



**Working towards a
more sustainable
future.**

**Winc's Social Agenda
April 2022 Progress Update**



Introduction from Peter Kelly.

In the six months since our Winc Social Agenda was first published, a dedicated cross functional team has worked hard to deliver real progress against our six priority areas and 18 targets.

These are the priority areas where we believe Winc can have the greatest impact to improve sustainability.

I'm very pleased to report that we have met or exceeded our targets, ahead of time, on nine of the targets, and as 2022 unfolds, we are making strong progress against the remaining nine targets.

We know that our desire to work towards a more sustainable future is one we share with you, our valued customers and suppliers. The progress we have made would not have been possible without your support.

I'm proud to say that, as a result of these collaborative efforts, our business is already more sustainable than it was just six months ago. We are now setting new stretch targets in the areas of Safe Work Practices and First Nations Support and Empowerment. You can find these new targets outlined in this report.

Thank you, for working with us to make this progress possible. I look forward to updating you on our progress again in another six months' time.

A handwritten signature in black ink that reads "PN Kelly". The signature is written in a cursive style and is positioned above the printed name and title.

Peter Kelly
Chief Executive Officer

About this progress update.

Winc's Social Agenda was first developed in September 2021 and includes a set of targets to be achieved by our company by the end of 2022 unless an earlier date is listed. We have aligned our priorities and commitments with the UN Sustainable Development Goals (SDGs) and we are committed to reporting our progress on a bi-annual basis. This is our first progress report and outlines the progress that has been made over the last six months. If you have any questions or comments about Winc's Social Agenda, please email us at csr@winc.com.au.

Six areas where Winc can make a difference.

	Pillar	Our Commitment
01	Safe Work Practices	Be proactive to keep our people safe ensuring they go home unharmed, every day
02	First Nations Peoples Support & Empowerment	Take action to address the imbalance in opportunity for First Nations Peoples
03	Climate Change	Reduce carbon emissions from Winc's business activities
04	Responsible Packaging / Management of Waste	Improve the sustainability of our Own Brand packaging Improve Winc's recycling rates and reduce waste to landfill Reduce the use of shipping cartons per thousand dollars of revenue Facilitate the move away from single use plastic products
05	Gender Equality	Ensure inclusiveness and equality is expected and valued at Winc
06	Ethical Sourcing	Trade ethically and take action to protect human rights in the supply chain

Safe Work Practices.

Be proactive to keep our people safe ensuring they go home unharmed, every day.

At Winc, our people’s physical safety and mental health are our top priorities. Establishing safe work practices where everyone goes home unharmed starts with an uncompromising, organisation-wide commitment to safety and wellbeing. These are targets and progress to date for Safe Work Practices at Winc.

Total Recordable Injury Frequency Rate (TRIFR)

Target 1 2021

A Total Recordable Injury Frequency Rate (TRIFR) of 7.0, a 25% reduction on the year previous.

*TRIFR: External medical treatment injuries per million hours worked on a rolling 12-month basis.

2021 Result

Target exceeded. We are pleased to report that at the end of 2021, a TRIFR of 6.5 was delivered representing a 30% reduction in medical treatment injuries per million hours worked at Winc.





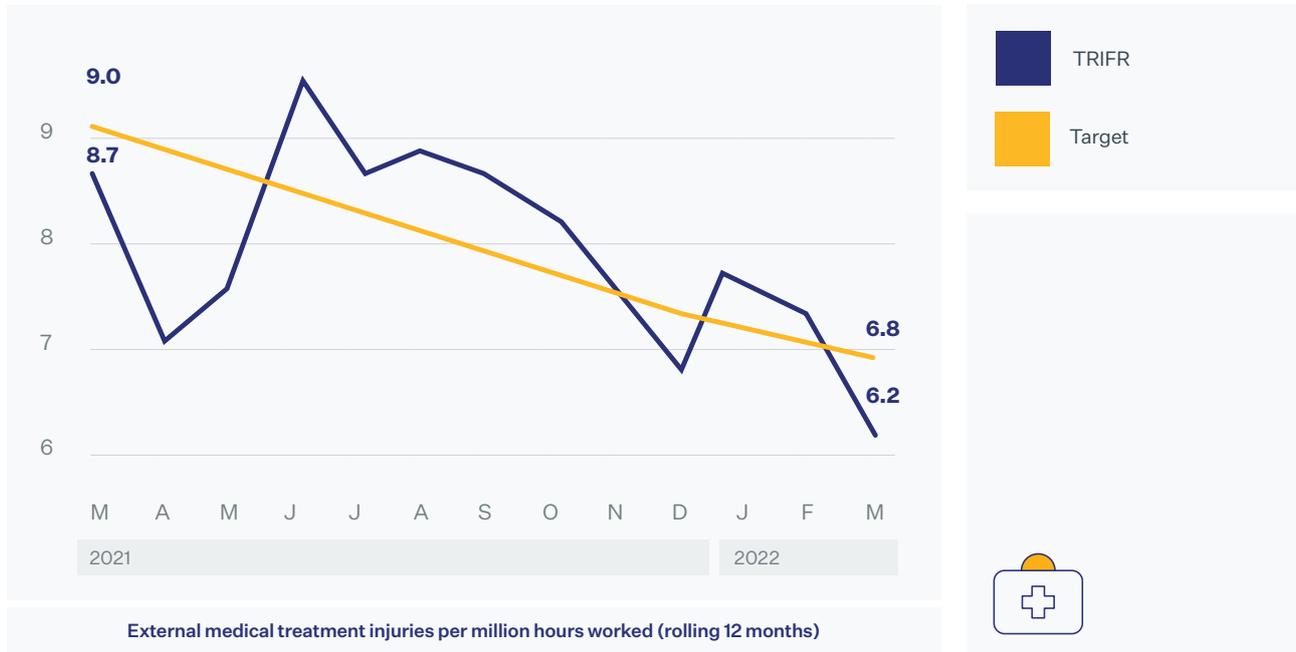
Our TRIFR target for 2022 is **6 or less**.

2022 Target

Our new target for 2022 is a TRIFR of 6 or less which would place us at best practice among our peer group.

Progress to Date

As at March 2022, our TRIFR is 6.2.



Winc's Six Life Saving Rules.

To keep ourselves and our workmates free from harm, every employee at Winc must understand and follow these rules every day:



Separate People and Mobile Plant



Secure Objects and Safe Racking



Secure People Working at Height



Keep People Clear of Loading Zone



Safe Loads Safe Driving



Stay COVID Safe

01

Proactive Safety Interactions (PSI)

Target 2021

Deliver at least 5,000 Proactive Safety Interactions a year to embed a strong safety culture at Winc. This covers activities that build awareness and skills to reduce the risk of injury such as toolbox talks, safety committee meetings and safety walks.

2021 Result

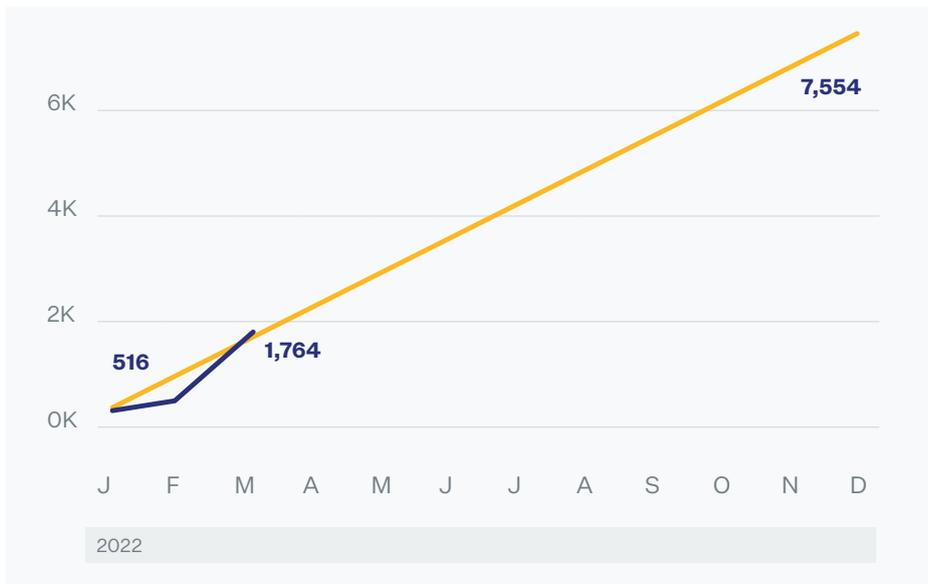
This target was exceeded. In 2021, 10,148 Proactive Safety Interactions were conducted at Winc - a good sign that a lot of people at Winc are working hard to embed a strong safety culture.

2022 Target

Rather than pushing for an even higher number of Safety Interactions, our goal for 2022 is to conduct Safety Interactions of greater depth. Our new target for 2022 is to conduct 7,554 high quality Interactions to increase our impact even further.

Progress to Date

As at the end of March 2022, 1,764 Proactive Safety Interactions took place at Winc year to date.



Number of Proactive Safety Interventions Year to Date 2022



Our target for 2022 is **7,554** Proactive Safety Interactions.



In October 2021, our WA Distribution Centre celebrated 2,021 days Lost Time Injury (LTI) free, thanks to a culture of 100% compliance with Winc's safe ways of working.

Other proactive steps Winc has progressed to improve our safety culture:

1. Expansion of Winc's five Life Saving Rules to include the requirement to follow Winc's COVID Safe Plan at all times.
2. Drug & Alcohol testing across all sites (random and for cause) with a zero-tolerance approach. Over 250 random and for cause tests conducted, along with pre-employment testing and ongoing preventative education programs.
3. Training of 170 Winc Leaders in Mental Health Mastery equipping them how to recognise and support team members experiencing mental health issues and the skills to create and promote psychological safety at Winc.
4. Paid Vaccination Leave with 2,510 hours being taken. Winc's policy ensures there is no financial penalty for taking time off to access vaccination appointments.
5. Successful re-certification in ISO 9001, 45001, 14001 Accreditation.
6. The completion of a Traffic Management Review and installation across all Winc sites creating a standardised approach.



Over 30 team members recently took advantage of a COVID-19 booster clinic at our NSW Distribution Centre.

First Nations Peoples Support and Empowerment.

Take action to address the imbalance in opportunity for First Nations Peoples.

Winc is committed to the First Nations reconciliation effort in Australia and believes that the economic advancement of First Nations Peoples is critical to creating positive social change and equality for First Nations communities. We look to achieve this by becoming an employer of choice for First Nations Peoples, supporting the growth and development of First Nations businesses, and making investments in First Nations mental health, employment and education activities.

Economic Success of Mandura

Target 1 2021

Promote First Nations economic development by partnering with First Nations business leaders to create an authentic and legitimate First Nations majority owned joint venture (Mandura: a Supply Nation certified “Tier 1” First Nations workplace supplies company) and have it ready to trade by September 2021.

2021 Result

Target achieved. Mandura, which translates as ‘trading place’ in the Jaithmathang Nation language, launched in late September 2021. As a separate, self-determining organisation, Mandura is led by Jaithmathang Senior Elder Roderick McLeod (Chairman) and Scott Allen. Scott Allen is a descendent from the Awabakai Worimi Nations and a non-executive board member of the NSW Indigenous Chamber of Commerce.

Target 2022

Build the economic success of Mandura by winning customers contracts totalling at least \$5 million by the end of 2022, \$15 million by the end of 2023 and \$30 million by the end of 2024.

Progress to date

As of March 2022, Mandura has formally signed contracts with three large customers. These contracts are worth \$1 million in annual revenue.



Cumulative Won Opportunities

Target





Mandura's donation target for 2022 is **\$100,000.**

Target 2 2022

Deliver tangible support and change for young First Nations Australians by donating 20% of profits from Mandura to the Pauline E. McLeod Foundation. Donation targets are \$100,000 for 2022, \$250,000 in 2023 and \$500,000 in 2024.

Progress to Date

So far \$16,800 has been directly donated to the Pauline E. McLeod Foundation while Mandura works towards building its business and contracting new customers. Avery Products has made a donation that has been directed to the Westerman Jilya Institute for Indigenous Mental Health to cover one scholarship for an Indigenous student to study psychology. Buro Seating has also made a donation directed to the Clontarf Foundation. Actual profits from Mandura trading will come in due course as new Mandura customers are onboarded in line with Target 1 in this section.

Pauline E. McLeod Foundation



James Fallon High School

\$5,000 in funding from the Pauline E. McLeod Foundation has been directed to the Clontarf Foundation's new Albury Academy at James Fallon High School. This money will help pay for daily activities designed to keep the 50 boys enrolled in the program engaged with their studies. The Albury Academy officially opened with the start of the new school year and this donation was made possible with the support of Buro Seating.



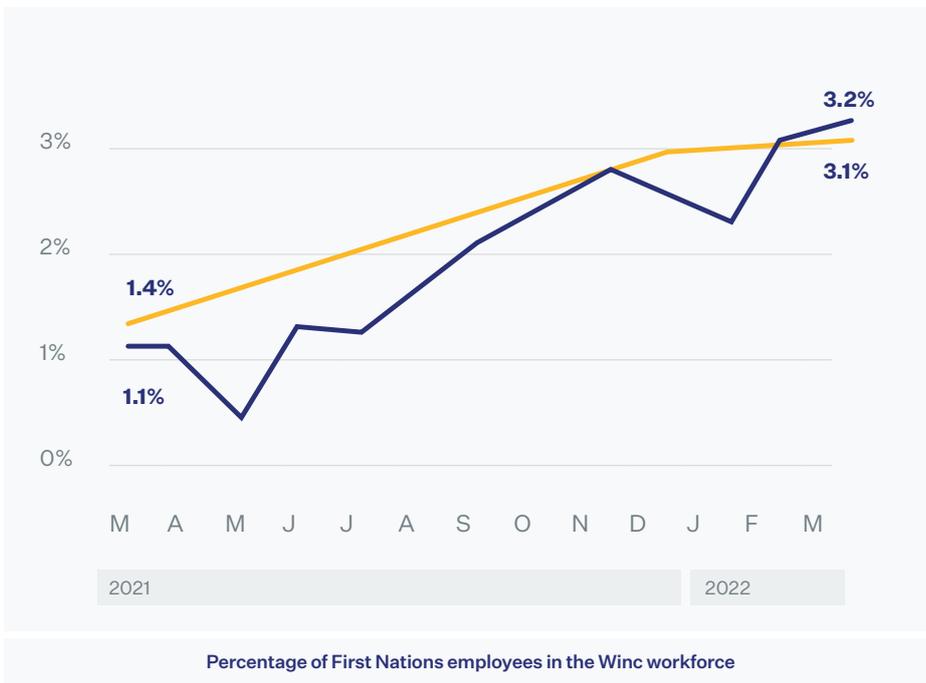
First Nations Employees

Target 3 2022

Make Winc a great place to work for First Nations Australians. Grow their representation in the Winc workforce to least 3% by 2022. Support their career development and foster a culture of inclusion and respect.

Result

We are delighted to report that we have exceeded this target one year early. As at March 2022, First Nations representation in the Winc workforce increased to 3.2%.



% First Nations Peoples

Target

First Nation Peoples are 3% of the Aust. population



Now that we have achieved First Nations representation of 3.2%, our target for 2022 is to ensure these team members are progressing in their careers. We will assist this development

through training, ongoing coaching, mentoring and dedicated internal career support.



Daniel McDougall

Daniel McDougall is the very first psychology scholarship recipient funded by the Pauline E. McLeod Foundation thanks to a donation from Avery Products.

“I am a Barkindji man who grew up on Wiradjuri and Ngunnawal country. I have seen and been affected by the epidemic that is Aboriginal mental health and experienced a tension, of being in between worlds, and the mental health consequences this brings.

I decided to take up Psychology to be equipped to make an impact in the lives of people and communities. I am passionate about young, adult men, who I have seen first had suffer silently with substance use, gambling, poor mental health, incarceration, and suicide rates.

The work of Dr Westerman is exciting but paramount and I hope to be an ally alongside her in this endeavour.”



First Nations representation in the Winc workforce is **3.2%**.

Other proactive steps Winc has taken to deliver First Nations Peoples Support and Empowerment:

1. The creation and launch of Mandura branded products for sale via Mandura and Winc has the potential to contribute to the economic success of Mandura and employment opportunities for First Nations Peoples. Recognising this, two new Mandura products have been brought to market as of March 2022 - the Mandura Bunjil Chair (12 SKUs) and the Mandura Sevens Sofa (2 SKUs). A further three product ranges consisting of over 40 SKUs are currently in development.
2. By donating 20% of profits to the Pauline E. McLeod Foundation, Mandura seeks to leverage its economic success to create social impact in the areas of mental health, education and employment for young First Nations Australians. To support the Pauline E. McLeod Foundation, in the six months since launch, two strategic



- partnerships have been forged with community partners to deliver measurable benefits - the Westerman Jilya Institute for Indigenous Mental Health and the Clontarf Foundation.
3. Over the past six months, through our First Nations Career Pathways Program we have worked with 36 candidates to become job ready and match them with suitable career opportunities at Winc. The program offers work experience, entry level and graduate opportunities in partnership with the Clontarf Foundation and First Nations recruitment agencies including Shine and Aboriginal Employment Strategy (AES). No less than 25 of these candidates were successfully placed in positions at Winc and continue in the program.
 4. Between September 2021 and March 2022, 230 hours of cultural awareness training has been delivered against a target of 2,000 hours every year.
 5. In consultation with Winc's Reconciliation Action Plan working committee members, a networking and support group for First Nations team members called the Yarning Circle was created. The group meets monthly and provides advocacy and practical support for its members.

Meet just some of the team.



Jackson Plumb
HR Administration
Gamilaraay mob



Kayla Mcgregor
Category Specialist
Wiradjuri mob



Sam Jennings
Capability Coach
Bunjalung and
Gumbainggir mob

The Westerman Jilya Institute.

Dr Tracy Westerman launched The Westerman Jilya Institute for Indigenous Mental Health in October 2018 to address the significant gap between the needs of First Nations communities and access to clinical and culturally skilled psychologists.

This innovative scholarship program provides eligible psychology students with \$10,000 per year to help with study, living and transport costs, affording vital financial assistance at any stage of their undergraduate or postgraduate degree.

By eliminating the very real financial barrier for First Nations students to study, Dr Westerman's scholarship program aims to facilitate the training of more First Nations psychologists skilled in Indigenous-specific mental health, suicide prevention and intervention programs, ultimately taking their experience back to the most disadvantaged, high-risk communities to facilitate real change.



The Clontarf Foundation.

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young First Nations men, and by doing so, equips them with the foundation to transition into meaningful employment and achieve better life outcomes.

Using the existing passion these boys have for sport allows Clontarf to encourage them to attend school, and then keep them coming. The Foundation partners with schools and communities to create Clontarf Academies which are embedded within the school grounds and education program. Full time Clontarf staff counsel and mentor students while the school caters for their education needs. Academy activities are planned within the focus areas of education, leadership, employment, wellbeing, life skills and sport.

The Clontarf Foundation commenced in 2000 with a single academy located at the Clontarf Aboriginal College in Waterford, WA. The program catered for 25 students. More than 20 years on, the Foundation operates 136 Academies and supports more than 10,000 participants.



Leah Bennet



About the Mandura Sevens Sofa.

Leah Bennet is an interior designer, furniture designer and proud descendent of the Wudjari Noongar mob from Ravensthorpe region, WA. Leah believes that by bringing First Nations culture into interior and furniture design, she is able to help people appreciate that culture in a tangible and accessible way.

Leah wanted to create a furniture piece that was holistically Indigenous from the shape, to the fabric, to the designers involved. The two patterns “Bidi” (Journey) or “Noonak” (You) were designed by Fabric artist Buffi e Corunna of the Noongar Nation.

Intended for casual collaboration, the Mandura Sevens Sofa has been inspired by the ‘Number 7’ boomerang, so called because of its very distinctive shape which looks like the number 7. These unique boomerangs were traded widely throughout the central and northern regions of Australia by our First Nations Ancestors and played a very important role not only in hunting but also in sacred ceremonies thus maintaining and strengthening the Cultural Alliances between other First Nations.

Climate Change.

Reduce carbon emissions from Winc’s business activities.

Climate change is now affecting every country on every continent. It is disrupting national economies and affecting lives through changing weather patterns, rising sea levels and more extreme weather events such as bushfires and floods. The carbon emissions from human activities are driving climate change and continue to rise. Winc is at the beginning of its journey to reduce carbon emissions and we are committed to improving our efforts. These are our priorities and progress to date for Climate Change at Winc.

Tonnes of Carbon Dioxide Emissions

Target 1 2022

Reduce our Scope 1 direct carbon emission by improving the efficiency of our distribution activities. Our target is to reduce the tonnes of CO2 emitted per million dollars of revenue by 10% (from 2.920* tonnes – September 2021 result - to 2.628 tonnes) by end 2022.

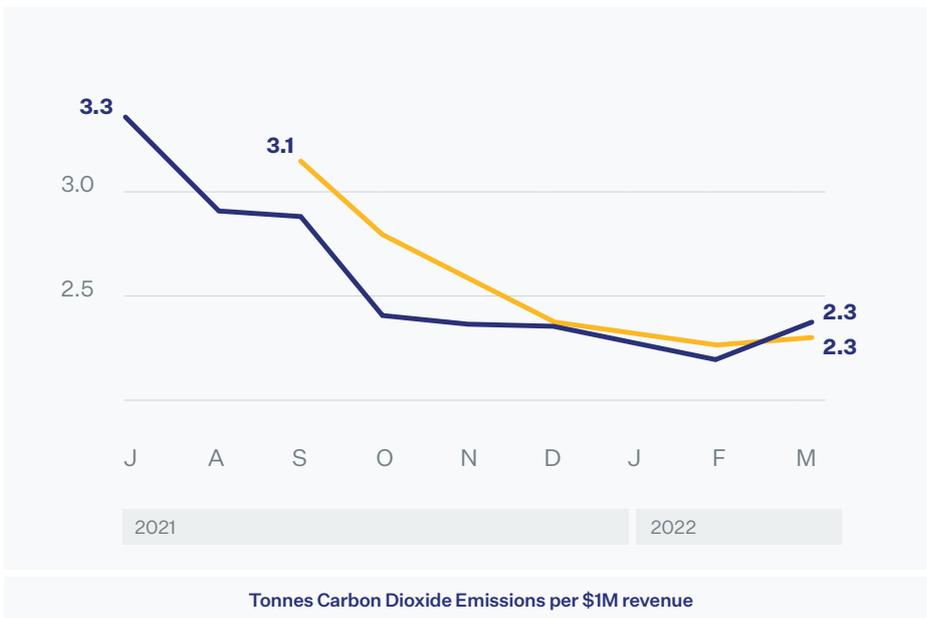
**This is a calculation of Winc’s CO2 emissions from Scope 1 truck fleet emissions in metro areas. Historical data is calculated using an average of kilometres travelled data from Winc’s owner driver. From 1 April 2022, data from Winc’s new Mobile Data Terminals (MDTs) will be used in place of average kilometres travelled data for reporting. Carbon emissions produced by each delivery vehicle also varies based on a vehicle’s fuel and fuel economy. Data used to calculate variables is based on a two-tonne van, which is standard in Winc’s fleet.*

Progress to Date

As of March 2022, the tonnes of carbon emissions emitted per million dollars of revenue has reduced to 2.3 tonnes with a rolling three-week average of 2.3 tonnes. This represents a reduction of 21%.

Greater efficiencies in the Winc order distribution process has been achieved from:

- Better in-stock position resulting in less split deliveries
- A reduction in the number of smaller orders placed by customers
- More efficient packing of orders resulting in less “air” being shipped in each delivery



Actuals

3 Month Rolling Ave





Winc customers are now ordering more sustainably. Small orders have reduced from **34%** in September 2021 to **30.5%** in March 2022.



Percentage of small orders < \$100

Other proactive steps Winc has taken to reduce Carbon Emissions:

1. A new small order fee was introduced to discourage the placement of smaller orders and reduce the amount of carbon emissions and packaging waste created through Winc deliveries. In addition, a series of educational communications designed to encourage customers to order more sustainably were issued. As of the end of March 2022, smaller orders as a percentage of total Winc deliveries decreased to 30.5% (from 34% in September 2021).
2. The national roll out of driver hand-held Mobile Data Terminals to more accurately track number of kilometres travelled and route taken was completed in 2021 and we are using that data in 2022.
3. We are finalising the contract to install solar panels for Winc's NSW Distribution Centre. No less than 538 panels capable of producing 364,000 kilowatts in year one are expected to be in place by June 2022.



Small Order %
Target



Responsible Packaging / Management of Waste.

Winc has made commitments under the Australian Packaging Covenant Organisation membership, in four areas;

1. Make our Winc Own Brand packaging more sustainable
2. Reduce the waste generated by Winc and increasingly recycle so that less goes to landfill
3. Make our 50,000 deliveries a day more efficient in the amount of cardboard used
4. Assist our customers to eliminate their use of single use plastics ahead of legislative enforcement.

Our approach to responsible packaging and the management of waste is guided by these principles.

Winc Own Brand Recycling Packaging

Target 1 2022

Redesign the packaging of three categories of Winc Own Brand products to be in market by 2022 with a target of converting 5% of all Winc Own Brand packaging to more sustainable options in 2022.

Progress to Date

On track. Three categories have been redesigned and two are already in market. Winc has redesigned the packaging of the Codafile Lateral Outguide and replaced the plastic shrink wrap with a 100% recycled paper band. In addition, packaging of Winc Scissors and Cutters uses less plastics and more recycled cardboard. These products come sealed in PET plastic (which can be recycled) and the backing card used is 100% recycled cardboard. New packaging for Codafile Lateral Outguide and Winc Scissors are in market now and Winc Cutters are expected to arrive mid-2022.

Our 2022 target is to convert **5%** of all Winc Own Brand packaging to more sustainable options.



Before



After

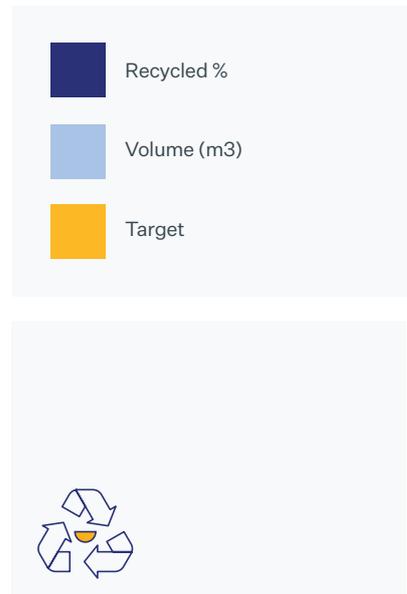
Waste Management

Target 2 2022

In Winc Operations, increase the percentage of total waste that is recycled by 20% (from 39% to 59%) by the end of 2022.

Progress to Date

In December 2021, the amount of waste recycled at Winc's Distribution Centres increased to a record 56%. Progress in early 2022 had been impacted by COVID-19 (less frequent collection of waste for recycling) but efforts renewed in March 2022 onwards, resulting in another month where 56% of the waste at Winc's Distribution Centres being recycled.



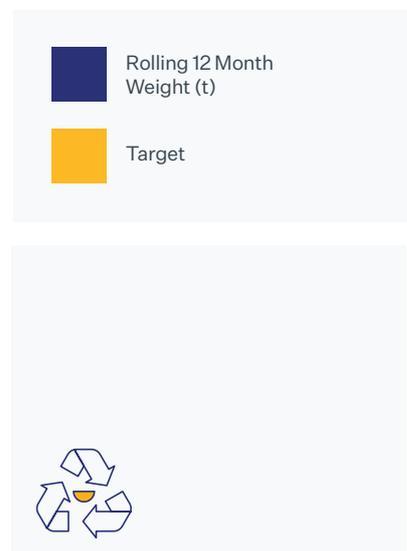
Landfill Waste

Target 3 2022

Reduce the tonnes of waste going to landfill by 20% (from 1,113 tonnes to 890 tonnes) by the end of 2022.

Progress to Date

Significant progress has been made in the reduction in the amount of waste sent to landfill. Reductions have been achieved month on month. As at February 2022, 880 tonnes of waste was sent to landfill which is a 21% reduction from June last year. In March 2022 the rolling 12 month average was 876 tonnes.



Packaging

Target 4 2022

Reduce Winc outer cardboard and void fill used per thousand dollars of revenue by 10% by the end of 2022.

Progress to Date

We replaced 100% of the plastic void fill used in Winc delivery boxes during April 2022. In its place, recycled perforated cardboard is now used. During a recent trial in Sydney, customers receiving boxes packed in this way were asked to provide feedback. Over 93% said they would like to see perforated cardboard used in Winc deliveries moving forward. As a result, Winc has made the capital investment to make this improvement operational in all Winc Distribution Centres from April 2022.



Single Use Plastic

Target 5 2022

Assist our customers to eliminate their use of single-use plastics by encouraging a transition to sustainable alternatives and remove single-use plastics from sale ahead of state legislation requirements.

Progress to Date

Achieved and ongoing. With the *Stage 1 of the Single-use and Other Plastics Products (Waste Avoidance) Act 2020* coming into effect in South Australia from 1 March 2021, Stage 2 following on 1 March 2022, the ACT moving ahead with the *Plastic Reduction Act 2021* on 1 July 2021 and QLD following suit with the *Waste Reduction and Recycling (Plastic Items) Amendment Act 2021* on 1 September 2021, Winc has worked with customers to promote and support better waste management practices. This has included:

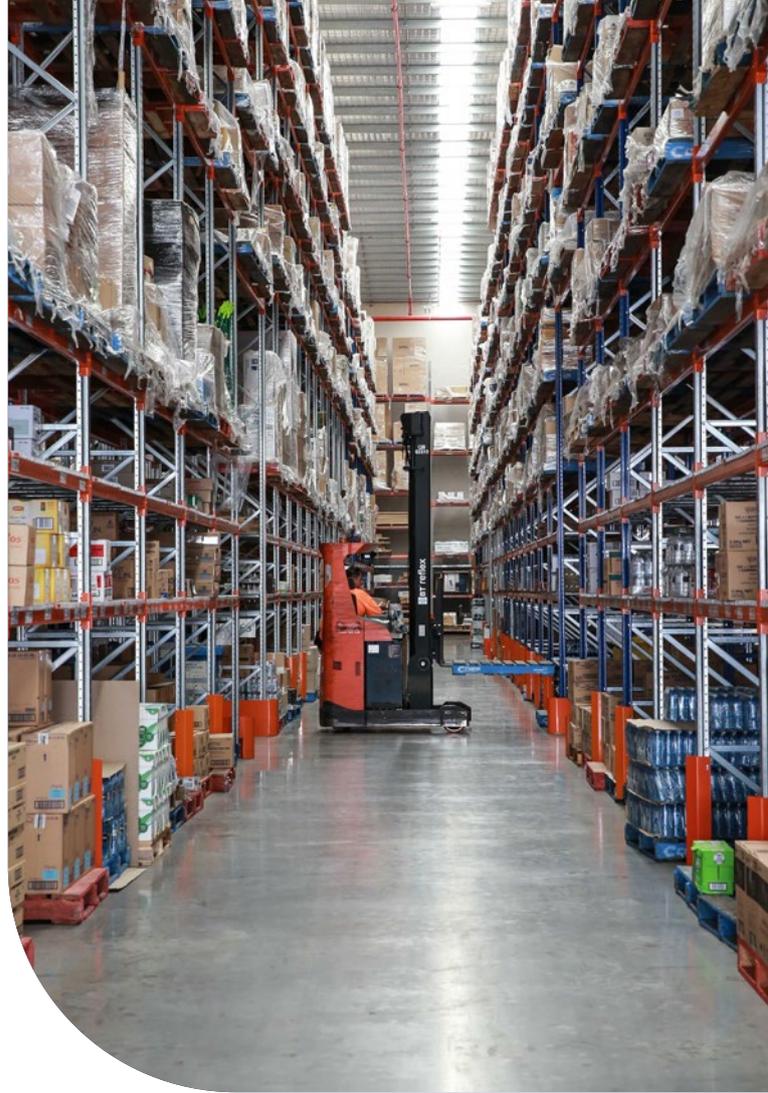
- No longer making the single-use plastics prohibited under the legislation available to customers in each jurisdiction ahead of implementation
- Encouraging the transition to the sustainable alternatives Winc offers





In the last nine months, Winc has reduced the amount of waste sent to landfill by **21%**.

To help improve the amount of waste recycled at Winc, a complete overhaul of current waste management practices in Winc's Distribution Centres is underway including a review of waste removal providers. A series of operational improvements have been identified in partnership with the preferred supplier to reduce and/or eliminate waste streams.



Other proactive steps Winc has taken to encourage more responsible packaging and produce less waste.

- Clearer signage on bins for different waste streams
- Purpose built bins to maximise the amount of waste recycled
- Winc team training addressing the clean sorting of recyclable waste – this is to be implemented in Q2 2022
- Finding new uses for recycled waste – perforated cardboard used as void fill
- To support customers navigating the state-based single-use plastics bans at a national level, Winc produced a seven-page Guide with all the latest information on the roll out. “Navigating the banning of single-use plastics in Australia” has been supplemented with various communications to customers to encourage them to order more sustainably.
- The replacement of 100% LDPE plastic mailer bags with ones made from 80% post-consumer recycled plastic. These bags, which are used to transport goods not large enough to require a Winc box, are also recyclable. To give our Winc mailer bags another purpose, customers are being encouraged to recycle these mailer bags through any existing soft plastics recycling program.



Gender Equality.

Ensure inclusiveness and equality is expected and valued at Winc.

At Winc, we believe we are better and smarter together and know that a unique combination of backgrounds, perspectives and experiences in our people is a major contributor to our collective success. Creating opportunities for women to fully participate at Winc is important to us. These are our priorities and targets for Gender Equality at Winc.

Females in Senior Leadership

Target 1 2022

Maintain female representation in senior leadership between 45% and 55% of the pool.

Progress to date

Achieved. As at March 2022, 51.2% of Winc senior leaders (first three levels of senior management) are female and perform roles across every function at Winc including Sales, Finance, Supply Chain, IT, HR, E-commerce, Marketing, Pricing and Category Management. This is up from 46% in June 2021.





Women make up **51.2%** of senior leadership roles.

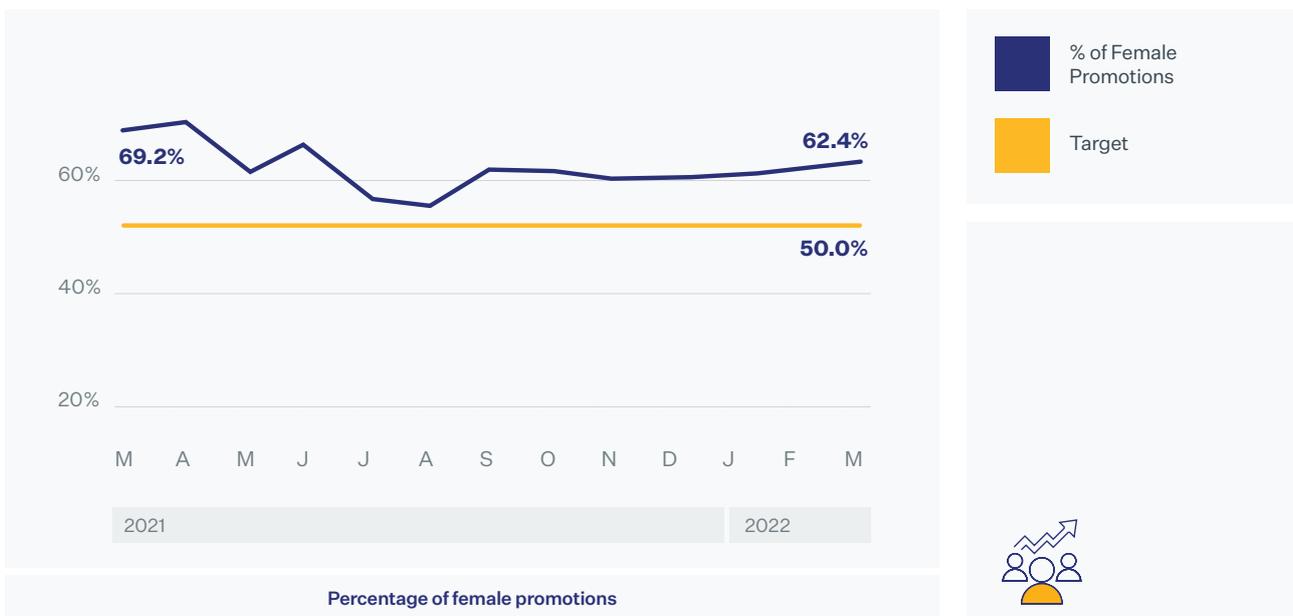
Womans Career Progression

Target 2 2022

Support the career progression of women by ensuring they make up at least 50% of internal promotions at Winc.

Progress to date

Achieve and exceeded. We are delighted to report that women have made up well over 50% of the internal promotions at Winc month on month over the last six months. In March 2022, that figure was 62.4%.



Other proactive steps Winc has taken to ensure inclusiveness and equality:

1. A Winc performance calibration and talent review was conducted in March 2022 to assess the strength of our internal pipelines for critical and strategically important roles. We identified a healthy gender balance across performance categories and strategically important roles at Winc.
2. Individual development and career planning reviews were conducted across December 2021 and January 2022.
3. All vacant roles were advertised internally to provide development opportunities for our people to grow their capability and career at Winc.
4. We introduced Stillbirth Leave and Miscarriage Leave.
5. To build capability and awareness to identify and address unconscious bias, 537 training hours were delivered against an annual target of 600.



Women have made up well over **50%** of the internal promotions at Winc month on month over the last six months. In March 2022, that figure was **62.4%**.



Rhiannon Lelliott

Senior Digital Marketing Manager

In February, Rhiannon Lelliott commenced the next stage of her career journey at Winc with a promotion into the Senior Digital Marketing Manager role. Rhiannon joined the company six years ago as a budding Business Development Associate working in our Sales team. She made the transition to Marketing after a number of years acquiring a swag of mid-market customers for the business and hasn't looked back.



Peta Reynolds

Training and Capability Lead - Operations

As we focus on building our capability and creating a training culture in our Operations team, Peta has recently accepted the challenge of supporting all of our Distribution Centres by creating and implementing this framework. Peta has been at Winc for 14 years and worked in various Operations roles in that time. Knowing our business inside and out made Peta the ideal candidate for this role, along with her passion for continuous improvement.



Terry-Lee Smith

Category Manager - Furniture

In our Merchandising team, Terry-Lee Smith has taken on the role of Category Manager – Furniture. Terry-Lee was previously part of the Furniture Solutions Sales team. With a strong understanding of market trends and customer needs, Terry is now applying her knowledge of the category in a whole different way bringing a fresh perspective to driving the category forward.



Kim Milburn

State Logistics Manager – Victoria

In October 2021, Winc welcomed back Kim Milburn, after an 18-month break from the business, to run our second busiest Distribution Centre in the network. Kim has extensive experience in the industry and holds a genuine passion for Winc people and Winc customers.



Ethical Sourcing.

Trade ethically and take action to protect human rights in the total Winc supply chain.

Winc is committed to doing the right thing. This includes minimising the risk of modern slavery in our supply chain. That's why we have a strict Ethical Sourcing Policy and Supplier Code of Conduct. Our Ethical Sourcing Policy is guided by the UN Human Rights Declaration, the ILO Convention on labour standards and the Ethical Trading Initiative Base Code.

Modern Slavery is a big problem globally. Winc published its first Modern Slavery Statement in 2020. This document sets out how we assess and respond to the risks of modern slavery practices in our business. Our most recent statement was published in July 2021 for the reporting period of 1 January 2020 to 31 December 2020. You can access it at winc.com.au/services/about-us/corporate-responsibility.

Minimising the risk of Modern Slavery

Target 1

Minimise the risk of modern slavery in the Winc supply chain by completing a full risk assessment on Winc Own Brand, Business Interiors Own Brand and Print & Marketing Services products via Sedex by December 2021.

Result

Solid progress was made against this ambitious target in 2021 with a focus on highest rated risks. As at March 2022, we have completed the risk assessment for Own Brand suppliers and are working through the risk assessment for Business Interiors Own Brand and Print & Marketing Services. The following percentages of suppliers have been onboarded with Sedex with data connected to enable factory audit information to be shared:

- 92% Own Brand suppliers
- 59% Business Interiors Own Brand and Print & Marketing Services suppliers

This is up from 65% of Winc Own Brand and 34% of Business Interiors Own Brand and Print & Marketing Services suppliers in July 2021.

COVID-19 related factory shutdowns in some countries during 2021 and higher levels of complexity in Business Interiors Own Brand and Print & Marketing Services meant we did not hit the target of 100% risk assessment completion by the end of 2021. We have completed the risk assessment on Winc Own Brand and are working through the Sedex onboarding, re-sourcing or exit strategy for the remaining non-compliant suppliers at present.



Target 1 2022

By the end of 2022 the full risk assessment on Business Interiors Own Brand and Print & Marketing Services products will be completed. Suppliers who do not onboard with Sedex will be removed from the Winc supply chain. Only a handful of exemptions will be granted, namely small suppliers of exceptionally low volume where it does not make commercial sense to onboard with Sedex. These suppliers will be asked to supply alternative documentation that satisfies our strict requirements.



**Thank you for working with us to work towards
a more sustainable future.**

For any questions, email us at csr@winc.com.au

winc.com.au