



11 August 2023

ASX Market Announcements Office
Australian Securities Exchange

Baby Bunting Group Limited (ASX: BBN)

2023 Modern Slavery Statement

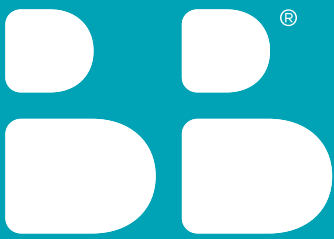
Baby Bunting Group Limited is pleased to release its 2023 Modern Slavery Statement.

The release of this announcement was authorised by the Board.

For further information, please contact:

Corey Lewis
Company Secretary
Ph: 03 8795 8169

This page has been left blank intentionally.



BabyBunting®

MODERN SLAVERY STATEMENT 2023

Baby Bunting Group Limited
ABN 58 128 533 693

Modern Slavery Act reporting criteria

Identify the reporting entity	Page 2
Describe the reporting entity's structure, operations and supply chains	Page 3 – 7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Page 7 – 10
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	Page 11 – 16
Describe how the reporting entity assesses the effectiveness of such actions	Page 16 – 17
Describe the process of consultation with: (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement	Page 17



A Message from our Chair

Baby Bunting Group Limited releases its Modern Slavery Statement that reports on the activities undertaken in FY2023 in assessing and addressing the risk of modern slavery in Baby Bunting's operations and supply chain.

As a purchaser of goods and services, including goods for resale in our business, we acknowledge that we have a role to play in seeking to minimise the risks of modern slavery in our operations and supply chain.

We remain committed to expanding our efforts in building higher quality relationships with our suppliers to increase our confidence in the goods and services we use in our business or resell to our customers.

During the 2023 financial year, our main focus has been to continue to build awareness of modern slavery risks through a review of our procurement chain, establishing a working group to better consider modern slavery risks and developing revised training. We have increased the extent of our suppliers and their tier-1 factories that have been assessed through our ethical sourcing process. Around 90% of our suppliers and their tier-1 factories have been subjected to an audit that has been assessed by Baby Bunting. We will continue to work with our network of suppliers across our procurement chain and the suppliers of our goods for resale to reduce the risk of modern slavery.

The Australian Government is currently reviewing the Modern Slavery Act 2018 and we are monitoring developments in this area to identify any changes to our practices to align with any future changes to the legislation.

You can read more about our assessment of the risks of modern slavery in our operations and supply chain, the steps we are taking to manage those risks and how we measure the effectiveness of those actions in this Statement.



Melanie Wilson

Chair

Baby Bunting Group Limited

11 August 2023

About this Statement

This Statement, pursuant to the Modern Slavery Act 2018 (Cth), describes the risks of modern slavery in the operations and supply chains of Baby Bunting and includes information about actions taken to address those risks for the financial year ended 2 July 2023.

This is a consolidated statement for Baby Bunting Group Limited (ABN 58 128 533 693), an ASX-listed entity and parent of the Baby Bunting Group, and its wholly owned subsidiary, Baby Bunting Pty Ltd (ABN 43 128 546 154), the entity that operates Baby Bunting's Australian business. While not a reporting entity, this Statement also considers Baby Bunting NZ Limited (NZBN 9429049797633), the entity that conducts Baby Bunting's operations in New Zealand.

Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services, and the worst forms of child labour. Modern slavery has severe consequences for its victims and often disproportionately impacts women and girls. Minimising the risk of modern slavery in its supply chains and, in particular, ensuring that women and girls can exercise their own choices free from the undue influence that arises in modern slavery, is a critical focus for Baby Bunting.

Baby Bunting has several processes intended to help it assess modern slavery risks in its supply chains. Baby Bunting seeks to work with its suppliers across its supply chain, both in relation to its goods for resale and its procurement chain, to address those risks and to seek improvement in the labour, social and environmental aspects of its supply chains. Baby Bunting has also designed mandatory training for staff to raise awareness of the risks of modern slavery in Baby Bunting's operations.

Baby Bunting continues to focus on further developing and enhancing its ethical sourcing practices to reduce Baby Bunting's exposure to modern slavery risks, as well as seeking to work with suppliers to provide appropriate remediation of modern slavery risks in the supply chain.



About Baby Bunting

Established in 1979 as a family business, Baby Bunting has grown to be Australia's largest maternity and nursery retailer and one-stop baby shop. We pride ourselves on providing our customers with excellent services, expert advice, great quality, value, and an extensive range of products.

Baby Bunting's core purpose is to support new and expectant parents in the early years of parenthood.

Our Vision

To be the most loved baby retailer for every family, everywhere.

Our Core Purpose

To support new and expectant parents in the early years of parenthood.

Our Values

Being passionate

Be passionate about providing our customers with great products and services, advice and value every day

Being considerate

Be considerate and respectful of others and think about how our decisions and actions impact others

Being honest

Act with integrity and use good judgement

Being positive

Be positive and enjoy doing the things that contribute to a great team spirit

Being focused

Think big, but get on with doing the small things that make a big difference

Being bold

Never be afraid to evolve – encourage a culture of adventure and creativity

Our Structure, Operations and Supply Chains

Baby Bunting's business is the retail supply of maternity and nursery goods and related complementary services. As at the date of this report, Baby Bunting operates 70 stores around Australia as well as an online store at babybunting.com.au. Baby Bunting also operates in New Zealand with one store in Albany, Auckland and an online store at babybunting.co.nz.

About Baby Bunting

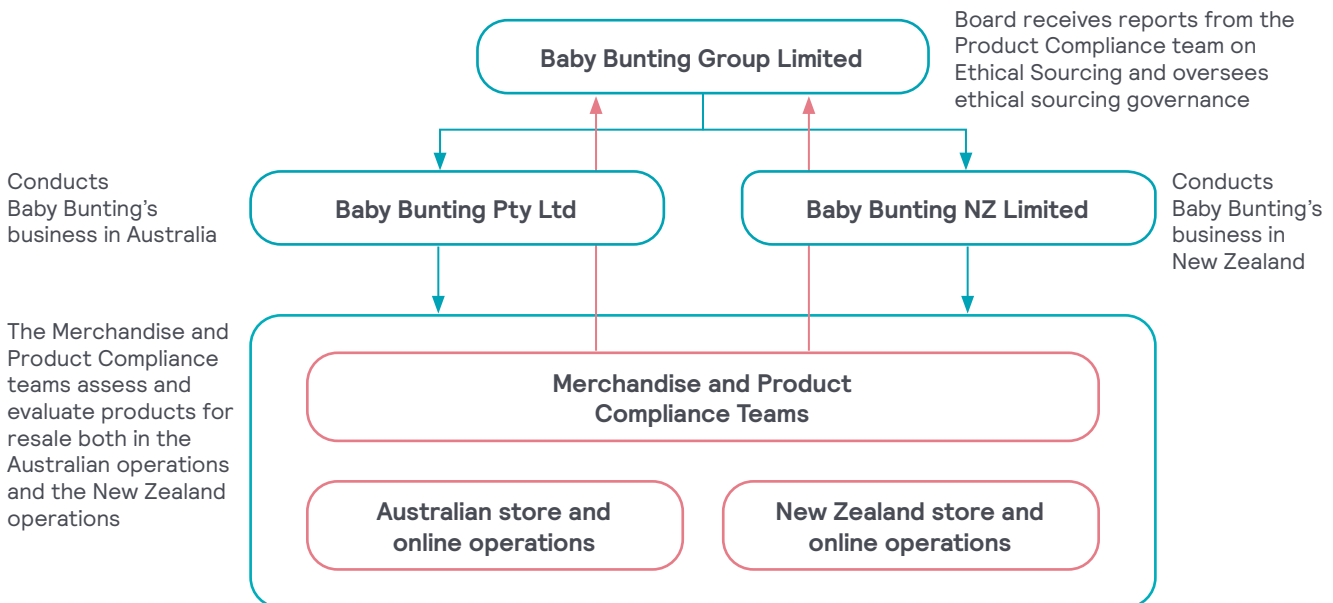
continued

Baby Bunting in Australia and New Zealand

Baby Bunting Pty Ltd conducts Baby Bunting’s operations in Australia. Baby Bunting NZ Limited conducts Baby Bunting’s operations in New Zealand.

Baby Bunting’s operations in Australia source goods for resale across its Australian and New Zealand operations.

Baby Bunting’s corporate group is shown below:



The Merchandise and Product Compliance Teams which operate from Baby Bunting’s Store Support Centre in Dandenong South, Victoria, are primarily responsible for purchasing products for resale in Baby Bunting’s Australian and New Zealand operations.

Baby Bunting’s team

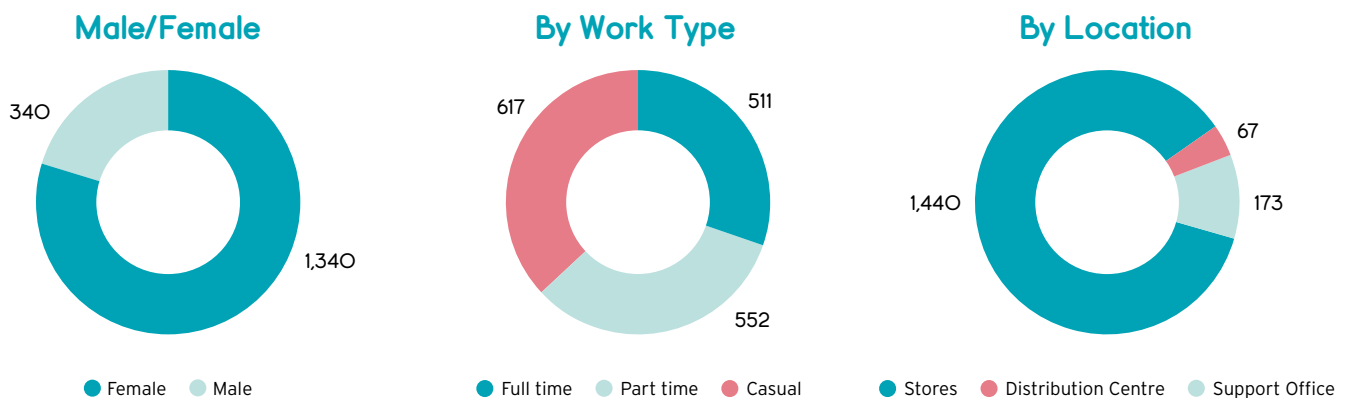
Baby Bunting employs around 1,660 team members in Australia, with the majority employed across Baby Bunting’s store network. The other employees are located at Baby Bunting’s Store Support Centre and Distribution Centre, at Dandenong South in Victoria.

Baby Bunting engages a small number of contractors, primarily for short-term or ad hoc roles in the Distribution Centre. Contractors are also engaged for specific projects or specialist roles in the Store Support Centre from time to time.

Baby Bunting employs 16 team members for its store in New Zealand and the Baby Bunting New Zealand Distribution Centre located in Auckland.

Modern Slavery Statement 2023

Details of Baby Bunting's team members in Australia and New Zealand is shown below:



Further information about Baby Bunting's business and operations, including its corporate governance arrangements, are available at investors.babybunting.com.au.

In addition to the team members employed directly, Baby Bunting engages around 50 labour hire staff to assist in the Australian Distribution Centre.

Of the team members in Australia, the terms of employment of around 1,340 are regulated by Baby Bunting's Retail Enterprise Agreement with around 50 team members covered by the Baby Bunting DC Enterprise Agreement. There are 16 team members employed in New Zealand.

During FY2023, Baby Bunting entered into agreements with providers of outsourced services, in relation to IT integration developers operating in India and a small number of call centre and marketplace personnel in the Philippines. These agreements include obligations to conduct operations and engage personnel in an ethical and lawful manner, to help ensure that no forms of modern slavery are present in these operations.

Products for resale

Products for resale are among Baby Bunting's most significant purchases (other significant expenses include salaries and wages and rent paid to landlords for Baby Bunting stores and its distribution centres).

Baby Bunting's principal product categories include prams, cots and nursery furniture, car safety, toys, babywear, feeding, nappies, manchester and associated accessories. Baby Bunting also provides services, including car seat installation and hire services.

There are over 7,800 unique products or stock keeping units ("SKUs") sold by Baby Bunting.

Baby Bunting sells national branded products, being products purchased from brand owners either directly or through their distribution agents.

Modern Slavery Statement 2023

continued

Baby Bunting also sells private label products under the brands of “4baby”, “JENGO” and “Bilbi”.



- clothing
- furniture and highchairs
- prams and accessories
- manchester
- toys and playgear
- feeding
- consumables
- bath and potty



- furniture, cots and highchairs
- prams and accessories
- playgear (bouncers)
- home safety
- car accessories
- nappy bags



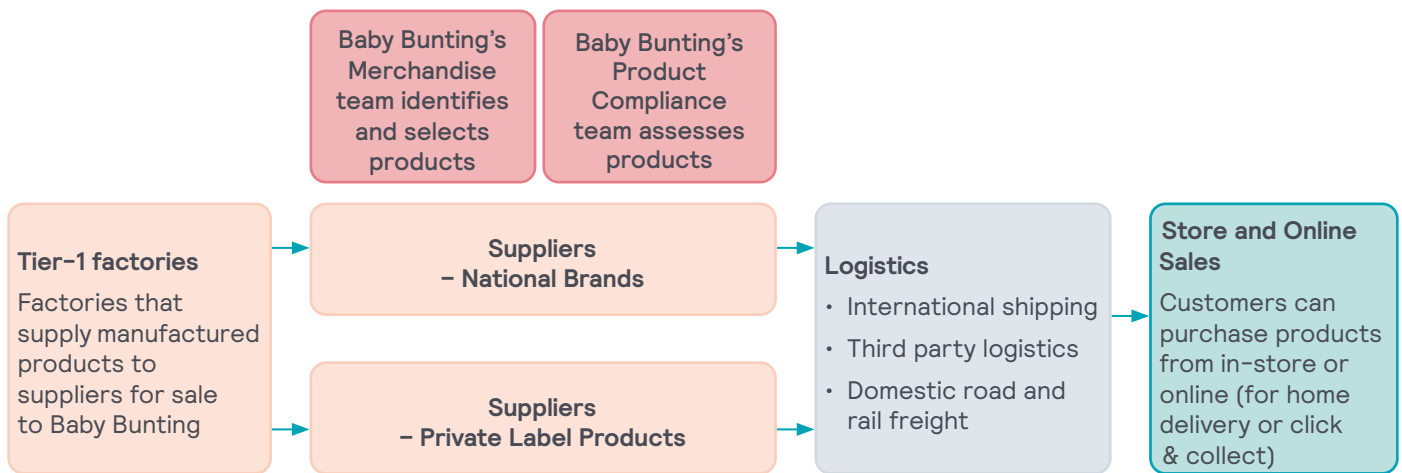
- clothing
- manchester
- nappies

Across its national brand and private label products, Baby Bunting purchases products that are made by manufacturers in a range of countries, primarily based in the Asian region, with most of the manufacturing occurring in China.

Source of SKUs by country of origin



Baby Bunting's immediate supply chain for goods for resale can be shown as follows:



Other purchases of goods and services

Baby Bunting also procures a diverse range of goods and services in connection with its business operations at its retail stores, Distribution Centre and Store Support Centre including office supplies (IT equipment, stationery and furniture), cleaning services, waste disposal services, store development services (store fit out) and other services (marketing, consultancy and professional services) as well as electricity and water supplies.

Modern slavery risks in Baby Bunting's supply chains and operations

Modern slavery

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices are also illegal and harmful and may be present in some situations of modern slavery. These practices may also escalate into modern slavery if not addressed.

Baby Bunting understands it has a responsibility to respect human rights in its operations and in its supply chains. This responsibility includes taking action to prevent, mitigate and, where appropriate, remedy modern slavery in its operations and supply chains.

Modern Slavery Statement 2023

continued

Types of modern slavery

Trafficking in persons	describes the recruitment, harbouring and movement of a person for exploitation through modern slavery
Slavery	describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way
Servitude	describes situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work
Forced labour	describes situations where the victim is either not free to stop working or not free to leave their place of work
Forced marriage	describes situations where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony ¹
Debt bondage	describes situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt or the length and nature of the services are not limited and defined
The worst forms of child labour	describes situations where children are: (i) exploited through slavery or similar practices, including for sexual exploitation; (ii) engaged in hazardous work which may harm their health, safety or morals; or (iii) used to produce or traffic drugs. The worst forms of child labour can occur in a variety of contexts and industries. This may include orphanage trafficking and slavery in residential care institutions, as well as child labour in factories and manufacturing sites, mining and agriculture
Deceptive recruiting for labour or services	describes situations where the victim is deceived about whether they will be exploited through a type of modern slavery

1. Forced marriage need only be reported for the purpose of the Modern Slavery Act, in situations where an entity's activities or the activities of entities in the supply chain may cause or contribute to forced marriage.

Modern slavery risks in Baby Bunting's operations

Baby Bunting's operations are based predominantly in Australia, with growing store operations in New Zealand.

Baby Bunting directly employs most of its team members engaged in its operations in Australia and New Zealand, encompassing its store operations around Australia and New Zealand and its operations at the Store Support Centre and Distribution Centre in Dandenong South, Victoria. Individual employment agreements are used for this purpose, which incorporate the terms of applicable modern awards or enterprise agreements, where required.

The standards, obligations and worker protections required by Australian and New Zealand labour laws result in a relatively lower risk of modern slavery within our store network, Distribution Centre and Store Support Centre operations.

We engage service providers to make available dedicated staff to work in the areas of IT integration services, customer care and product onboarding operations. While these resources are not engaged directly by Baby Bunting, the service providers are required to comply with applicable Baby Bunting policies as they relate to team members. The service providers also have practices in place to minimise the risks of modern slavery.

Specialist contractors are also engaged for specific projects or short-term specialist roles in the Store Support Centre from time to time. For these engagements, Baby Bunting and the individual contractor negotiate particular contractor agreements. The nature of these engagements and the relative bargaining power of the entities involved means there is a relatively lower risk of modern slavery for these arrangements.

Baby Bunting engages a small number of contractors, primarily for short-term or ad hoc roles, in the Distribution Centre. These contractors are made available to Baby Bunting via arrangements with labour hire firms.

The numbers vary, but generally around 50 roles in the Distribution Centre are performed by contractors provided via labour hire firms. Where we have entered into new agreements for the supply of contract labour, the terms of those agreements require the labour hire firm to confirm its compliance with practices to reduce the risk of modern slavery associated with its operations.

While Baby Bunting considers that the risk of modern slavery associated with this arrangement is very low, as a general principle, use of third-party labour providers or arrangements that involve the higher prevalence of migrant workers may give rise to an elevated risk of modern slavery.

Goods not for resale and services used in Baby Bunting's operations, include (listed in the order presenting the greatest to the lowest risk of modern slavery):

- labour hire (including outsourced services)
- logistics (shipping, road/rail transport)
- uniform supply
- cleaning services – stores/cleaning services – distribution centre
- other servicing contracts (predominantly store-based such as pest control, fire services)
- stationery and other office consumables
- software services
- advertising services and other professional advisory services.

Modern Slavery Statement 2023

continued

Modern slavery risks in Baby Bunting's supply chains

As a retailer, goods for resale are a key element of Baby Bunting's operations.

As the supply chains associated with products that Baby Bunting sells relate to manufacturing and extend through various geographic locations, there is the potential for modern slavery risks to be present in these supply chains. In other words, Baby Bunting's supply chains may be directly linked to modern slavery practices.

Baby Bunting considers that modern slavery risks are likely to exist in its supply chains for the supply of goods for resale as a large part of those supply chains are based in, or originate from, countries in South-East Asia and China. As a result of the geographical location of these parts of the supply chain and the manufacturing work undertaken, the existence of modern slavery risks is elevated.

Country risk ratings are one aspect that is considered when assessing the risk of modern slavery in supply chains. A key source of country risk ratings is obtained via the Sedex platform used in our risk assessment processes. (The Sedex platform is described further below at "Ethical Sourcing Procedures").

In addition, Baby Bunting's view about whether its supply chains may be directly linked to modern slavery practices has been formed having regard to risk assessments that are undertaken in respect of Baby Bunting's suppliers and their tier-1 factories. Based on that information, particular modern slavery risks that may be the most significant in those parts of the supply chain are:

- forced labour; and
- the worst forms of child labour.

Baby Bunting's investigations and risk assessments in relation to its supply chains currently cover a large number of its suppliers of goods for resale and their tier-1 factories. However, modern slavery risks are likely to exist in other parts of the supply chain, including suppliers of raw materials (for example, plastics, steel, rubber, fabrics) to those tier-1 factories. To date, Baby Bunting has had limited engagement with these parts of the supply chain providing raw materials to factories that produce goods for resale. As such, the extent and degree of modern slavery risks in those parts of the supply chain are currently unknown, but may be higher than other parts of the supply chain. As set out further below, Baby Bunting has commenced a process of seeking to understand the ethical sourcing practices of suppliers to certain tier-1 factories (ie tier-2 suppliers).

Tier-1 factories are manufacturing sites where:

- preparation, cutting, shaping, painting/spraying, and moulding of key components takes place; or
- sites where key components or the entire product assembly and finishing process, including packaging for transport, takes place.



Baby Bunting's approach to modern slavery risks in our operations and supply chains

Ethical Sourcing Code

Baby Bunting has an established Ethical Sourcing Code that sets out the minimum standards expected of Baby Bunting's suppliers of goods for resale in areas of labour, environment, and governance matters. If suppliers are unable to demonstrate a commitment to comply with Baby Bunting's Ethical Sourcing Code, Baby Bunting may choose to cease trading with that supplier.

Baby Bunting's core values, which include being passionate, being considerate and being honest, are standards of behaviour that are fundamental to being who we are at Baby Bunting. Baby Bunting seeks to act with integrity and to use good judgement. We want all our team members to think about how our actions impact others.

Baby Bunting provides products, services and advice to parents and parents-to-be and their families. We rely on their trust, as well as the trust of the communities in which we operate, our investors and other stakeholders. Our suppliers play a critical role in helping Baby Bunting to meet our standards of behaviour and our values. Our mutual success depends on building and maintaining trust in the way each of us conducts our business.

The minimum requirements stated in the Ethical Sourcing Code are:

- being committed to the health and safety of our team;
- being committed to acting legally and ethically;
- being committed to respecting labour and human rights;
- being committed to communicating openly and honestly; and
- being committed to environmentally sustainable practices.

Among other things, these requirements establish minimum standards for our suppliers that include:

- providing a safe and healthy working environment and taking all practical and reasonable measures to eliminate workplace injuries and illness;
- complying with all applicable laws and regulations and not being involved in bribery or corruption in any form;
- maintaining policies and practices to allow violations, misconduct or grievances to be reported by workers and addressed without fear of retaliation; and
- ensuring all work is freely chosen without the use of forced or compulsory labour and with a zero-tolerance approach to the use of illegal child labour and respecting workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

Modern Slavery Statement 2023

continued

Ethical Sourcing Procedures

Baby Bunting has also developed Ethical Sourcing Procedures, to ensure that Baby Bunting’s ethical sourcing expectations are met. Administration of the Ethical Sourcing Procedures is undertaken by members of Baby Bunting’s ethical sourcing team who work with, but are separate from, Baby Bunting’s Merchandise team.

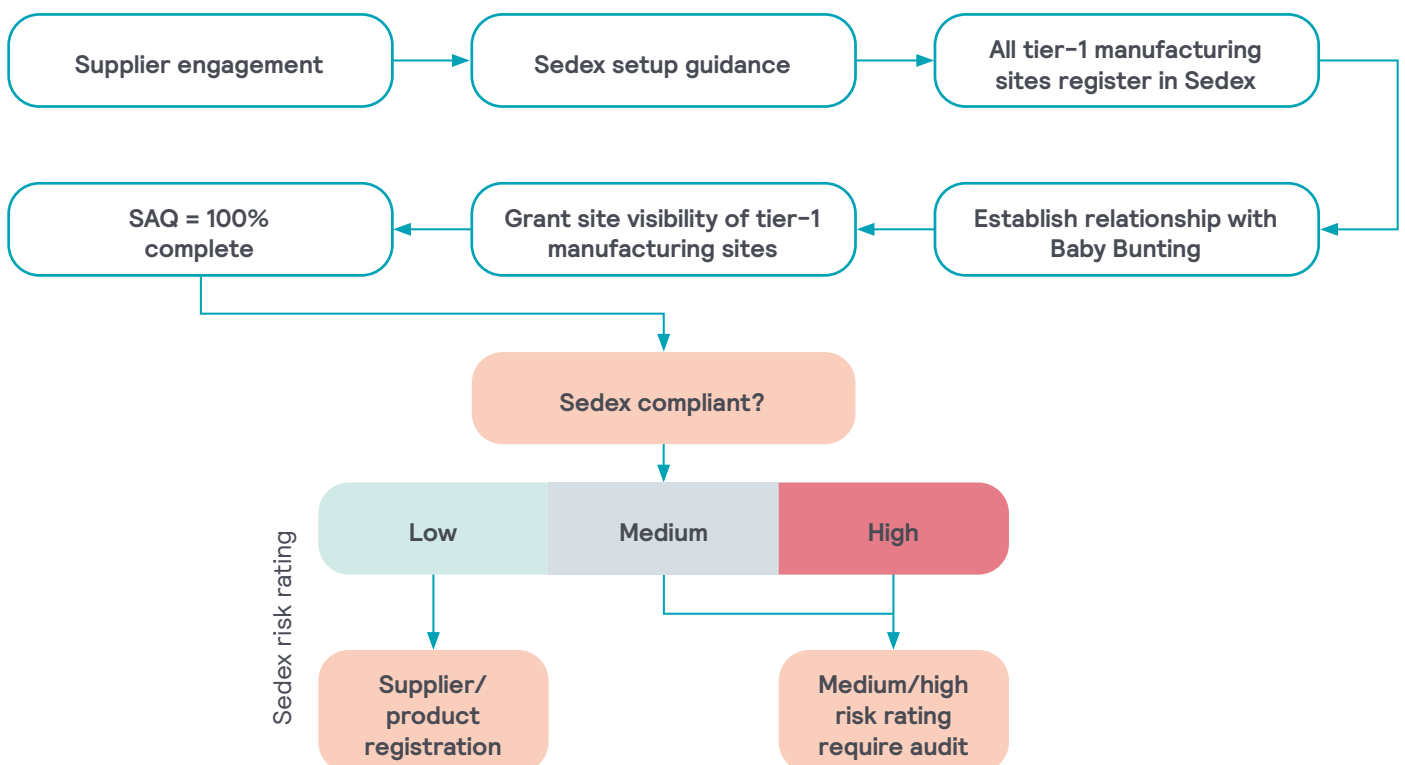
Baby Bunting has partnered with one of the world’s leading ethical trade service providers, Sedex, to enable suppliers and their manufacturing sites to efficiently share information with Baby Bunting to enable risk assessments to be undertaken.

The assessment of modern slavery and ethical sourcing risk can be influenced by factors such as industry and geographic location as well as some product categories. The Ethical Sourcing Procedures are intended to enable Baby Bunting to direct its focus to those suppliers for whom modern slavery and ethical sourcing risks may appear to be more immediate.

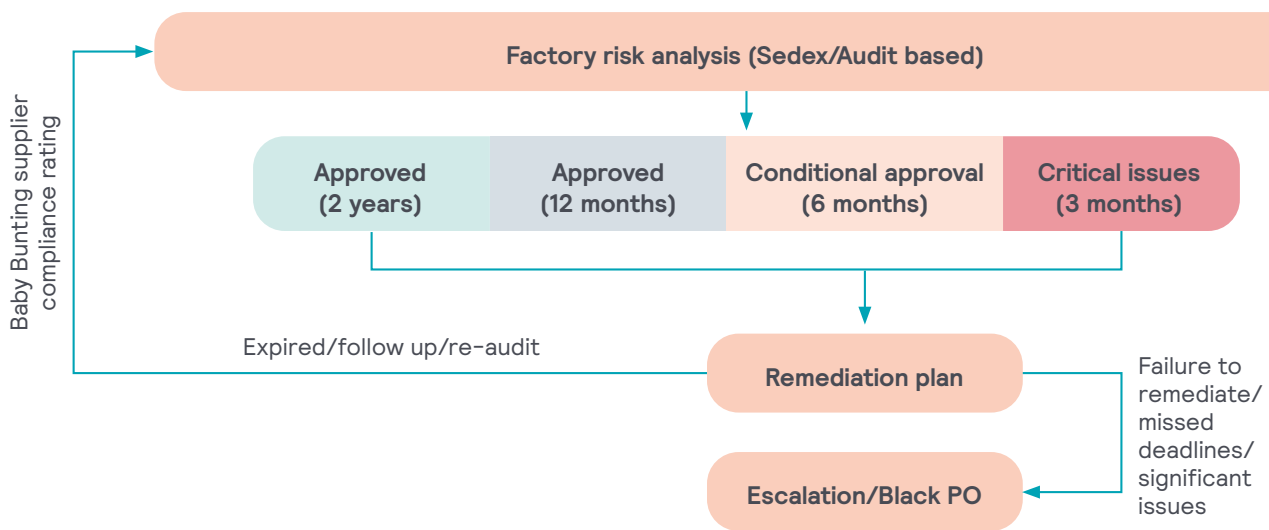
In summary, the procedures involve the following broad steps:

- Information provided by suppliers through a self-assessment questionnaire (SAQ) is combined with industry and country-specific risk factors to arrive at an initial risk rating provided by the Sedex platform.
- The risk rating is assessed by Baby Bunting’s ethical sourcing team and where the risk rating is considered to be elevated further inquiries are undertaken. These inquiries can include the supplier providing an ethical sourcing audit report to provide further information and assurance to Baby Bunting about the supplier and its operations.

1. Supplier onboarding and preliminary risk assessment



2. Supply chain monitoring and continuous improvement



Where required, Baby Bunting’s ethical sourcing team will assess the audit reports provided and consider instances of non-compliance identified in those reports. Audit reports are based on internationally recognised programs, including Supplier Ethical Data Exchange (Sedex) SMETA (Sedex Members Ethical Trade Audit) reports. The SMETA audit reports assess suppliers working conditions across four pillars:

- Labour Standards
- Health and Safety
- Business Ethics
- Environment

While most of the suppliers to Baby Bunting are monitored on the Sedex platform, we also accept alternative audit reports such as those pertaining to:

- Business Social Compliance Initiative (BSCI)
- International Council of Toy Industries (ICTI – ethical toy program)
- Worldwide Responsible Accredited Product (WRAP)

Where non-compliant instances are identified, corrective actions may need to be identified and taken. If the number or extent of non-compliance identified is critical, the Ethical Sourcing Procedures specify that Baby Bunting will not trade with that supplier without corrective actions being identified and progress in addressing those issues occurring. Similarly, Baby Bunting may choose to end a supplier relationship where corrective actions have not been undertaken in the time requested.

Modern Slavery Statement 2023

continued

The Ethical Sourcing Procedures seeks to have suppliers disclose the tier-1 factories being used to manufacture its products.

Baby Bunting recognises the importance of assisting its suppliers and others in the supply chain to continually improve their practices. At times, this can result in better overall outcomes for all relevant stakeholders in the supply chain.

Where parties have not achieved significant improvement in respect of identified issues over a period of time, the appropriate response to manage the corresponding modern slavery and ethical sourcing risks may be to cease dealing with that element of the supply chain.

Where a supplier can demonstrate that it has its own system in place to identify and manage modern slavery and ethical sourcing risks, Baby Bunting will accept variations from the process outlined above. Generally, large international brand owners have extensive systems designed to identify and control for modern slavery risks in their supply chains. We seek assurances that the systems are operating appropriately and that risks are being managed.

Contractual arrangements with suppliers

Baby Bunting negotiates contractual arrangements with its suppliers. In respect of modern slavery and ethical sourcing, Baby Bunting seeks to include obligations for suppliers to, among other things, comply with applicable laws (including those relating to labour, worker safety and protection of the environment) and to comply with Baby Bunting's Ethical Sourcing Code.

In addition, agreement is sought with suppliers to ensure that the supplier ensures that any of its subcontractors also comply with Baby Bunting's Ethical Sourcing Code.

Procurement Supply Chain

In FY2023, Baby Bunting commenced a deeper review of its supply chain and risk-assessed 16 key suppliers of goods and services not for resale. Baby Bunting recognises that strengthening our contracts and relationships with such suppliers is key to articulating our human rights expectations and controlling the potential risk of modern slavery.

For this initial selection we focused on those key suppliers to Baby Bunting who:

- are significant contributors to Baby Bunting's business operations; and
- operate in the categories identified as modern slavery risk areas.

The table below outlines the type of entity and the number of entities reviewed listed under "Type of Entity" in the table below in the category:

Type of Entity	Number of entities reviewed in FY2023
Labour Hire	2
Offshored Resources	2
Logistics	4
Uniform Supply and Stationery and Other Office/Store Consumables	1
Cleaning Services	1
Other Servicing Contracts	2
Software Services	1
Advertising Services and Other Professional Advisory Services	3

From this review and the collaboration undertaken with these partners, 14 of the 16 entities received a “Minimum” risk assessment based on the following:

- Six entities were themselves reporting entities under the Modern Slavery Act 2018 (Cth) or an overseas equivalent regulation.
- The remaining ten entities supplied responses to a compliance questionnaire designed to help Baby Bunting understand our suppliers’ comprehension of, and level of commitment to, the requirement to eradicate risks of modern slavery in their business operations. This has led to a deepened understanding of our procurement supply chains and a commitment in most cases to further collaboration. Many were able to supply corporate anti-slavery policies, staff training documents, and contacts to work further together in this space.
- Two entities have been assigned a “Medium” risk rating purely due to a lack of understanding of the likelihood of modern slavery practices occurring within their business operations. Baby Bunting intends to work further with these suppliers in FY2024.

Governance arrangements – Modern Slavery Working Group

Baby Bunting’s ethical sourcing team work with, but are separate from, Baby Bunting’s Merchandise team. The ethical sourcing team report to the Group Legal Counsel. Baby Bunting’s Board and the Audit and Risk Committee has oversight of Baby Bunting’s processes to manage modern slavery risks.

In FY2023, Baby Bunting expanded the internal processes to further oversee and embed modern slavery processes in our business, drawing representatives from different business units of Baby Bunting with the aim of meeting together frequently to discuss any issues, new suppliers, and the modern slavery regulatory environment (such as the statutory review of Australia’s Modern Slavery Act 2018 (Cth) and the likely changes coming out of that review).

Training

Team members

Baby Bunting provides mandatory compliance training to its team members on modern slavery and the risks that it may exist in Baby Bunting’s supply chain.

This training is important to build awareness of modern slavery and its broader existence and the risk that it may exist in those supply chains that provide Baby Bunting with goods (including goods for resale) and services.

By building awareness among team members of modern slavery, the training aims to emphasise the importance of being committed to identifying and working to eliminate modern slavery in Baby Bunting’s supply chains.

Suppliers

Baby Bunting’s ethical sourcing team also assists many of its suppliers in understanding Baby Bunting’s Ethical Sourcing Procedures and undertaking risk assessments via the Sedex platform.

Whistleblower Protection Policy

Baby Bunting has a Whistleblower Protection Policy which is intended to ensure that concerns regarding unethical or illegal practices, which includes modern slavery concerns, can be reported. For the purposes of the policy, reports can be made via an independently operated whistleblower hotline. Reports can be made anonymously, and Baby Bunting’s whistleblowing protection processes are intended to ensure that the anonymity of people making whistleblowing reports is protected as required by applicable whistleblower protection laws. Where issues are investigated and substantiated, Baby Bunting will take appropriate action.

Sustainability Report

Baby Bunting’s Sustainability Report has been released on or about the date of this Modern Slavery Statement.

Baby Bunting is committed to working toward the elimination of risks of modern slavery in its supply chain and operations.

Modern Slavery Statement 2023

continued

Assessing the effectiveness of Baby Bunting's actions

This section describes how Baby Bunting assesses the effectiveness of the actions being taken to assess and address the risks of modern slavery practices in its operations and its supply chain. We have identified the key modern slavery risks to our supply chain to be forced labour and child labour.

Ethical sourcing procedures – review of tier-1 factories

By the end of FY2023, Baby Bunting had assessed a total of 208 tier-1 factories under Baby Bunting's Ethical Sourcing Procedures, which included reviewing independent audit reports for each of these factories. At the end of FY2023, an additional 45 tier-1 factories were part way through ethical sourcing assessments.

Together these tier-1 factories related to around 90% of Baby Bunting's suppliers for goods for resale. 103 audits were assessed in the 2023 financial year.

208 tier-1 factories
have been
assessed and approved

45 tier-1 factories
are part way through
the assessment process

	Suppliers engaged	Tier-1 sites approved	Tier- 1 sites awaiting approval	Sites reassessed*
FY2020	-	-	-	-
FY2021	83	57	-	-
FY2022	110	144	48	-
FY2023	153	208	45	51

* since November 2022

Instances of non-compliance identified

During FY2023, 3 instances of critical non-compliance (as defined in the relevant SMETA audit) were identified through the audit program. These consisted of:

Description	Resolution to be applied
Reported critical non-compliance occurred at a tier-1 site in China, where the auditor identified that one out of six employees in an injection workshop were not wearing earplugs.	Relevant employees have been provided PPE and provided directions on its use. Verified by auditor.
Reported critical non-compliance occurred at a tier-1 site in China. A review of overtime in three months by the auditor identified that overtime hours exceeded the local legal maximum number of overtime hours in a month.	The non-compliance matter has been raised with the factory and will be monitored in future audits.
Reported critical non-compliance occurred at a tier-1 site in China. The audit identified that about 10 assembly workers wore dust masks rather than activated carbon masks in the assembly workshop.	The tier-1 site has implemented wearing of active carbon masks for applicable workers. Verified by auditor.

Tier-2 factories and suppliers

During FY2023, Baby Bunting continued seeking to understand the ethical sourcing practices of suppliers to certain tier-1 factories (ie tier-2 suppliers). Tier-2 suppliers may provide raw materials or finished components that are then used by tier-1 factories to produce goods that are then ultimately supplied to Baby Bunting for resale.

At the end of FY2023, this process continues to be followed with major suppliers of key products in the baby goods industry.

Governance

Baby Bunting's Board receives information at each of its scheduled meetings on instances of critical non-compliance identified through the ethical sourcing audit program and information on factory approval status.

Baby Bunting's group entities

Baby Bunting NZ Limited is an entity that has been established to conduct Baby Bunting's operations in New Zealand. It is wholly owned by Baby Bunting Group Limited.

As described on page 7 above, Baby Bunting's Merchandise and Product Compliance teams support Baby Bunting's operations in New Zealand, in addition to the existing operations in Australia. This ensures Baby Bunting's ethical sourcing procedures can be applied to suppliers of goods for resale in both Australia and New Zealand.

Conclusion

Baby Bunting acknowledges the importance of seeking to ensure that modern slavery is eliminated from our supply chains, and we understand the role we can play in achieving that. We are committed to the ongoing delivery of our initiatives and working with our stakeholders to contribute to the elimination of modern slavery.

Principal governing body approval

The principal governing body of Baby Bunting Group Limited is the board of directors of Baby Bunting Group Limited. This Statement was approved by the board of Baby Bunting Group Limited on 11 August 2023.

The principal governing body of Baby Bunting Pty Ltd is the board of directors of Baby Bunting Pty Ltd. This Statement was approved by the board of Baby Bunting Pty Ltd on 11 August 2023.

Signed by a responsible member

This Statement is signed by Melanie Wilson in her role as non-executive director and Chair, Baby Bunting Group Limited.



Melanie Wilson

Chair

Baby Bunting Group Limited

11 August 2023

