

One Stop Warehouse Pty Ltd

Modern Slavery Statement

Introduction

This is the first Modern Slavery Statement (**Statement**) produced by One Stop Warehouse Pty Ltd (ACN 161 849 323) (**OSW**) under the Modern Slavery Act 2018 (Cth) (**Act**). This Statement sets out the actions taken by OSW to assess and address modern slavery risks in its operations and supply chains for the reporting period 1 July 2020 – 30 June 2021 (**Reporting Period**).

This Statement is a joint statement and applies to OSW and all of its controlled entities, including One Stop Warehouse Finance Pty Ltd (ACN 609 758 143), Client Solutions Pty Ltd (ACN 604 283 472), Sailfish Storage Pty Ltd (ACN 651 732 455), Solar & Battery Central Pty Ltd (ACN 649 507 040), Solar & Battery Place Pty Ltd (ACN 649 506 007) and all majority-owned and/or controlled subsidiaries of OSW Warehouse that meet the definition of reporting entity under the Act.

Business and Operations

OSW is an Australian company that is a wholesale distributor of Solar PV panels, solar invertors, components and electrical products. OSW is committed to reducing the carbon footprint, driving sustainability, and responsible environmental management in line with the recommendations of AS/NZS ISO 14001.

Supply chain

OSW operates its business from its offices in Australia. As part of its supply chain, OSW receives supplies relating to solar panels, batteries, inverters, mountings, optimizers and other electrical equipment, and has numerous key supply partners in its global supply chain. OSW's major suppliers include, but are not limited to:

- Sungrow Power Supply Co., Ltd, a supplier of power supply equipment for renewable energy;
- GCL System Integration Technology Co. Ltd (002506 Shenzhen Stock), an international energy company specialising in clean and sustainable power production;
- LONGi Green Energy Technology Co. Ltd, a supplier of products and services in the photovoltaic and semiconductor industry;
- Huawei, a global provider of information and communications technology (ICT) infrastructure and smart devices;
- Canadian Solar, a global manufacturer of solar PV modules and solar system solutions; and
- Q-Cells, a manufacturer of photovoltaic solar cells.

Modern slavery risks

OSW have conducted a risk assessment of its supply chain by taking into account the risk profile of individual countries and the services provided by its key suppliers.

Due to the nature of OSW's business model, OSW recognises the potential risks of modern slavery and human trafficking occurring within its Australian and international supply chain. OSW sources a high proportion of its solar and electrical products from suppliers that operate in high risk countries, including China.

OSW undertakes due diligence on its suppliers and their supply chains and takes action as necessary to manage any suppliers who it has identified as high risk. There is risk of OSW being directly linked or contributing to modern slavery within its supply chain due to suppliers' location in high risk locations or OSW's sourcing of products that are known to have high risk supply chains. Poor procurement practices including pressure to drive down costs can further increase our risks.

In the Reporting Period, OSW has identified that:

- one key supplier has a supply chain which has established links to slave labour, and poses a modern slavery risk to the organisation; and
- another key supplier potentially has a supply chain that poses modern slavery risks to the organisation.

OSW is currently assessing these situations and reviewing its current supplier contracts with these suppliers to assess the risks of this affecting OSW's supply chain. OSW will work with the relevant suppliers to ensure that these risks are appropriately managed and resolved to OSW's satisfaction. Where not resolved, OSW will explore opportunities to replace such suppliers with compliant suppliers.

Actions taken to address risks of modern slavery

OSW has taken the following steps to manage and safeguard against modern slavery and human trafficking risks within its business and supply chain.

Policies

OSW is committed to high standards of corporate governance. OSW has a number of policy and procedural documents in place to provide a framework for protection against slavery and human trafficking.

In the Reporting Period, OSW has updated its policies and procedures to identify and manage risks associated with slavery and human trafficking, including OSW's code of conduct which outlines the corporate values and ethical principles, and sets out the acceptable behaviours expected of OSW's employees, contractors and suppliers.

Supplier due diligence

OSW is also committing to improving its procurement systems to have better oversight over its suppliers, particularly those suppliers based in high risk jurisdictions. When engaging new suppliers in its supply chain, OSW has committed to:

- identify any high-risk jurisdictions in its supply chain;
- evaluate the modern slavery risks of each new supplier / distributor prior to entering into a contractual relationship; and
- obtain specific contractual commitment with respect to modern slavery risks from each of its suppliers through inclusion of appropriate contractual terms with its suppliers.

In the event that slavery or human trafficking is found to be occurring within our direct supply chain in the future, OSW will engage directly with the supplier to remedy the issue, and may terminate the supplier relationship if the issue is severe and cannot be remedied to align with OSW's policies.

Awareness and training

OSW recognises the vital role that internal training and development plays in promoting awareness of modern slavery risks and responses. To assist with the identification and mitigation of modern slavery risks going forward, OSW has committed to provide a modern slavery awareness training program to its employees (including those of its wholly-owned subsidiaries) covering:

- information about what constitutes modern slavery;
- how employees can identify signs of modern slavery and human trafficking; and
- how employees should respond if they suspect slavery or human trafficking.

Assessing the effectiveness of our actions

The effectiveness of OSW's actions to mitigate modern slavery risks will be assessed by monitoring and analysing supplier due diligence responses, survey and audit results and completion rates for awareness and training modules.

Impacts Of COVID-19

COVID-19 has had a limited impact on OSW's ability to manage risks relating to modern slavery. Travel restrictions locally and abroad have resulted in a reduction of physical audits of OSW's suppliers. COVID-19 has negatively impacted OSW through freight delays and disrupted delivery schedules as a result of intermittent lockdowns across Australia.

Consultation with our entities

In order to prepare this Statement, OSW engaged with each of the reporting entities covered by this Statement and consulted the entities OSW owns or controls. This included engagement with a modern slavery working group, consisting of Hongwei Zhang and Chang Yu which was formed as part of OSW's commitment to help manage human rights and modern slavery risks across its operations and supply chains.

Approval

This statement has been developed by OSW, in consultation with each of its controlled entities, and was approved by the board of OSW on 02 December 2021.



Hongwei Zhang
Director
One Stop Warehouse Pty Ltd