



Modern Slavery Statement

30th June 2024

Introduction

This statement is made in compliance with the Australian Modern Slavery Act 2018 and covers the financial year ending June 2024. It outlines the steps taken by Kohli Sports Private Limited, under the brand name Shrey, to address modern slavery and human trafficking risks within our operations and supply chains. We are committed to upholding the highest ethical standards and ensuring that modern slavery has no place in any part of our business.

Our Business

Shrey is a global sportswear brand established in 2013, renowned for cricket helmets, teamwear, activewear, and training apparel. With operations in Australia, India, the UK, and other international markets, we support over 300 international clubs, teams, and players. Our vertically integrated operations, involving over 200 skilled factory workers, enable us to design and manufacture our products in-house while maintaining our focus on quality, sustainability, and innovation.

Our Supply Chain

Our supply chain includes trusted suppliers of raw materials such as fabrics, metals, trims, and components for sportswear and equipment. We prioritise ethical practices across our supply chain and collaborate with suppliers to uphold our standards of integrity and human rights.

Policies to Address Modern Slavery

We are dedicated to eliminating modern slavery in all its forms. Our policies include:

- **Supplier Code of Conduct:** Requires strict adherence to labour laws and prohibits forced labour, bonded labour, and human trafficking. This ensures fair wages, safe working conditions, and compliance with International Labour Organisation (ILO) standards.
- **Ethical Trading Policy:** Mandates respect for workers' rights, dignity, and equitable working conditions throughout the supply chain.
- **Whistleblower Policy:** Provides a confidential channel for employees, suppliers, and third parties to report unethical practices, including modern slavery, without fear of retaliation.

Risk Management & Due Diligence

To mitigate the risks of modern slavery, we implement the following measures:

- **Supplier Audits:** Regular assessments of supplier compliance with ethical labour standards, conducted internally and through third-party audits like Sedex.
- **Traffic Light System:** Suppliers are graded (Green, Amber, Red) based on audit outcomes, with non-compliant suppliers required to take corrective action within set timeframes.
- **Remediation:** Critical violations trigger immediate remediation actions, including supplier contract termination if necessary.

Training and Awareness

We strive to build awareness and capacity among our employees and partners through:

- **Employee Training:** All staff are educated on identifying modern slavery risks, with tailored programs for procurement teams to ensure ethical sourcing.
- **Supplier Collaboration:** Ongoing communication with suppliers to promote understanding and adherence to modern slavery requirements.

Monitoring and Performance

We measure the success of our efforts using Key Performance Indicators (KPIs):

- **Supplier Compliance:** Monitoring the percentage of suppliers meeting ethical standards.
- **Incident Resolution:** Tracking timelines for resolving identified non-compliances.
- **Training Completion Rates:** Measuring the proportion of employees completing annual training on modern slavery.

Bribery and Corruption

We enforce a zero-tolerance policy on bribery and corruption. Suppliers engaging in such practices are immediately removed from our supply chain.

Continuous Improvement

We are committed to evolving our policies and practices by:

- Regularly reviewing risk assessments and the Supplier Code of Conduct.
- Updating training programs to align with best practices and legal requirements.
- Strengthening supplier partnerships to promote ethical sourcing and labour practices.



This statement has been approved by the Board of Directors for the financial year ending June 2024 and will be reviewed annually to ensure ongoing relevance and effectiveness.

A handwritten signature in purple ink, appearing to be 'Raghav Kohli', with a large loop at the top and a stylized 'K'.

Raghav Kohli
Managing Director