



# JOINT MODERN SLAVERY STATEMENT FY2025

BEACON LIGHTING GROUP

Beacon  
LIGHTING

Beacon  
TRADE

Beacon  
COMMERCIAL

Beacon  
INTERNATIONAL

LIGHT  
SOURCE  
SOLUTIONS

CONNECTED  
LIGHT SOLUTIONS

MASSON  
FOR LIGHT

MASSON  
CUSTOM LIGHTING  
DIMENSIONS OF LIGHT

ACN 164 122 785

# MODERN SLAVERY ACT MANDATORY REPORTING CRITERIA

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## A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

**The Beacon Lighting Group ('Group' or 'Beacon Lighting') Limited is pleased to release our sixth Joint Modern Slavery Statement. This Statement reports on the activities undertaken in FY2025 to assess and address the risk of modern slavery in our operations and supply chains.**

As a purchaser of goods and services, Beacon Lighting recognises the important role we play in respecting human rights and contributing to the eradication of modern slavery. We are confident that there is no modern slavery within the Group's operations, and we continue to focus on identifying and managing risks within our supply chains.

In FY2025, we conducted modern slavery training, remapped our global supply chain, secured supplier sign-off on our Supplier Code of Conduct, continued to assess risks with our tier-one and tier-two suppliers, visited key suppliers in China, and conducted independent factory audits for several of our most significant suppliers. By the end of FY2025, more than 96% of our risk-adjusted tier-one suppliers had been assessed.

We remain committed to strengthening our risk management strategies and working with suppliers to reduce the risk of modern slavery in their organisations and supply chains.

Please read this Statement to better understand our reporting entities, structures, operations, supply chains, identified risks, the actions we have taken, and how we assess the effectiveness of these actions.



A handwritten signature in black ink, appearing to read 'Glen Robinson'.

**Glen Robinson**  
Chief Executive Officer  
Beacon Lighting Group Limited

## IDENTIFY THE REPORTING ENTITY.

**This Statement, pursuant to the Commonwealth Modern Slavery Act 2018 ('Act'), describes the risks of modern slavery in the operations and supply chains of the Beacon Lighting Group and includes information about the actions taken to address those risks for the 52 weeks ending 29 June 2025 (i.e. FY2025).**

This is a Joint Modern Slavery Statement for the Group. The relevant reporting entities under the Act are:

- Beacon Lighting Group Limited (ABN 90 164 122 785), the publicly listed entity (ASX: BLX) for the Group, which only employs a small number of executives.
- Beacon Lighting Corporation Pty Ltd (ABN 56 083 125 446) is a non-trading entity and is the holding company for each of the unit trust entities within the Beacon Lighting Group.
- Brightlite Unit Trust (the trustee of which is Brightlite Nominees Pty Ltd) (ABN 13 322 464 749), which is the main operating entity within Australia, which includes the trading businesses of Beacon Lighting stores, Beacon Trade, Beacon Commercial, Connected Light Solutions, Masson For Light, and Custom Lighting.

All Beacon Lighting Group entities operate under one set of governance policies, programs, and management. This Joint Modern Slavery Statement for FY2025 has been prepared for all the above reporting entities.

In line with our philosophy and core values, minimising the risk of modern slavery in our operations and supply chains will always be a critical focus for the Beacon Lighting Group.



## DESCRIBE THE REPORTING ENTITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN.

### About Beacon Lighting

Beacon Lighting opened its first store in Prahran, Victoria in 1967. Today, the Beacon Lighting Group is Australia's leading supplier of lighting, ceiling fans, light globes, and electrical accessories servicing retail, trade, and wholesale customers. At the end of FY2025, our core operations included:

- 129 Beacon Lighting stores with 127 company-owned stores and two franchised stores.
- Five Commercial Sales Offices in Brisbane (QLD), Sydney (NSW), Melbourne (VIC), Adelaide (SA), and Perth (WA).
- Two Distribution Centres in Brisbane (QLD) and Melbourne (VIC), and a 3PL warehouse in Perth (WA).
- Beacon Group Support Centre in Nunawading (VIC).

In addition, the Group operates several new and specialist businesses:

- Beacon International with sales offices in Hong Kong, Germany, and the United States of America, plus a support office in China.
- Connected Light Solutions, with a sales and support team in Australia.
- Light Source Solutions, with a sales and support office based in New Zealand.
- Custom Lighting, with a designer showroom in Malvern (VIC).
- Masson For Light, with an architectural lighting showroom in Richmond (VIC).
- 50% interest in the Large Format Property Fund, which owns seven retail properties in Australia.



# DESCRIBE THE REPORTING ENTITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN.

Beacon Lighting's mission is "To light our customers' lives with exciting products that are environmentally friendly and fashionable, delivered with expertise and unparalleled service." Our core values are:

## **BE SUCCESSFUL**

Commit to achieving your goals and deliver results. Celebrate your success with humility and strive for continuous improvement.

## **BE A TEAM PLAYER**

Work together with others to achieve the best outcomes. Recognise each other's strengths and support one another.

## **BE RESPONSIBLE**

Take ownership of your role and responsibilities. Be empowered to make informed decisions.

## **BE ETHICAL**

Be honest and open. Demonstrate integrity in all that you do.

## **BE RESPECTFUL**

Be professional at all times. Listen to other's points of view, value each other's differences and give everyone a "fair go"

## **BE CARING**

Care about what you do. Provide exceptional service to your customers and look out for each other.

## **BE A BEACON**

Be a shining example. Do everything to the best of your ability with enthusiasm and energy and inspire others.

Beacon Lighting has four strategic pillars of growth as follows:

## **STORES**

Provide our customers with a rewarding service experience, the latest range of lighting and fans, inspirational store design, VIP member benefits, and store network expansion and optimisation.

## **TRADE**

Partnering with electricians, builders, architects, and interior designers with lighting, fans, and electrical accessories for the Australian home.

## **ECOMMERCE**

Provide our customers with engaging websites, enabling online sales growth and providing a seamless customer experience in-store and online.

## **COMPLEMENTARY BUSINESSES**

Includes emerging businesses, international sales expansion, new business acquisitions, and property.

For further information about the Beacon Lighting Group structure, operations, and corporate governance processes, please refer to the Beacon Lighting Group investor website as follows:

[www.beaconlighting.com.au/investor](http://www.beaconlighting.com.au/investor)

## DESCRIBE THE REPORTING ENTITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN.

### BEACON LIGHTING'S REPORTING ENTITIES

The structure of the relevant Beacon Lighting reporting entities under the Act are presented as follows.

BEACON LIGHTING GROUP LIMITED  
Publicly listed entity on the ASX



BEACON LIGHTING CORPORATION PTY LTD  
Holding Company



BRIGHTLITE UNIT TRUST  
Main trading entity in Australia



## DESCRIBE THE REPORTING ENTITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN.

### Beacon Lighting's Team

Beacon Lighting employs approximately 1,140 team members, with most of the team working in stores throughout Australia. The remaining team members in Australia are employed in the Brisbane and Melbourne warehouses and the Beacon Group Support Centre in Melbourne. Beacon Lighting also has a small number of team members working in New Zealand, Hong Kong, Germany, the United States of America, and China. Beacon Lighting also engages a small number of contractors. These contractors are primarily involved in warehouse operations to support the existing warehouse teams during peak trading periods or for specific Beacon Lighting projects.



### Beacon Lighting's Supply Chain

The Beacon Lighting Group's principal product categories are energy-efficient lights, fans, globes, and lighting accessories. More than 95% of the products that Beacon Lighting sells are designed, developed, imported, and distributed by the Group. Due to the Group's vertically integrated supply structure and our long-term partnerships with our product suppliers, Beacon Lighting has a high level of visibility of these suppliers, their operations, and, in turn, their risks of modern slavery.

Most of the products sold by the Beacon Lighting Group are purchased from overseas buying agents and, to a lesser extent, directly from the overseas factory. Beacon Lighting also has a small manufacturing capability in Melbourne. Most of the products sold by the Group originate from manufacturing facilities and supply chains in China.

The Beacon Lighting Group also purchases diverse goods and services to operate our stores, warehouses, and offices. These goods include all the equipment for store fitouts, information technology, telecommunication equipment, and a wide range of everyday consumables. These services include cleaning, store development, marketing, legal, information technology, logistics, audit, and taxation services. All goods and services suppliers have been included in the Group's modern slavery risk management processes.

# DESCRIBE THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATION AND SUPPLY CHAIN OF THE REPORTING ENTITIES IT OWNS OR CONTROLS.

## MODERN SLAVERY

Modern slavery describes situations where coercion, threats, or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery is only used to describe severe exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices are also illegal and harmful and may be present in some situations of modern slavery. These practices may escalate into modern slavery if not addressed.

## TYPES OF MODERN SLAVERY

### Trafficking in Persons

Describes the recruitment, harbouring, and movement of a person for exploitation through modern slavery

### Slavery

Describes a situation where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.

### Forced Marriage

Describes situations where coercion, threats, or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.

### Forced Labour

Describes situations where the victim is either not free to stop working or not free to leave their place of work.

### Debt Bondage

Describes situations where the victim's services are pledged as security for a debt, and the debt is manifestly excessive, the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

### Deceptive recruiting for labour and services

Describes situations where the victim is deceived, and their labour services are exploited as a result.

### Worst forms of child labour

Describes situations where children are:

- Exploited through slavery or similar practices, or
- Engaged in hazardous work that may harm their health, safety morals, or
- Used to produce or traffic drugs.



# DESCRIBE THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATION AND SUPPLY CHAIN OF THE REPORTING ENTITIES IT OWNS OR CONTROLS.

## MODERN SLAVERY RISKS IN BEACON LIGHTING'S OPERATIONS

The Beacon Lighting Group has approximately 1,140 full-time, part-time, and casual team members, primarily in Australia. It also has a small number of sales and sales support team members employed in New Zealand, China, Hong Kong, Germany, and the United States of America. The health, safety, and well-being of all our team members have always been the Beacon Lighting Group's number one priority.

After operating for over 50 years, Beacon Lighting has established supporting structures, policies, procedures, and benefits for all our team members. The Group has a high level of visibility and a strict culture of compliance with comprehensive reporting and grievance processes in all our operations. The risks of modern slavery within our operations are extremely low.

## MODERN SLAVERY RISKS IN BEACON LIGHTING'S PRODUCT SUPPLIERS

As a retailer and wholesaler of energy-efficient lighting, fans, and lighting accessories, Beacon Lighting has a diverse and extended supply chain through various regions worldwide. The Beacon Lighting supply chains extend beyond Australia, primarily into China, but with some important suppliers in Taiwan and a small number of suppliers operating in Europe and the United States of America. Given that some of our suppliers are located in countries other than Australia, where modern slavery risks are more prevalent, some of the modern slavery risks in the Beacon Lighting supply chain include:

- Deceptive recruitment practices and trafficking of migrant workers.
- The use of debt binding and the withholding of identification and travel documents to restrict the ability of workers to move freely in and out of employment.

- The use of forced labour or child labour by direct or indirect suppliers in the assembly of products, parts, or the sourcing of raw materials.
- The exploitation of vulnerable workers such as ethnic minorities, low-skilled workers, and migrant workers.

Beacon Lighting has purchased lighting, fan, and lighting accessory products for over 50 years. Some of the current supplier relationships have existed for over 30 years. Over many years, assessments and visits to our product suppliers' factories by our executive team, buying team, buying agents, and other employees have provided Beacon Lighting with high visibility in their operations. Through our ongoing relationship and visibility of these product suppliers, Beacon Lighting assesses the risk of modern slavery amongst these suppliers to be low.

## MODERN SLAVERY RISKS IN BEACON LIGHTING'S SERVICE SUPPLIERS

Most of the service suppliers used by Beacon Lighting are based in Australia. While the risk of modern slavery in Australia is relatively low compared to other parts of the world, it must be recognised that modern slavery exists in Australia. The risks of modern slavery in Australia are higher in industries that utilise low-skilled workers, young workers, migrant workers, and outsource work to sub-contractors. Due to the high level of visibility that the Group has into the operations of our Australian service suppliers, Beacon Lighting assesses the risk of modern slavery amongst these suppliers to be very low.

# 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.

## Beacon Lighting's Risk Management Strategies

The Beacon Lighting Group has implemented several strategies to minimise the risks of modern slavery in its operations and supply chains.

### MODERN SLAVERY POLICY

The Beacon Lighting Group has developed and implemented a Modern Slavery Policy, articulating the Group's commitment to respecting and promoting human rights and identifying and addressing modern slavery risks in our operations and supply chains. For a copy of the Modern Slavery Policy, please refer to the Beacon Lighting Group investor website as follows:

[www.beaconlighting.com.au/investor-account/governance](http://www.beaconlighting.com.au/investor-account/governance)

### SUPPLIER CODE OF CONDUCT

The Beacon Lighting Group has established and published a Supplier Code of Conduct. The Code outlines the Group's minimum requirements and expectations of its suppliers with respect to the management of the social and environmental risks in their organisations and supply chains. For a copy of the Supplier Code of Conduct, please refer to the Beacon Lighting Group investor website as follows:

[www.beaconlighting.com.au/investor-account/governance](http://www.beaconlighting.com.au/investor-account/governance)

### WHISTLEBLOWER PROTECTION POLICY

The Beacon Lighting Group has an accessible and well-publicised reporting mechanism for concerns and disclosures about modern slavery reporting, which allows for confidential and anonymous reporting and provides protection from reprisal. The Group Whistleblower Policy is available to our team members, suppliers, business partners, and any interested third party. There are transparent processes for investigating and reporting on the issues raised through this reporting mechanism.

For further information about the Beacon Lighting Group Whistleblower Policy, please refer to the Beacon Lighting Group investor website as follows:

[www.beaconlighting.com.au/investor-account/governance](http://www.beaconlighting.com.au/investor-account/governance)

### GOVERNANCE ARRANGEMENTS

The Beacon Lighting Group has established a cross-functional team responsible for managing the Group's modern slavery risks. This team reports directly to the Beacon Lighting Board of Directors and prepares all the Modern Slavery Statements, which are reviewed and approved by the Board of Directors each reporting period.

### MAPPING OF THE SUPPLY CHAINS

The Beacon Lighting Group has undertaken work to map the Group supply chains and to undertake a modern slavery risk weighting exercise to determine those suppliers with the most material risks to the Group. The Group's initial focus was on the modern slavery risks associated with tier-one suppliers, that is, those suppliers that supply products and services directly to Beacon Lighting. As the modern slavery risks associated with the most material tier-one suppliers have been assessed, the Group has now begun focusing on assessing tier-two suppliers, that is, the suppliers to our tier-one suppliers.

### RISK ASSESSMENTS

Those suppliers with the highest modern slavery risk weightings have been asked to complete a self-assessed risk assessment. If necessary, independent audits are also conducted to confirm compliance with Beacon Lighting Group's Modern Slavery Policy. Initially, our suppliers are asked to complete a self-assessed risk assessment. To complement the self-assessment, the Group has moved towards independent factory audits for some of our more important risk-weighted suppliers.

# 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.

## REMEDIATION PROCESSES

The Beacon Lighting Group expects our suppliers to act in ways that are consistent with our values and our Modern Slavery Policy. In the event of an actual or potential occurrence of modern slavery or human rights breach, it is expected that our supplier will take immediate steps to rectify or mitigate the occurrence and notify the Group of the steps taken. It is also expected that all suppliers will cooperate fully in any investigations or related processes that Beacon Lighting may initiate.

Any non-compliance with the Beacon Lighting Group Modern Slavery Policy by a supplier will be regarded as a breach of contract with the Group and result in the requirement to take immediate corrective action, or it may result in the suspension or termination of the contractual relationship.

## TRAINING

Each Beacon Lighting team member with an important procurement responsibility will receive training on the Beacon Lighting Modern Slavery Policy and associated risk management processes.

## VISITING OUR SUPPLIERS

Beacon Lighting has a team based in China that provides purchasing and product engineering support to the rest of the Beacon Lighting Group. Members of our China team visit our Chinese suppliers every month. In addition, members of the Australian executive team and buying team travel three times a year to visit our suppliers and their factories in person. This provides Beacon Lighting with a high level of visibility and transparency of our supplier operations.



# 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.

## Beacon Lighting's progress throughout FY2025

Throughout FY2025, the Beacon Lighting Group has undertaken many important activities associated with managing modern slavery risks in the Group's operations and supply chains.

### MODERN SLAVERY TRAINING

The Beacon Lighting Group has conducted Modern Slavery Training with team members who have important procurement responsibilities within the Group. The learning outcomes for the Modern Slavery Training were for participants to gain an understanding of the following:

- What is modern slavery?
- Types of modern slavery.
- Overview of the Australian Modern Slavery Act 2018.
- Beacon Lighting Group's Modern Slavery Policy.
- Reporting of actual or potential occurrences of modern slavery.
- Modern slavery risk management.
- Modern slavery statement reporting.
- Supporting the Beacon Lighting Group risk management process.

For six consecutive years from FY2020 to FY2025, Modern Slavery training sessions have been conducted by Beacon Lighting. Nearly fifty Beacon Lighting team members with important procurement responsibilities have now completed this training.

### SUPPLIER CODE OF CONDUCT

The Beacon Lighting Supplier Code of Conduct requires our suppliers to comply with all laws, maintain minimum employment and workplace conditions, and maintain minimum management controls. During FY2025, the Beacon Lighting team has begun the process of rolling out our Supplier Code of Conduct. To date, all suppliers have confirmed their compliance by signing off on the Code.

### MAPPING OF THE PRODUCT AND SERVICE SUPPLY CHAINS

Beacon Lighting has mapped the product and service supply chains to identify our most important tier-one suppliers. The AUD spend (including the translations of any foreign currency spend into AUD), the country of origin, and the industry were also noted for each supplier. The estimated prevalence of modern slavery by country from the Global Slavery Index 2023 was then applied to each supplier based on their country of origin. It was also noted that different industries have different modern slavery risk ratings, which were applied to each supplier. It was a combination of the AUD spend, country risk rating, and industry risk rating, which determined the risk-adjusted modern slavery rating for each supplier.

The risk-adjusted modern slavery rating for all tier-one suppliers was then ranked from highest to lowest. The Group focused on suppliers representing the highest material risk of modern slavery for the Beacon Lighting Group. The suppliers with the highest risk-adjusted modern slavery rating included product and service suppliers. They included suppliers from China, Australia, the United States of America, and Europe. They also included industries such as manufacturing, logistics, building services, and marketing.

# 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.

## MODERN SLAVERY RISK SELF-ASSESSMENT

The tier-one suppliers with the highest risk-adjusted modern slavery rating have been required to complete Modern Slavery Risk Self-Assessments. Where necessary, the Self Assessments were followed up to get further clarity on some of the responses. Overall, 96% of the Beacon Lighting Group tier-one suppliers with the highest risk-adjusted modern slavery rating have completed the Modern Slavery Risk Self Assessments from FY2021 to FY2025. The remaining 4% of tier-one suppliers will be monitored into the future, and should their risk-adjusted modern slavery rating increase, they may also be asked to complete the Modern Slavery Risk Self-Assessments.

From FY2023 to FY2025, Beacon Lighting has extended the Modern Slavery Risk Self-Assessments to tier-two suppliers. Some of the more important two-tier suppliers, based on their risk-adjusted modern slavery ratings, have completed the Beacon Lighting Modern Slavery Risk Self-Assessments.

## INDEPENDENT FACTORY AUDITS

For many years, Beacon Lighting has conducted independent audits on our suppliers' factories. Our fully owned subsidiary, Beacon Lighting Europe GmbH, sells Australian-designed products in Europe. To sell the Beacon Lighting products into Europe, the manufacturing factories in China must undertake an independent assessment under the Business Social Chain Initiative (BCSI) certification process. This independent factory audit includes an investigation into the modern slavery risks in these factories. In addition, some of our most important international customers require an independent factory audit before we supply them with any products.

In FY2025, Beacon Lighting continued to conduct independent factory audits in relation to some of our highest risk-adjusted modern slavery-rated suppliers. Part of the audit focuses on the factories' focus (or lack of focus) on its social and environmental responsibility. The audit includes working conditions, compliance with local labour laws, ensuring that workers are voluntarily employed, rates of pay, and workers' rights. The independent factory audits help Beacon Lighting further reduce the risk of modern slavery in our supply chain.

## VISITING OUR SUPPLIERS

Beacon Lighting has a permanent team based in China. An essential activity of the China team is to visit our Chinese suppliers every month to ensure that the product manufactured meets the Beacon Lighting specifications and that there are no signs of modern slavery risks in their operations.

The Beacon Lighting buying team, which includes several Australian Executives and Directors, make international buying trips to China and Hong Kong three times a year to visit our suppliers and their factories. All Executives and Directors have completed the Beacon Lighting modern slavery training and are vigilant for any sign of modern slavery. The process of visiting our suppliers on regular basis provides greater transparency of their operations and further reduces the risk of modern slavery in our supply chains.



## DESCRIBE HOW THE REPORTING ENTITY ASSESSES THE EFFECTIVENESS OF THESE ACTIONS.

**The Beacon Lighting Group understands the importance of continually improving the execution of our modern slavery risk management strategies. This is best done by assessing the effectiveness of the actions taken within our operations and supply chains.**

The Beacon Lighting Group understands the importance of continually improving the execution of our modern slavery risk management strategies. This is best done by assessing the effectiveness of the actions taken within our operations and supply chains.

There is a heightened understanding of modern slavery risk management processes in our operations, with our suppliers and in our supply chains. There is also a strong appreciation of the responsibility of managing modern slavery risks. As stated previously, for six consecutive years, Modern Slavery Training Sessions have been conducted involving nearly 50 team members who have important procurement responsibilities. The Beacon Lighting team members have also been responsible for coordinating the completion of the Modern Slavery Risk Self-Assessments with their suppliers and following up on all queries as required. The training of the Beacon Lighting team and their involvement in the self-assessment process have shown that the modern slavery risk management strategies for Beacon Lighting have proven to be effective.

The Beacon Lighting Group has completed Modern Slavery Risk Self Assessments for more than 96% of tier-one suppliers with the highest risk adjustment modern slavery risk ratings. The risk assessment process has given our suppliers an understanding of Beacon Lighting's commitment to identifying and addressing modern slavery risks in our supply chains and has given them insights into the risks of modern slavery in their operations and supply chains. The Modern Slavery Risk Self Assessments have now extended beyond our tier-one suppliers to include our most important tier-two suppliers. The Modern Slavery Risk Self-Assessment process has proven effective for our suppliers in educating them and helping them manage their modern slavery risks in their operations and supply chains.

The effectiveness of the Beacon Lighting modern slavery risk management processes can be illustrated by way of some comments made by one of our Australian suppliers when completing their Beacon Lighting Modern Slavery Risk Self-Assessment. Although the supplier in question is not legally required to submit a Modern Slavery Statement, they made the following comments: "as a result of Beacon (Lighting) bringing this issue to our attention, we have decided to immediately adopt a .... Modern Day Slavery Statement" and "We have also introduced a .... Modern Day Slavery Audit / Assessment for our existing suppliers and also apply it to any new suppliers". Beacon Lighting is pleased to have played a part in promoting human rights in and eradicating modern slavery from this supplier's operations and supply chains.



## DESCRIBE THE PROCESS OF CONSULTATION ON THE DEVELOPMENT OF THE STATEMENT WITH ANY ENTITY IT OWNS OR CONTROLS.

In preparing this Joint Modern Slavery Statement, the Beacon Lighting Group has undertaken a consultation process across all the relevant owned and controlled subsidiary entities regarding the implementation of our Modern Slavery Policy and in the development of this Modern Slavery Statement. Implementing the modern slavery management processes has involved team members throughout Beacon Lighting and included fully owned entities in Australia, Europe, China, and the United States of America. All Beacon Lighting Group entities operate under one set of governance policies, programs, and management. The consultation process has included the engagement of the Executive Management Team, Beacon Lighting team members with important procurement responsibilities, and the Beacon Lighting Group Board of Directors.

### CONCLUSION

Beacon Lighting is committed to reducing the risk of modern slavery in our operations and supply chains. While significant progress has been made, we acknowledge there is more to do. In the years ahead, we will continue to expand our strategy, focusing on higher-risk countries and deeper tiers of the supply chain, while working collaboratively with suppliers to address risks.

This Statement was approved by the Boards of Beacon Lighting Group Limited, Beacon Lighting Corporation Pty Ltd, and the Brightlite Unit Trust (the trustee of which is Brightlite Nominees Pty Ltd) on 7 October 2025.



**Glen Robinson**

Director  
Beacon Lighting Group Ltd

Date of Signing:

07/10/2024



**Glen Robinson**

Director  
Beacon Lighting Corporation  
Pty Ltd

Date of Signing:

07/10/2024



**Glen Robinson**

Director  
Brightlite Nominees Pty Ltd as  
trustee of the Brightlite Unit Trust  
Date of Signing:

07/10/2024