

Koskela Pty Ltd – Modern Slavery Statement

2025

Voluntary Statement – Modern Slavery Act 2018 (Cth) Compliance

1. About Koskela

Koskela Pty Ltd (“Koskela”) is an innovative Australian furniture, design and lifestyle business founded in 2000. We are proud to be a Certified B Corporation®, committed to exceptional design, ethical manufacturing, and measurable social impact.

Our mission is to create products that minimise environmental harm and maximise social good. We manufacture in Australia to reduce our carbon footprint, guarantee fair labour conditions, and maintain high product quality. We work closely with Aboriginal and Torres Strait Islander artists and makers, facilitating collaborations with Indigenous-owned art centres to create unique, contemporary designs.

2. Structure, Operations and Supply Chains

Koskela is a privately owned Australian proprietary company, headquartered in Sydney, NSW, operating solely within Australia.

- Structure: Single legal entity with no subsidiaries.
- Operations: Product design, local manufacturing partnerships, and online retail distribution.
- Workforce: Approximately 10 employees across design, operations and sales functions.
- Supply Chains:
 - Tier 1 Suppliers: **21** Australian suppliers, primarily manufacturers of solid timber, laminate, metal, fabric, foam, and fabric and leather products.
 - Services: Freight, and installation services from Australian-based providers.
 - Raw Materials: While our direct suppliers are Australian, certain raw materials (timber species, fabrics, metals) may originate overseas. These global sourcing points can present elevated modern slavery risks.

3. Risks of Modern Slavery in Our Operations and Supply Chains

We recognise that modern slavery risks can exist even in low-risk geographies such as Australia, particularly through indirect sourcing of raw materials.

Key risk areas:

- Textiles & leather – potential links to forced labour in tanning and fabric production overseas.
- Metals – potential links to forced labour in overseas metal manufacturing..
- Timber – risk of illegal logging or forced labour in upstream supply chains.
- Logistics – subcontracting in freight and warehousing may involve vulnerable migrant labour.

Operational risks: We assess the risk within our direct operations as low due to Australian

labour laws and workplace protections. However, we acknowledge potential indirect exposure through raw material sourcing beyond tier 1 suppliers.

4. Actions Taken to Assess and Address Modern Slavery Risks

Our actions are guided by our Supplier Code of Conduct and a commitment to continuous improvement.

Policies and governance:

- Supplier Code of Conduct requires compliance with:
 - ILO Conventions 29, 105 (forced labour), 100, 111 (non-discrimination), and the CEDAW Convention.
 - Prohibitions on child labour and hazardous work for those under 18.
 - No retention of identity documents or payment of recruitment fees.
- WHS and insurance compliance required for all suppliers.

Due diligence:

- All new suppliers must sign the Code of Conduct prior to engagement.
- Supplier self-assessment questionnaires capture details on labour practices, sourcing origins, and grievance mechanisms.
- Targeted desktop research using public risk indices (e.g., Global Slavery Index, US Department of Labor Lists).

Monitoring and enforcement:

- Corrective Action and Preventive Action processes under ISO 9001.
- Right to audit suppliers where risks are identified.
- Commitment to remediation plans where breaches occur, prioritising the welfare of affected workers.

Training:

- Annual training for procurement and design staff on identifying and responding to modern slavery risks.

5. Effectiveness of Our Actions

We assess effectiveness through:

- % of active suppliers that have signed the Supplier Code of Conduct (target: 100%).
- % of suppliers completing self-assessment questionnaires (target: 100%).
- Number of staff trained annually (target: 100% of relevant staff).
- Number of risk issues identified and resolved through corrective actions.

We review these metrics annually and report on progress in subsequent statements.

6. Consultation

Koskela has no subsidiaries. Consultation with internal stakeholders occurs through:

- Team review of modern slavery risks and actions.
- Procurement team engagement in supplier due diligence.
- Annual statement review and approval by the Director.

7. Future Commitments

Over the next 12 months, Koskela will:

- Expand staff training to include product design implications for labour risk.

8. Approval

This statement is made pursuant to section 16 of the Modern Slavery Act 2018 (Cth) and constitutes Koskela's voluntary modern slavery statement for the [Year] reporting period.

It was approved by the Board of Directors on [date].

Signed:



Sasha Titchkosky

Director

Koskela Pty Ltd

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