



Envato Group Modern Slavery Statement 2024

Hi there, we're Envato and this is our fourth annual Modern Slavery Statement. We're making this statement pursuant to the Australian *Modern Slavery Act 2018* (Cth) and it relates to the year ending 30 June 2024 ("FY24").

People, community and values have always been at the heart of Envato's operations. Envato is committed to treating all workers within our operations fairly and with respect, and we continue to take steps to assess our risks, and to minimise modern slavery in Envato's supply chains.

1. Reporting Entity

When we say 'we', 'us', 'Envato' or the 'Envato Group' throughout this statement, we're referring to **Envato Pty Ltd ACN 119 159 741** (which is the reporting entity under the *Modern Slavery Act 2018* (Cth)) and its following subsidiaries: Envato Elements Pty Ltd ACN 613 824 258, Envato Placeit Pty Ltd ACN 622 496 520, Envato Sites Pty Ltd ACN 613 823 877, Snowcap Labs Pty Ltd ACN 671 313 394 and Envato Ventures 2 Pty Ltd ACN 671 314 453.

2. Our structure, operations and supply chain

Our structure

Envato Pty Ltd, is a private company limited by shares and incorporated in Australia, with its registered office in Melbourne, Australia. In FY24, we had 12 subsidiaries and employed approximately 670 people across six countries: Australia, Mexico, the United States, Israel and New Zealand.

Our FY24 operations

Envato's business is built on the licensing of creative digital assets and tools to a global community of users. Our community visits Envato to buy and sell creative digital assets, use smart digital design templates, learn creative skills and hire creative freelancers.

Envato owns and operates a number of platforms and websites: **Envato Elements** (a subscription service for digital creative content), **Envato Market** (an online marketplace for digital creative content), **Placeit by Envato** (an online tool for the creation of branding and marketing assets), **Envato Tuts+** (an online educational platform for the digital creative industry), and **Mixkit** (a stock video licensing service). We also run Recordit, a screencasting program; and Empowerkit which provides SEO services for franchisees.



Our supply chain

Envato purchases goods and services required for our business operations. Our tier 1 suppliers are predominantly skilled independent consultants or contractors, goods and services for our offices, software and SaaS tools and hardware supply. We also have a global community of professional freelance creatives who contribute creative digital content to our sites.

3. Identifying the risks of modern slavery practices in our operations and supply chains

Given the nature of our industry, being creative and digital, and the types of goods and services we primarily procure, we consider our operations continue to be low risk for modern slavery practices and at present, Envato is not currently aware of the presence of modern slavery in any tier of our supply chains.

However, we acknowledge that modern slavery practices can exist deep within supply chains, and we recognise that the following goods and services within our supply chains may continue to represent a comparatively higher risk of modern slavery:

- supply of textiles, apparel and other branded merchandise products;
- office furniture and supplies;
- office cleaning services;
- offshore consulting services;
- supply of food and beverage;
- catering services;
- supply of computers, electronics and related hardware; and
- office plant supply.

Accordingly, we continue to take our responsibilities seriously in respect of all workers in our operations and supply chains. We will continue to monitor the risks in our supply chains for future reporting periods.

Envato does not tolerate modern slavery practices, and will take immediate action if we have reasonable grounds to believe that there are activities taking place within our supply chains that pose a high risk of modern slavery. Upon investigations, our actions may include immediately terminating contracts with the relevant supplier.

4. Actions taken by Envato to assess and address the risks of modern slavery in our supply chain and operations

Envato's values

Envato is a values-driven business, committed to balancing purpose and profit in a sustainable way. These values are prominent in all levels of our day-to-day operations, and cover:



1. Community Spirit
2. Build our Future
3. Make it Happen
4. Embrace Diversity
5. Make Envato Proud

Being accountable to our values of “Community Spirit” and “Make Envato Proud” is of particular importance to Envato for addressing modern slavery risks, as these values require us to be fair, consistent and ethical in everything we do, even if this comes at the expense of profit.

BCorp Certification

Envato’s values are an integral part of our BCorp certification, which provides international recognition of our commitment to meeting the highest standards of social and environmental performance, transparency and accountability.

Policies and Procedures

Envato is continually working to ensure that its employees and suppliers are aware of and compliant with applicable laws and policies relating to modern slavery and human rights. In FY24, the following policies are in place:

- A public-facing Modern Slavery Policy (<https://www.envato.com/slavery-policy/>)
- A public-facing Whistleblower Policy (<https://www.envato.com/whistleblower-policy/>) which is applicable to our employees, contractors and other third parties that may have information to share.
- A public-facing Supplier Code of Conduct (https://www.envato.com/static/media/2023-06-30-Envato_Supplier_Code_of_Conduct.6ca09a5f.pdf) which is applicable to all suppliers that provide goods and services to Envato and its affiliates
- A public-facing Anti-Bribery and Corruption Statement (<https://www.envato.com/anti-bribery-and-corruption/>) that sets out Envato’s approach to compliance with applicable anti-bribery and corruption laws and regulations, and our expectations of our employees, affiliates, customers and contributors.

Envato employees are required to complete compliance training as part of their onboarding to ensure they are familiar with Envato’s Whistleblower policy, including how to make a disclosure if they have information regarding misconduct within the business. Disclosures are accepted anonymously via our whistleblowing hotline, managed by our service provider, **YourCall**. Envato also maintains the confidentiality of the individual (subject to applicable laws set out in our policy).

Precedent legal clauses related to compliance with modern slavery law are now well established for use in relevant supplier contracts, to ensure we are taking the appropriate steps to mitigate the risk of engaging a supplier with modern slavery practices.



Envato's actions and next steps

Envato is continually working to ensure that we are managing and mitigating the risks of modern slavery in our operations. The business is responsible for making sure that our employees, contractors and other third parties comply with Envato's policies and act at all times in accordance with Envato's values.

Actions in FY24

In FY24, we conducted training for our managers and employees (in particular, those individuals dealing with procurement and supplier relationships) to ensure they were familiar with Envato's modern slavery policy.

We completed our review of our procurement and contract workflow, and established a formal modern slavery risk rating of our key suppliers. Using this risk rating, we implemented a vendor management tool, Ethixbase, to apply the risk rating to screen new and potential suppliers, enabling us to more clearly identify suppliers that are at a higher risk of engaging in modern slavery practices and where relevant, understand their mitigating policies and procedures.

The implementation of Ethixbase has also streamlined our contract approval processes with various stakeholders across the business, and helps to manage and automate the distribution, follow up and review of modern slavery questionnaires to vendors who meet relevant thresholds as part of the risk assessment of that vendor. The system has also improved our reporting capability to provide a real time picture of modern slavery risks in our supply chain.

Envato also completed its recertification process with BCorp, demonstrating that Envato's operations continue to be conducted in a manner that ensures we are meeting the standards of our BCorp certification, including, where appropriate, engaging suppliers that align with our values, policies and procedures, (including suppliers that are also BCorp certified) and working with Trace, an organisation that helps businesses to measure, manage and offset their carbon emissions.

Next Steps

Moving forward into 2024/2025 (the **FY25 Period**), Envato will maintain a strong focus on compliance, and continue to monitor modern slavery legislation and work on additional appropriate measures to mitigate any modern slavery risks that may be identified.

We will also continue to conduct regular training on modern slavery for our managers and employees and provide our employees with up to date information on modern slavery laws, actions and procedures (for example, on our company intranet and other company channels).

We are developing and launching a specific program of compliance training for new and existing employees and managers to ensure they are familiar with Envato's policies on anti-bribery and corruption, insider trading and whistleblower disclosures, giving particular focus to anti-bribery and corruption and anti-money laundering activities to ensure compliance with recent amendments to Australian anti-bribery legislation that have come into force during the FY25 Period.



As part of our compliance focus, we will also be looking more closely at environmental, social and governance (ESG) legislation and activities, particularly in respect of climate and carbon reporting, which may include review of Envato’s ESG activities, and developing an action plan that organises those activities under the relevant climate-related disclosure requirements.

5. Assessing the effectiveness of our actions

The effectiveness of our actions is measured through growing awareness within our business of the potential modern slavery risks that may be in our supply chains coupled with the level of reporting and transparency surrounding our modern slavery risk profile. As further steps and improvements in our business are made, our measurement standards will also continue to improve and provide stronger indications of the effectiveness of our actions.

6. Consultation process

Procurement is consolidated across the Envato Group, and our modern slavery procedures apply to the Envato Group as a whole. Common management across the Envato Group with respect to procurement practices ensures that the processes, policies and procedures referred to in this statement are adopted by each of the Envato Group Companies without the need for formal consultation between the companies.

APPROVAL

This statement was approved by the Board of Directors of Envato Pty Ltd by way of circular resolution.

Signed by:

Signed by:

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Hichame Assi
Chief Executive Officer
Envato Pty Ltd
12 December 2024