' labour forces, who are usually migrant workers that may be unaware of their working rights in Australia. Subcontracting is also a common practice in these industries, which presents a risk to Myer as these suppliers may not be visible to Myer. Due to this concern, the Modern Slavery Questionnaire was included as a prerequisite to the onboarding process. No suppliers and their subcontractors may be onboarded without successfully completing the Modern Slavery Questionnaire, and supplying adequate details about their policies, procedures, and appropriate knowledge of their supply chain.

This Questionnaire is in addition to the pre-existing procurement prequalification questionnaire process, which requires service providers to provide internal policies and procedures, and independent site audit reports.

Grievance Processes

We understand that we must engage with and promote the voices of vulnerable workers who may be at risk of modern slavery. We encourage all stakeholders to report any suspected unethical, illegal, fraudulent, or undesirable conduct within Myer's operations and supply chain. In accordance with this commitment, we have established a number of grievance mechanisms that allows us to capture and remediate risks within our operations and supply chain. Grievances relating to modern slavery and broader human rights can be raised to our ethical sourcing team or HR team for our team members.

Our ethical sourcing policy makes it a requirement for suppliers to provide workers and their wider community with appropriate channels of communicating grievances, that are both confidential, anonymous and free of retaliatory consequences. We also provide an alternative grievance mechanism to our workers, which allows them to scan a QR code on their smartphone to raise an issue confidentially and if they choose, anonymously to Myer. This process utilises a process familiar to workers (e.g. WeChat in China) and allows them to report the issue when convenient to the worker i.e. a quick scan for contact later. WeChat.

Consistently communicated to our suppliers through our Supplier Code of Conduct, onsite visits and summarised Ethical Sourcing Policy, this program is communicated to workers through a poster to be displayed on the walls of every factory. The code of conduct poster is available on the Myer Supplier Website. Where issues are raised and validated, we will take appropriate action, including involving external agencies where necessary. It remains imperative that the welfare of the worker is protected in all instances; as such, we will seek to understand and prioritise their individual's needs and ensure appropriate remedy is provided. To date, no instances of modern slavery have been reported through the mechanism. In the reporting period, we did not have any reports made through the grievance process from suppliers. We note however of the factories audited, all had a grievance or worker group committee in place.

In addition to this grievance mechanism, the Myer Whistleblower hotline is available to all team members and those within our supply chains both Australia and overseas. Operated independently by a third party to ensure anonymity, this hotline investigates issues, and prompts appropriate action, including the involvement of external agencies if necessary. We seek to understand and prioritise the needs of the victim and ensure an appropriate remedy is provided.



Measuring effectiveness

We continually monitor our actions to assess and address modern slavery risks to understand and track the effectiveness of our actions and performance through internal and external mechanisms.

Our progress against our roadmap which outline the key initiatives is monitored by the Assurance team and reported to the Board. For this reporting period, we have assessed the effectiveness of our actions against the following activities:

| Activity | Measurement |
|-----------------|--|
| Governance | <ul style="list-style-type: none"> - Board oversight of the ethical sourcing framework. Executive management and senior leadership engaged - Reviewed and ratified the updated policies and procedures to incorporate areas of risk identified throughout the reporting period - Employee code of conduct oversight, 97.3% of team members having completed training - Ongoing training to team members, all buying, procurement and sourcing teams must attend regular training - Supplier's acceptance of Myer contractual terms, specifically to comply with all Myer policies and standards - All new and re-contracted suppliers have agreed to the Ethical Sourcing Policy and Whistleblower Policy - Consent from private brand suppliers to access factory sites and requirement for all private brands to complete the modern slavery questionnaire - Supplier code of conduct provided to all private brand suppliers - Reporting and progress provided to Audit, Finance and Risk Committee and Board |
| Risk Management | <ul style="list-style-type: none"> - Annual risk review and assessment to identify and validate risks - Risk profiling and rating matrix continues to be reviewed and updated - over 120 high risk employees trained - Engaged high risk suppliers, private brand and procurement suppliers. No concerns or issues were raised - Understanding and monitoring our exposure to modern slavery risks through tracing of supply chain |
| Monitoring | <ul style="list-style-type: none"> - Third party audits - findings from audits completed, including the number of corrective action plans or those considered to be high risk or require immediate attention are used to establish potential indicators of modern slavery. Monitoring and benchmarking of suppliers assists to understand the extent our Ethical Sourcing Program is effective - Modern Slavery Questionnaire continues to be required from all private brand suppliers when onboarding, and ongoing, to assist in further risk identification and to validate risk assessment previously conducted - Identification of at risk supplier through the supplier questionnaire, remediated through collaboration - Identification of two separate factories that provided identical corrective action plans. Factories were not onboarded - Corrective action plans - 85 high risk issues were identified, most relating to excessive working hours. Detailed corrective action plans in place to address findings. We continue to work with suppliers to ensure that actions are implemented in a timely manner and are sustainable. We will terminate contractual arrangements where the supplier shows an unwillingness to remediate non-conformances identified - Site visits - supplier and factory onsite visits allows us to review processes and validate audit results and corrective action plans. Seven factories in China were visited to ensure that corrective actions were remediated and that the operations of the factory remain consistent with approved audit report. No major issues identified - Worker voices and engagement - no reported incidents of modern slavery or modern slavery like practices |

| Activity | Measurement |
|-------------|---|
| Training | <ul style="list-style-type: none"> - Targeted training delivered to providing insight into key modern slavery risks, how to identify red flags and how to mitigate these risks - Improve external awareness and transparency relating to modern slavery risks - First podcast "unseen chains" released internally highlighting the increase in the number of people reported to be trapped in modern slavery worldwide and the importance of transparency of our supply chains. |
| Remediation | <ul style="list-style-type: none"> - Worker voices are heard through our confidential and anonymous Whistleblower hotline. No reports of modern slavery or modern slavery indicators reported - Myer provided grievance (contact) mechanism added, no reports of modern slavery or modern slavery indicators have been identified through the mechanism - Suppliers and factories are required to have a grievance mechanism available to team members, this is validated through third party audits - Remediation procedures in place where modern slavery incidents are identified. None to report - Audit issues identified and remediated in accordance with factory audit program |



Our focus in 2025

As a responsible business, our unwavering commitment is to make a positive impact to the people within our operations and supply chain. We are focused on continuous improvement and look to improve our actions to mitigate risks of modern slavery.

- Assess effectiveness of framework and develop actions for continuous improvement, including methods and systems to improve the measuring of our efforts to assess and address modern slavery risks
- Continue support for suppliers and factories to maintain and renew audits in line with reaudit cycles
- Ongoing review of policies and procedures particularly our Ethical Sourcing Policy, Supplier Code of Conduct and buying practices
- Continue to map our supply chain beyond final production and assess working conditions of top pre-production and inputs facilities or fabric mills
- Enhance worker voice and grievance mechanisms to boost worker engagement
- Pursue understanding of wage gap through separation of labour costs in the overall purchase price of product
- Refresh our supplier of code of conduct and relaunch grievance mechanisms including Whistleblower program
- Review of labour hire providers and agencies to better understand risks and controls in place to manage risks of potential bonded labour or deceptive recruitment
- Continue to prioritise responsible recruitment and purchasing practices that support positive working conditions
- Deep dive assessment of higher risk supply chain categories in order to support multidimensional due diligence activities
- Draw on our strong supplier relationships and exert reasonable pressure to improve working conditions and remediation of issues
- Increase our in person factory visits by our sourcing teams to engage with workers directly to experience first hand concerns faced by workers and the factory owners
- Bolster training program to ensure promote awareness of modern slavery risks
- Strengthen partnerships through increased collaboration with industry peers and networks and continue to explore partnership opportunities and industry collaborations



COVID-19 supplier impacts

The COVID-19 pandemic had a unprecedented profound impact globally from factory shutdowns, workforce reductions and sudden changes to supply chain structures.

These incidents disproportionately affected some workers and increased their exposure to modern slavery and other forms of exploitation, including potential force labour which has been widely reported. Disruptions to income led to greater debt among workers resulting in a rise in potential debt bondage due to lack of government support and other conventional credit channels, and a deterioration in working conditions as factories reduced their funding and expenses.

As a retailer with a global supply chain, we have suppliers operating in locations such as India and China that were subject to significant COVID-19 impacts. In the reporting period, we have not identified nor have had any suppliers report to us any material ongoing impacts. In China, the recovery of labour shortage which was exacerbated by the pandemic still presents challenges which we continue to work with the suppliers most impacted. We continue to engage with our suppliers to effectively support and manage any further business or workforce impacts that may arise following the pandemic.



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