



MESHKI

MODERN SLAVERY STATEMENT 2025



## ACKNOWLEDGEMENT OF COUNTRY

MESHKI acknowledges the Traditional Custodians of the land on which we gather and pays respect to Elders past and present. We extend that respect to all Aboriginal and Torres Strait Islander peoples.

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# MESHKI

## INTRODUCTION

This Modern Slavery Statement is prepared in accordance with the Modern Slavery Act 2018 (Cth) (the Act) and covers the period of 1st of July 2024 to 30th of June 2025.

MESHKI PTY LIMITED (ABN 63 606 524 878) is a privately owned company, trading as an online business under the trading name of MESHKI. During the reporting period MESHKI did not own or control any other entities. The company operated solely as the Australian entity, with no subsidiaries or controlled entities during that period.





## OUR PRODUCT AND PROCESS

At MESHKI, we exist to deliver luxurious pieces that empower women with confidence worldwide. This commitment includes our aim to ensure that products are made in ways that respect the rights and wellbeing of our people and supply chain partners.

The MESHKI range includes women's apparel, footwear and accessories which are designed and developed by our head office team for sale on our e-commerce platform globally.

Our products come to life in Sydney, Australia where every piece is designed and developed at our Head Office in Mascot.

Once designed, MESHKI pieces are manufactured by our suppliers across China and India.

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# OUR STRUCTURE, SUPPLY CHAIN AND OPERATIONS

## Supplier Classification

At MESHKI, we engage with a range of suppliers for our products and services. Our suppliers are categorised into the following categories: Product Suppliers and Non-Trade Suppliers



Those who provide goods or services directly involved in the creation of our products e.g. garment factories who undertake cut, make, trim (CMT)



Non-Trade suppliers are those who provide goods or services that support our operations but are not directly tied to the making of our products e.g. office cleaning services

# OUR STRUCTURE, SUPPLY CHAIN AND OPERATIONS (Continued)

## Product Suppliers

At MESHKI, our production supply chain is categorised into the following Tiers and definitions, following the guidance of Textile Exchange

<b><u>Tier 0: Branding, Retailing &amp; Distributions</u></b>	Marketing and distribution of final products <b>without production process</b> (e.g., retailing, branding, warehousing and distribution)
<b><u>Tier 1: Finished Product Manufacturing</u></b>	Assembly and manufacturing of final products with processes including manufacturing, washing, laundering, dyeing, printing, embellishing. The output is <b>finished products</b> including our apparel, accessories, footwear.
<b><u>Tier 2: Material Manufacturing</u></b>	Production and finishing of materials for example fabrics and trims that go directly into finished product. Processes at this stage include knitting and weaving. The output at this stage is <b>finished materials</b> (e.g., knitted or woven fabrics, dyed fabrics, printed fabrics).
<b><u>Tier 3: Intermediate Raw Material Processing</u></b>	Processing of raw materials into yarn with processes including spinning and output being <b>yarn</b> .
<b><u>Tier 4: Raw Material Production and Primary Processing</u></b>	<p>This stage is two-fold:</p> <ul style="list-style-type: none"><li>• The extraction and farming of primary raw materials from natural (e.g. cotton) or synthetic (e.g. fossil fuels) sources and the collection of secondary raw materials such as reclaimed textiles</li><li>• The primary processing of these raw materials into a commodity state (e.g. ginning cotton or scouring wool)</li></ul> <p>The outputs are processed raw material (e.g. staple fiber and filament).</p>

## OUR STRUCTURE, SUPPLY CHAIN AND OPERATIONS (Continued)

We utilise a total of 33 tier 1 product suppliers across China ( 94% of total tier 1 suppliers) and India (6% of total tier 1 suppliers). As a general rule, we aim to create a direct working relationship with suppliers where we recognise our ability to influence outcomes is greater than through an agent model.

Once suppliers have manufactured MESHKI products, these are then shipped through freight forwarders and logistics partners via sea, air, rail and road transport to either our Sydney based warehouse or to our third party logistics partners in the US. Upon arrival, products are readied for purchase, and then packed and shipped to our customers via internationally recognised freight or parcel companies.

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## OUR TEAM

Our head office team in Sydney consists of 113 employees. We also have 6 employees in the US to support MESHKI US operations.

There are a total of 69 employees at MESHKI's Sydney based warehouse, therefore a total global team of 188 employees across MESHKI head office, warehousing and operations.

At our MESHKI head office, 88% of our employees are employed in full-time roles, 2% are employed in part-time roles and 7% in casual roles. At our Sydney warehouse, 19% of our employees are in full-time roles, 1% are in a part-time role and 80% are in a casual role. Our international employees are in full-time roles.

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# MODERN SLAVERY RISKS

MESHKI has zero tolerance to any form of modern slavery across our business operations and supply chain.

To identify where the organisation's exposure to modern slavery is most significant in our operations and supply chains we undertake modern slavery risk assessment. This helps us consider where we may cause, contribute, or be linked to modern slavery risks, ensuring we remain aware of evolving risk areas, are able to prioritise and seek to mitigate high-risk activities, and can effectively measure the impact of preventative actions.

As part of this we analyse the effectiveness of our supplier screening process, policies, purchasing behaviours and reporting/accountability in seeking to address modern slavery.

While risks exist in our own operations, including where we engage providers for services such as cleaning and logistics, the supply chain has been identified as our highest area of risk. Geographic, sector and product risks exist, with fashion and textiles recognised as a high risk industry and cotton a high risk product.

Risks include women's vulnerability, lack of governance and poor compliance standards, the use of low skilled or migrant workers, seasonal workforces, forced or excessive overtime and subcontracting.

Supply chain complexity with reliance on sourcing in foreign (offshore) markets, heightens risk, particularly in areas where we have limited visibility or direct oversight, such as subcontracting arrangements, low-margin production environments, or where suppliers manage parts or all of a relationship on our behalf. In these situations there is particular risk of being indirectly linked to harmful practices through the actions of another party.

The risk of modern slavery increases the deeper we delve into our supply chain as visibility decreases, for example from fabric mills, spinners and raw materials suppliers. This is explored in more detail later in this statement through a case study on cotton sourcing, which highlights how modern slavery risks can emerge at the raw material level.

# ADDRESSING RISKS

In the reporting year, we have continued to review, update and implement policies and procedures that assist in addressing modern slavery risks in our supply chain and operations while also strengthening internal governance.

Selecting the right suppliers and factories is a critical step in mitigating modern slavery risks across MESHKI's supply chain. To ensure our partners, including suppliers and factories, meet our ethical expectations, we have implemented a thorough onboarding screening process that assesses suitability to manufacture products for MESHKI. This process must be followed by all suppliers and factories prior to any approval for use.

We seek to have direct relationships with Tier 1 suppliers who are required to sign our Supplier Agreement and Code of Conduct which is aligned with the fundamental principles of the International Labour Organisation (ILO).

We aim to have long term supplier partnerships and work closely with suppliers to establish strong communication channels, encouraging open, transparent discussions and feedback. Internally, we have Chinese speaking team members which helps to ensure open lines of communication and supports with education. Our ability to communicate clearly with suppliers and factories seeks to enable a strong and positive partnership between all parties.

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# ADDRESSING RISKS (CONTINUED)

At MESHKI, we have a 'Mutual Recognition' audit program that allows factories to submit an existing ethical audit if it meets our defined auditing criteria, which are aligned with ILO standards. To be accepted, the audit must demonstrate alignment with internationally accepted due diligence frameworks, be independently conducted, align with the ILO conventions, and be less than 12 months old. Accepted audit programs include amfori BSCI, SMETA (Sedex Members Ethical Trade Audit), WRAP, SA8000, and SLCP Verified Assessments.

Across our Tier 1 supply base, over 90% of audits we receive are either BSCI or SMETA. This program enables MESHKI to identify and mitigate modern slavery risks within our supply chain, ensuring that all Tier 1 facilities involved in manufacturing MESHKI goods undergo annual independent audits against internationally recognised labour standards. These audits assess key areas such as freedom of association, modern slavery indicators, worker treatment, and include confidential worker interviews.

Our approach to allowing mutual recognition of audits enables suppliers and factories to focus on improving conditions and remedying any required corrective actions rather than duplicating the auditing process.

While MESHKI currently relies on independent third-party audits conducted by accredited auditors, no unannounced audits were carried out during this reporting period. However, the introduction of periodic unannounced audits is included in our future roadmap as we continue strengthening our supplier due-diligence program.

We collaborate with suppliers to drive continuous improvement, supporting them through the completion of Corrective Action Plans. If extra time is required, we work together to establish an acceptable timeline for remediation.

Our focus is on strengthening factory performance rather than automatically exiting relationships in instances where non-compliance is identified.

Were an instance of modern slavery to be detected our approach is to place the highest priority on the wellbeing of the individual affected. In all circumstances, the needs and rights of the impacted person would guide our decisions and actions.

Through these actions we have not identified any specific cases of modern slavery across our supply chain and operations, however, we recognise the need for greater traceability beyond Tier 1. At MESHKI we acknowledge that full supply chain traceability continues to be a complex challenge, and are dedicated to expanding our traceability efforts beyond Tier 1, recognising that modern slavery risk increases where visibility decreases.

In this reporting year, we began piloting traceability workbooks for our cotton programs to increase visibility throughout our cotton supply chain, aiming to trace materials back to their raw sources. The entities identified through this process were screened using Kharon Clearview [further explained in the following case study] to identify any known modern slavery risks. This work will continue to expand in Financial Year 2026.

The next phase of our approach to addressing modern slavery focuses on further tracing of our supply chain and collaborating with supply chain partners to increase the robustness of our ethical program and procedures, aimed at reducing modern slavery risks and strengthening protections for all workers.



## ADDRESSING RISKS: CASE STUDY

Risk analysis indicates a heightened risk of forced labour in the Xinjiang region of China, a major global source of cotton. MESHKI's Supplier Agreement outlines that we do not accept cotton from this region. As a control to reduce the likelihood of indirect links to this region within our supply chain, we use Kharon ClearView, an advanced global risk-analytics platform capable of identifying hidden supplier connections and uncovering risks.

Kharon ClearView is now a core part of our supplier onboarding process, enabling more rigorous vetting of prospective partners. It strengthens our due-diligence approach and controls by providing deeper visibility into potential risks and supporting our efforts to proactively identify and mitigate modern-slavery risks across our supply chain.

The platform analyses the details of each supplier and screens them against global datasets that identify suppliers linked to forced labour programs or other high-risk practices. It then maps any direct or indirect connections between companies within a supply chain, helping us identify potential risks or associations that may not be visible through standard onboarding or audit documentation. This allows MESHKI to assess exposure more accurately and take targeted action where needed.

Through this process, we have occasionally identified red flags in Kharon while vetting potential new suppliers. These insights have enabled us to proactively redirect or reshape our supply chain, avoiding engagement with suppliers linked to high-risk practices and helping to prevent modern slavery risks, ensuring greater ethical compliance throughout our sourcing. Kharon Clearview has become a critical control mechanism for us.

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# ASSESSING THE EFFECTIVENESS OF ACTIONS

We assess the effectiveness of our efforts in numerous ways. This includes monitoring:

- Our policy and contractual controls, including aiming for 100% of our suppliers to be covered by signed Agreements, Codes of Conduct and current audits
- Improvement and closure of Corrective Action Plans
- For any instances of modern slavery within our business and supply chain
- The depth of supply chain traceability, recognising that traceability is a key tool to identifying cases of modern slavery
- Education delivered internally and to suppliers.

While we are pleased to report that no cases of modern slavery were identified during the reporting year and see this as encouraging, we recognise the need to continually update and strengthen our risk identification and mitigation practices to keep pace with the evolving nature of modern slavery risks.

In line with the United Nations Guiding Principles, we are committed to regularly reviewing and improving our approach by tracking our actions and outcomes, working closely with suppliers and external partners, and maintaining strong internal governance. These continuous improvements help ensure our response remains effective, accountable, and aligned with good practice.

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# LOOKING FORWARD

Next steps for MESHKI are:

Strengthening internal expertise	<p>In H1 FY26 we are investing in our internal Sustainability and Ethical Sourcing capacity by developing 2 new roles with a priority focus on Ethical Sourcing - Head of Sustainability and Sustainability Specialist</p> <p>From FY26 we will build on previous modern slavery training conducted for our teams to further drive capacity and knowledge</p>
Strengthening governance	<p>We undertake ongoing review and improvement of policies and processes to drive increased governance internally and with our supply chain partners. From FY26 we will be updating our Supplier Code of Conduct and Handbook, building out our approach to responsible purchasing practices and progressing our supplier scorecard framework</p>
Education and training	<p>We will strengthen our supplier education program through resources and training</p>
Traceability	<p>We continue to progress our traceability project with a focus on expanding visibility across mills, through Tier 2 and beyond</p>
Unannounced audits	<p>We will expand unannounced supplier audits where they may be effective in increasing visibility and audit effectiveness</p>
Cross sector engagement	<p>Worker voice, enhanced grievance mechanisms and a living wage roadmap are priorities for MESHKI. Recognising these are cross-sector issues we are exploring the best engagement models to further this work.</p>

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## PROCESS OF CONSULTATION

MESHKI PTY LIMITED do not own or control any other entities and therefore this criterion is not applicable.



# STATEMENT INDEX

Mandatory reporting criteria based on the Australian Modern Slavery Act 2018.

Mandatory Reporting Criteria	Location in MESHKI's Statement
Identify the reporting entity	<a href="#">Introduction</a>
Describe the reporting entity's structure, operations and supply chains	<a href="#">Introduction</a> <a href="#">Our Product and Process</a> <a href="#">Our Structure, Supply Chain and Operations</a> <a href="#">Our Team</a>
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	<a href="#">Modern Slavery Risks</a>
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	<a href="#">Addressing Risks</a> <a href="#">Addressing Risks: Case Study</a>
Describe how the reporting entity assesses the effectiveness of these actions	<a href="#">Assessing the Effectiveness of Actions</a>
Describe the process of consultation with any entities the reporting entity owns or controls	<a href="#">Process of Consultation</a>
Any other relevant information	<a href="#">Looking Forward</a>

# APPROVAL

At MESHKI we recognise the important role we play in protecting workers against all forms of modern slavery and remain committed to taking action across our business operations and supply chain.

In line with our commitment to ongoing improvement, we acknowledge that our modern slavery prevention efforts and reporting will continue to evolve, strengthening both our risk recognition and response.

**This statement is signed by Shadi Kord and Natalie Khoei in their roles as Co-CEOs of MESHKI Pty Ltd on 16 December 2025.**

Shadi Kord

Co-CEO, MESHKI Pty Ltd

Date: 16/12/2025

Natalie Khoei

Co-CEO, MESHKI Pty Ltd

Date: 24/12/2025

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