

Statement	Modern Slavery
Document Control Number (DCN)	JL-STMT-SAS-MS-0002
Reporting Period	01 July 2022 to 30 June 2023

1. PURPOSE

- 1.1 JasonL Pty Limited ('JasonL') ABN 27 138 695 404 is committed to eliminating the risks of modern slavery by acting ethically and with integrity in all its business dealings across the globe including Argentina, China, Malaysia, Nepal, Philippines, South Africa, Uruguay and USA.
- 1.2 The reporting entity is a privately owned third-generation, proprietary limited commercial furniture and office fitout supplier across Australia. JasonL import, design, manufacture, deliver and install products via our internal installs operations and our partnered subcontractor network installs teams along with our global supply chain including component and product manufacturers and furniture product suppliers.
- 1.3 This Statement affirms JasonL's commitment to:
 - (a) Supporting the intent of international conventions, treaties, and protocols relevant to combating modern slavery and the Modern Slavery Act 2018 (Cth).
 - (b) Ending all forms of modern slavery and our approach to reducing the risk of modern slavery practices within our operations, and supply chain.
- 1.4 JasonL upholds ethical workplace and business practices and operates under an EOS Entrepreneur Operating System called Bloom Growth that includes shared values, ethical business practices, equal opportunity and anti-discrimination legislation.
- 1.5 This Statement covers the reporting period of 1 July 2022 to 30 June 2023.

2. SCOPE

- 2.1 This Statement applies to associated subcontractors and suppliers within the JasonL supply chain and within JasonL operations.
- 2.2 This Statement outlines JasonL's approach to reducing the risks of Modern Slavery Act practices within its supply chain and operations.
- 2.3 This Statement applies to all Workers of the Company, including persons working for or on behalf of, or providing services to, the Company in any capacity including consultants or third-party representatives.
- 2.4 Workers must comply with this Statement at all times.

3. DEFINITIONS

- 3.1 **Modern Slavery** is defined in the Modern Slavery Act (NSW) 2018 as conduct which would constitute:
 - (a) any conduct constituting a modern slavery offence,
 - (b) any conduct involving the use of any form of slavery,
 - (c) servitude or forced labour to exploit children or other persons taking place in the supply chains of government agencies or non-government agencies.
- 3.2 **Modern Slavery** is defined in the Modern Slavery Act (Cth) 2018 as conduct which would constitute:
 - (a) an offence under Division 270 or 271 of the Criminal Code; or
 - (b) an offence under either of those Divisions if the conduct took place in Australia; or
 - (c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations

Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or

- (d) the worst forms of child labour, as defined in Article 3 of the ILO Convention (No.182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

- 3.3 **Supplier** means a person who supplies goods or services to JasonL (whether paid or unpaid) and any employees of the Supplier.
- 3.4 **Supply Chain** is defined as the products and services (including labour) that contribute to the company's business. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers (as per above).
- 3.5 **Workers** refer to employees, directors, officers, agency workers, labour hire, service providers, consultants, third-party representatives, subcontractors, independent contractors and volunteers of JasonL.

4. APPLICATION OF STATEMENT

- 4.1 JasonL provides a tailored set of stocked products and services delivered at speed creating successful work environments, nationwide with a global supply chain network.
- 4.2 JasonL's head office is based in Western Sydney with an attached Showroom and DC Warehouse with a national footprint of showrooms across Adelaide, Brisbane, Melbourne, Perth, Sydney, and Western Sydney.
- 4.3 This Statement may be varied from time to time by JasonL. This Statement does not form part of any employee's contract of employment.
- 4.4 We seek the cooperation of all workers, suppliers and our supply chain who work with our business. We encourage suggestions for realising our equal opportunity and anti-discrimination objectives to create a fair and tolerant working environment.

5. IDENTIFYING RISKS AND OUR ACTIONS TO PREVENT MODERN SLAVERY RISKS

- 5.1 During our reporting period, we conducted the following actions to address our modern slavery risks:
 - (a) supplying our Modern Slavery Statement for engagement awareness;
 - (b) revising and updating internal policies; and
 - (c) continuously reviewing supplier engagement processes and practices.

5.2 Procurement and Supply Chain

- (a) JasonL operates and maintains a preferred supplier listing. We have mandatory standards and processes to become a preferred supplier through our due diligence process. This entails providing trade references to secure contractual relationships with reputable suppliers.
 - i Where a supplier must comply with the Modern Slavery Act 2018 (Cth), we will ensure that they have a Modern Slavery Statement in place and that their policies and procedures are compliant.
 - ii For suppliers who fall below the requisite reporting threshold, we will wherever possible encourage them to comply with the Modern Slavery Act 2018 (Cth) of their own volition, as we do. JasonL actively engages with our clients to promote a fair workplace that is free of modern slavery and its related conditions. As a provider of outsourced services to our clients, we are conscious of the need to identify any practices that would signify modern slavery within the work site as a whole, not only the component managed directly by JasonL.
- (b) We acknowledge that the risks of modern slavery may be heightened in some of our groups' supply chains and operations as a result of the geographical location of some suppliers, our areas of operation, and the source of materials used in product supply to us.

- i A request for local modern slavery commitment documentation is required for our review.

5.3 Our Consultation

- (a) We're committed to continually improving our approach to combating modern slavery risks in our operations and supply chain. We set annual goals to assess our progress and inform future actions through governance, due diligence, HR practices, training, and education.
- (b) We're also committed to protecting individuals who report or identify modern slavery occurring within the organisation and its supply chains. If a worker or someone related to JasonL becomes aware of a breach of modern slavery laws by JasonL or its suppliers, they must refer to our Whistle Blower Policy.
- (c) We are monitoring the effectiveness of the processes and procedures to address modern slavery risks and management of, that our business causes, contributes to, or is directly linked to, in line with the Modern Slavery Act 2018 (Cth) and in consultation with the Modern Slavery Business and Government Engagement Section, Attorney-General's Department.
- (d) We will reassess our actions to develop a framework to assess the effectiveness of our actions, management and review of our modern slavery efforts in the future conducted by the Executive Committee.

5.4 Process Improvement of the Statement

- (a) Over this reporting period, we have made significant awareness to assist in addressing modern slavery risks associated with our supply chain. These include reviewing and when necessary, updating due diligence procedures, and developing a supplier questionnaire entailing modern slavery risks. Engaging more with suppliers on modern slavery issues to develop more robust screening, qualification, and engagement practices.
- (b) The consideration of our whistle-blowing channels to evaluate the sufficiency towards modern slavery issues.
- (c) The creation of JasonL IDEA (Inclusion, Diversity, Equity, Awareness) Committee was established in October 2023.

6. APPROVER

- (a) This statement was approved by Marc Levin and Jason Levin as our Co-Chief Executive Officers in their capacity as the principal governing body of JasonL Pty Limited on 19 March 2024.



Marc Levin

Co-CEO