

Shaver Shop Group Limited
ACN 150 747 649

Modern Slavery Policy

1 Our modern slavery policy statement

We are committed to operating our business lawfully and ethically and in working with suppliers that are aligned to our values.

Shaver Shop Group Limited (**Shaver Shop**) and its subsidiaries are required, under the *Modern Slavery Act 2018* (Cth), to report to the Federal Government annually on the actions we have taken to address modern slavery risks in our operations and supply chains.

We are committed to taking steps to identify and address the risk of modern slavery occurring in our domestic and international operations and supply chains.

2 Who does this policy apply to?

This policy applies to all Shaver Shop employees in any location. It also applies to suppliers, distributors, consultants and business partners of Shaver Shop and its subsidiaries (**Business Partners**), and their employees, subcontractors and agents (**Personnel**).

3 Our commitment to managing modern slavery and its associated risks

Shaver Shop and its subsidiaries are opposed to all forms of modern slavery in our operations and supply chains.

We will adopt processes designed to ensure that our employees are all working of their own free will.

We are committed to taking modern slavery considerations into account when selecting suppliers and/or franchisees. We will endeavour to only do business with entities who share our values.

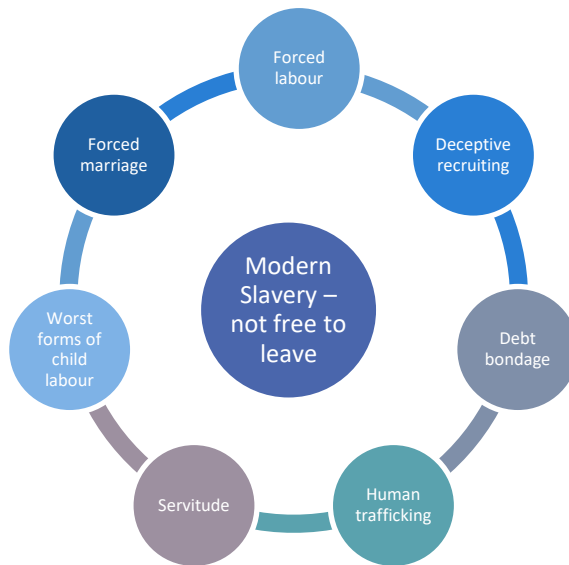
We will incorporate a modern slavery risk assessment in our ongoing supply chain due diligence processes.

We will work with our Business Partners and their Personnel to assist them in their understanding of modern slavery risks and adoption of best practices.

4 What is modern slavery?

In plain terms, modern slavery occurs when a person is not free to leave their workplace.

Some examples include:



In Australia and many other countries, modern slavery is a serious crime.

Red flags that can indicate a risk that instances of modern slavery will occur include:

- (1) workers being required to pay fees or costs for recruitment including travel costs, and visa processing costs;
- (2) employers withholding worker identity documents such as work permits, visas, or passports;
- (3) poor working conditions;
- (4) workers being required to work to pay off debts owing to their employer; and
- (5) employers not providing written contracts of employment to workers.

In engaging with our Business Partners, we will endeavour to be alert to these red flags.

5 How can a report be made?

Any concerns relating to modern slavery risks in our operations or the operations of our Business Partners should be reported through the same internal communication channels established under our Whistleblowing Policy, which is available on our website.

We expect and encourage anyone involved with our business to report known or suspected violations of this policy and applicable laws, regulations, policies and ethical standards related to modern slavery. Retaliation for raising these concerns is strictly prohibited – see our Whistleblowing Policy.

We also require our Business Partners to create processes for reports to be made within their own businesses.

6 How will this policy be made available and updated?

The Board of Shaver Shop (**Board**) is responsible for oversight of this policy and will review its terms to ensure that it continues to evolve and reflect community expectations.

We reserve the right, at our absolute discretion, to change this policy from time to time.

This policy is located on our website and training on this policy will be imparted regularly.

7 More information

This policy is intended to be read in conjunction with our other corporate governance policies which are located on our website.

If you have any queries about this policy, please contact Shaver Shop's company secretary.