



LIVINGSTONE

Modern Slavery Statement



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Overview of Livingstone & Its Supply Chain

This statement is prepared for the purposes of Livingstone International Pty Ltd (ABN 66 052 001 144), complying with its reporting obligations under the Commonwealth Modern Slavery Act 2018.

Livingstone was established in 1984 and is a privately-owned company limited by shares incorporated in Australia. It employs approximately 90 full-time employees. Its registered head office is located at Suite 1, Level 9 Building 3, 189 O'Riordan Street, Mascot, NSW 2020, Australia. We are one of Australia's largest importers and distributors of disposable products to more than 25 industries. Key operational functions at Livingstone International include importing and distribution capabilities, marketing, sales and customer support.

Livingstone supplies on a national scope and are currently operating from 2 offices across Australia. Our orders are dispatched from 4 warehouses located in New South Wales, Victoria, Queensland and Western Australia with the capacity to deliver in excess of 1,000 orders per day. We also frequently engage manufacturers, suppliers, internal support staff and partners who are located overseas, predominantly within Asia Pacific.

Our LIVCODE

LIV for INTEGRITY



- Act honestly and ethically
- Communicate openly
- Treat everyone equally
- Uphold company values

LIV for TRUST



- Build long lasting relationships
- Take responsibilities
- Retain commitments
- Be reliable accurate and efficient

LIV for COMMUNITY



- Positively impact Australian lives and communities
- Ensure a brighter future
- Proactively lead and seek solutions
- Offer support and sponsorships

LIV for ENVIRONMENT



- Reduce carbon footprint
- Consolidate orders
- Environmentally sustainable and biodegradable packaging
- Encourage continuous improvements

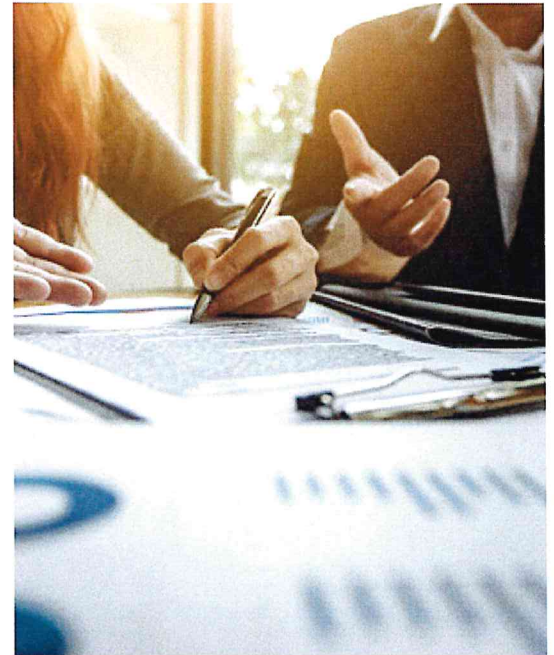
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Livingstone's Code of Conduct

Our Code of Conduct establishes the company's expectations and creates accountability for our people with respect to human rights and other ethical concerns. This Code related not only to labour and fair working conditions, but also extends to health and safety practices, environmental impact and protection and ethical business practices. Similarly, we are in compliance with Supplier Social Compliance Standards that sets forth our principles and procedures to hold all of our suppliers, employees, contractors and sub-contractors accountable for combating forced labour and human trafficking.

Our expectation is that members of our supply chain complies with our Code of Conduct and that they equally work to implement this Code into their own supply chain. Livingstone is committed to working with businesses whose values align with ours and that our manufacturers, suppliers and partners also strive to better manage their social and environmental performance, as well as continue to improve working conditions.



Identifying Risks in Our Supply Chain

As part of a global supply chain, Livingstone understands that the risk of forced labour and modern slavery may arise indirectly from our external suppliers. Our Code of Conduct and our prevention frameworks are designed to minimise and reduce this risk.

Livingstone International reviews its product supply chains to evaluate and address the risks of human trafficking and forced labour. We confirm a key supplier's compliance with standards for human trafficking and forced labour through one or more of: (i) a supplier's declaration of compliance; (ii) an inspection by Livingstone International personnel; or (iii) an independent third-party audit.

We also frequently audit our key suppliers to ensure that their practices comply with applicable national laws regarding human trafficking and forced labour. To control the inspection of manufacturers and ensure that their factory and product conditions meet Livingstone Product Specifications and Australia/International standards, these audits are conducted by Livingstone employees. We also employ independent, third party organisations in Germany and Singapore to carry out on-site CE audits on a yearly basis to maintain compliance.

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Mitigating & Minimising Risks

Livingstone has written contracts with our employment providers. We regularly carry out rigorous checks and subsequent random checks on all staff documentation, inclusive of right to work and contract documents, to ensure that all staff are employed in a legal and ethical manner. Livingstone's expectation for our company and our suppliers is that human rights are respected and protected, according to the legislation of the country in which they operate. Working hours, compensation and wages must be in line with applicable laws. Livingstone condemns the use of child labour and should not be used at any level in ours or our partners' supply chain. Our Human Resources Department regularly consult with each member of staff, to ensure that they are being fairly treated and feel safe when they come to work.

Our Procurement staff receive monthly training to maintain compliance with modern slavery legislation, and are skilled in identifying issues within our supply chains, to minimise the risk of forced labour, unethical work practices and modern slavery. All Livingstone staff and our suppliers must ensure that health and safety issues are addressed in detail and in the correct manner. Livingstone is also aware of diversity and inclusivity issues within supply chains; as a result, we recognise the importance of a diverse workforce and are committed to embracing a company culture that reflects that. We celebrate and encourage inclusion and diversity in all its forms regardless of gender, ethnicity, religion, disability or sexuality. We have partnered with not-for-profit organisations that open doors for the disabled, Indigenous businesses and communities as well as social ventures so that we can continue to promote diversity throughout our supply chain and within our business.

Livingstone International is also a long-standing member of SEDEX, a global membership organisation used to manage labour rights, health and safety, the environment and business ethics. This ensures better management of social and environmental risks within their supply chain, in order to make a real positive impact with responsible sourcing. Our company reference is ZC4906489. Livingstone's primary focus in being an active member of SEDEX is to work with other businesses to manage our social and environmental performance and improve working conditions throughout the supply chain. We encourage our procurement teams, manufacturers, suppliers and external partners to, where possible, choose environmentally-friendly and sustainable business and manufacturing practices in order to reduce our environmental impact.



Ongoing Training

Livingstone International Pty Ltd will continued to provide all new employees with face-to-face and/or online training in relation to our Code of Conduct, including human rights and modern slavery.

This statement was approved by the board of Livingstone International on 10th January 2020.

Ivan Paulus
Vice President, Livingstone International
10th January 2020