

# **Modern slavery statement**

**01 July 2023 – 30 June 2024**

## Contents

Introduction .....	3
Reporting entities covered by this statement .....	4
Our structure, operations and supply chains .....	5
Risks of modern slavery practices in our operations and supply chains .....	7
Actions taken by us to assess and address modern slavery risks .....	8
How we assess the effectiveness of the actions taken by us .....	9
How we consult with our subsidiaries.....	10

## Introduction

LSKD Group Pty Ltd, through its subsidiaries, operates a functional sportswear brand. Our mission is to inspire our community to be 1% better every day.

As part of our mission, we are committed to continually improving our operations and supply chains to eliminate modern slavery.

Modern slavery describes a range of serious exploitative practices, including human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and the worst forms of child labour.

This is our first modern slavery statement, and in it, we set out the steps we have taken to assess and address the risks of modern slavery in our operations and supply chains during the period 01 July 2023 to 30 June 2024.

This statement is signed by Jason Daniel in his position as sole director and sole secretary of LSKD Group Pty Ltd on 26 / 03 / 2025 (date).



Jason Daniel

Sole director and sole secretary

LSKD Group Pty Ltd

## Reporting entities covered by this statement

This statement covers the following reporting entities:

Entity	Registered office
LSKD Group Pty Ltd ACN 639 986 502	Lot 2, 46 Burchill Street, Loganholme Qld 4129, Australia
LSKD Pty Ltd ACN 123 602 737	Lot 2, 46 Burchill Street, Loganholme Qld 4129, Australia
LSKD IP Pty Ltd ACN 638 871 299	Lot 2, 46 Burchill Street, Loganholme Qld 4129, Australia
LSKD NZ Limited company number 8765211	Gilligan Sheppard Limited, 4th Floor, Smith & Caughey Building, 253 Queen Street, Auckland, 1141 , New Zealand
LSKD US, Inc.	Legalinc Corporate Services Inc., 131 Continental Drive, Suite 305, Newark, New Castle, Delaware, 19713, United States of America

The above entities will collectively be referred to as “**The Group**” throughout this statement.

## Our structure, operations and supply chains

### Structure

LSKD Group Pty Ltd is a non-trading, privately-owned Australian company. LSKD Group Pty Ltd owns and controls the following entities:

Entity	Purpose
LSKD Pty Ltd ACN 123 602 737	To operate the Group's Australian-based business
LSKD IP Pty Ltd ACN 638 871 299	To hold the Group's intellectual property
LSKD NZ Limited company number 8765211	To operate the Group's New Zealand-based business
LSKD US, Inc.	To operate the Group's USA-based business

The Group operates under the "LSKD" brand in various jurisdictions throughout the world.

The Group employs:

1. 315 team members in Australia; and
2. 11 team members in the USA.

### Operations

Our operations comprise of:

1. operating our combined warehouse, office and retail shop from our headquarters in Logan, Queensland;
2. operating our 10 retail shops across Queensland, New South Wales and Victoria; and
3. operating our combined office and retail shop in San Diego, USA.

### Supply chains

Our supply chains comprise of:

1. our raw material suppliers located in Southeast Asia;
2. our manufacturers located in Bangladesh, China, India, Indonesia, Pakistan, Sri Lanka and Vietnam;
3. sea and airfreight carriers located in Bangladesh, China, Hong Kong, India, Indonesia, Pakistan, Sri Lanka, Thailand, Taiwan, United States of America and Vietnam
4. postal carriers located in Asia, Australia, Canada, New Zealand, the United Kingdom and the United States of America;
5. retail shopping centre operators and commercial / industrial landlords located in Australia and the USA in relation to the retail shops and offices we lease;
6. shopfitters located in Australia and the USA to fit out our offices and retail shops;

7. professional services (including legal, tax, accounting, consulting and IT services) located in Australia, New Zealand and the USA;
8. remote team members located in the Philippines; and
9. sponsored athletes and collaboration partners located globally.

## **Risks of modern slavery practices in our operations and supply chains**

We have assessed our operations and supply chains to consider the risk that we are causing, contributing, or directly linked to modern slavery practices.

We have identified the following risks of modern slavery practices in our operations and supply chains:

1. The use of forced labour, debt bondage, child labour and migrant workers in textiles sourced from Asia.
2. The exposure to exploitative working conditions, including excessive hours, in garment manufacturing facilities in Asia.
3. That we do not have visibility over our overseas suppliers, and there may be a higher risk of modern slavery in secondary levels in our supply chain (for example where a manufacturing supplier may procure raw materials directly.)

## **Actions taken by us to assess and address modern slavery risks**

We have taken the following actions to assess and address modern slavery risks in our operations and supply chains:

1. We have developed a new supplier onboarding manual, and implemented a process to ensure all suppliers review and sign the manual. Our manual requires, among other things, that our suppliers provide audit reports.
2. We started a review of our procurement agreements to ensure modern slavery clauses are included.



## **How we assess the effectiveness of the actions taken by us**

Given that this is our first modern slavery statement, our focus during this reporting period was to gain a better understanding of modern slavery risks in our operations and supply chains. At this early stage, we are not able to assess the effectiveness of the actions we have taken. We have, however, started on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

## **How we consult with our subsidiaries**

This statement has been prepared by LSKD Group Pty Ltd in consultation with each other entity covered by this statement.

LSKD Group Pty Ltd has provided an information pack for key team members throughout the Group containing:

1. information on our reporting requirements under the Modern Slavery Act 2018 (Cth);
2. information setting out the actions we intend to take to address those reporting requirements; and
3. relevant materials and updates.