

Pillow Talk



For the love of comfort

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement covers the activities of Pillow Talk Pty
Ltd ABN: 69 010 861 711.

It demonstrates Pillow Talk's commitment to understand and implement actions to minimise the risk of modern slavery and human trafficking in its operations and supply chain.



THE REPORTING ENTITY:

PILLOW TALK PTY LTD.

Pillow Talk is a wholly Australian owned omni-channel retailer, whose core values are integrity, design and quality, expert knowledge and conscious practice. Specialising in home furnishings and home decoration products with 68 retail stores across Australia, and an eCommerce channel, allowing customers to click and collect or have their products home delivered. The company has a workforce of approximately 1000 employees engaged under Award agreements or contracts.

In addition to product ranges for its retail stores and online business, Pillow Talk sources a variety of goods, services, and consumables via external suppliers, ranging from stationary, IT and managed services, uniforms, and packaging from both domestic and international suppliers. The company operates out of distribution centres and administration support offices located in Brisbane, Queensland. Product and stock are sourced from a range of domestic and international suppliers.

Pillow Talk understands the importance of its people, customers and suppliers and strives to ensure that it creates a workplace culture and supply chain that is reflective of this and is dedicated to conducting its business in a responsible and ethical way.



68 Retail Stores



1000 Employees



Supplier Relationships

Pillow Talk prides itself on turning houses into homes, and rooms into sanctuaries, filled with homewares, bed linen and bedding carefully designed and selected by our team of in-house comfort experts. For over 40 years we have travelled locally and abroad to find quality materials, exceptional fibres and the latest styles, so that our customers are guaranteed of the feeling of comfort every time they sleep in bed or fall among their couch cushions. We believe that no matter where you live in Australia, we will have your comfort covered, for this is what we strive for as "the comfort experts".

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OUR CORE VALUES

Integrity



We give you the comfort of knowing that our brand is based on truth, honesty and integrity. We don't mark up our prices to mark them down. We firmly stand behind our products so that you can be confident that they are true to label.

Design and quality



We give you the comfort of knowing that we have travelled the world to find the best materials, the latest techniques and the current trends. Regardless of price point we back each of our products as being the best they can be.

Expert knowledge



we give you the comfort of knowing that we have over 40 years experience and a passion for innovation. This means you get advice and service from our extremely knowledgeable team, who have the foundation of expertise combined with the latest advances, to ensure you leave with the product that is right for you.

Consciousness



We give you the comfort of knowing that you are purchasing responsibly. We make regular site visits and undertake independent ethical audits to ensure our suppliers are providing safe, clean and fair working conditions for their people.



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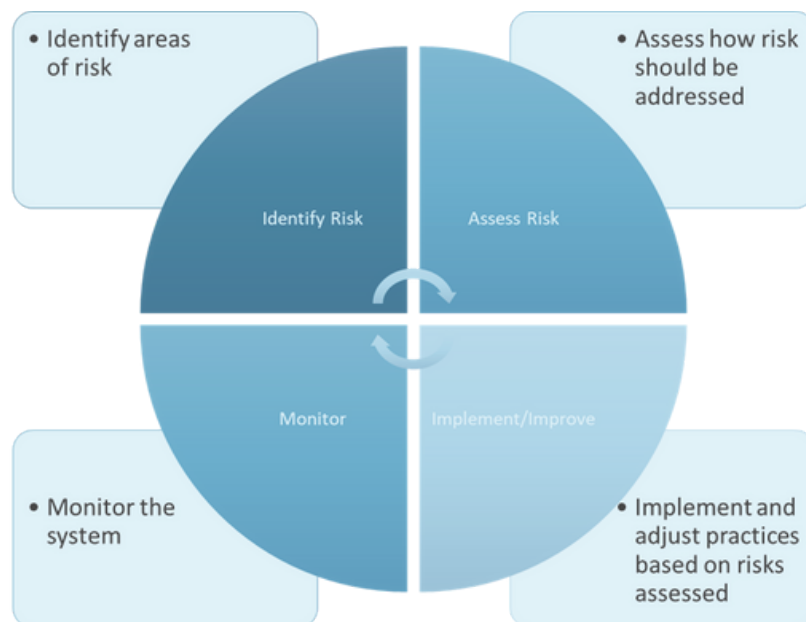
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RISKS OF MODERN SLAVERY:







Modern slavery is a serious human rights violation that affects millions of people around the world. It can take many forms, such as forced labor, debt bondage, human trafficking, child labor, and forced marriage. Supply chains can also be vulnerable to modern slavery risks, given the complex nature, especially when they operate in countries or sectors with weak governance, low transparency, or high poverty.

Pillow Talk strives to do what is reasonably possible to ensure that it minimises the risk of contributing to modern slavery both within its direct operations and the wider supply chain. The company acknowledges the possible challenges that may arise from its diverse, varied, and global sources of goods, especially in relation to its international supply chain. There can be an elevated level of risk when dealing with suppliers in certain regions or industries or where suppliers may sub-contract work or product sourcing to third parties and therefore, the company will apply appropriate risk assessment measures to suppliers in those regions.

When assessing risk factors, the company considers industries which may have a higher indication of risk (such as international textiles and manufacturing industries), and supplier locations where modern slavery is potentially more apparent. Pillow Talk utilises information from a wide range of resources including The United Nations, Walk Free Foundation's Global Slavery Index, and information available through industry associations, governments, and suppliers.



Further to the above, the following risk factors are taken into consideration when assessing our supply chain:

-  Geographic location of suppliers
-  Level of risk associated with the type of goods manufactured by suppliers
-  Type of service provided by suppliers (for service rather than product-based suppliers)
-  Workforce of suppliers
-  Location of materials sourced by suppliers (if different to supplier location)
-  The nature and complexity of our supply chain



By considering these factors the business can identify and prioritise the areas of our supply chain that pose the highest risk of modern slavery and therefore take appropriate actions to mitigate, reduce or eliminate these risks.

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ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

Social and human rights awareness and consideration is inherent in our business operations and embedded in our core values, shaping our behaviors and organisational culture.

Pillow Talk is dedicated to conducting its business legally and ethically and collaborating with suppliers that share these values. We require our suppliers to comply with all relevant legislation and laws including Modern Slavery laws.

Our Modern Slavery Policy sets out the requirements and responsibilities that Pillow Talk will undertake to assess and reduce the risk of Modern Slavery within its supply chain and operations. This includes risk assessment strategies for measuring and adjusting practices and introducing new measures where required to address any perceived or actual risks.

It is important to Pillow Talk that our suppliers share the same values and expectations that we as a company are committed to and therefore our supplier guidelines enable Pillow Talk to gather information on, and relating to, a supplier's general operations, factory assessments (including information of the suppliers operations and workforce) and third party and/or sub-contractor arrangements where applicable and practicable.

When looking at our internal structures Pillow Talk's People and Culture Team have existing policies and processes in place that support the company's day-to-day operations to ensure that all staff meet Pillow Talk's core values and operating requirements, including environmental and workplace safety protection, staff inclusion and diversity. These policies will be reviewed at appropriate intervals to ensure that they consider and acknowledge Modern Slavery and Human Rights requirements.



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The below table shows the relevant company Policies that relate to and/or reference Modern Slavery and Human Rights.

Policies	Overview	Relationship to Modern Slavery
Supplier Guidelines	Outlines expected supplier code of conduct	Specifically outlines Modern Slavery and our expectations of suppliers
Modern Slavery Annual Statement	Outlines our actions relating to Modern Slavery over a 12-month period	Details our commitment and steps taken to identify & address Modern Slavery as it relates to our business practices
Modern Slavery Policy	Details our actions and informs our teams of the requirements	Outlines our expectations as a business in relation to our internal processes, that of our suppliers & our employees
Recruitment Guidelines	Designed to ensure all recruitment activities meet with relevant legislation & are fair and equitable	Ensures that recruitment practices do not directly or indirectly contribute to Modern Slavery
Grievance Procedures	Process for identifying & reporting internal grievances	Outlines grievance procedures as they relate to Modern Slavery
Code of Conduct	The companies expected basic principles in relation to codes of conduct	Covering employees responsibilities in relation to professional codes of conduct including those with suppliers
Company Values/Ethics	Business code of conduct outlining our internal core values & ethics	Covers human rights & ethical business processes, references internal company culture & acceptable behaviour

Pillow Talk recruits and employs most of its labour force internally, limiting the risk of contributing to modern slavery within its direct workforce. However, it recognises that when outsourcing services, the risk of modern slavery increases and therefore the company has a responsibility to ensure that it evaluates any increased risk in areas such as cleaning, freight distribution, logistics and IT where a higher percentage of workers are often employed from vulnerable populations or form part of the lower skilled workforce.

Pillow Talk will also commit to raising awareness and promoting best practice by:

- ✓ Ensuring all employees have access to this statement and our Modern Slavery Policy
- ✓ Undertaking the necessary training for staff where required
- ✓ Limiting or reducing associated risk factors that might lead to, or constitute modern slavery; and
- ✓ Raising any concerns and reporting any actual or suspected modern slavery via the appropriate channels as detailed in our Modern Slavery Policy.

Pillow Talk commits to publishing its annual modern slavery statement at the end of each financial year to the relevant regulatory authorities (Modern Slavery Statement Register: [Modern Slavery Statements Register \(modernslaveryregister.gov.au\)](https://modernslaveryregister.gov.au)), as stated in the Modern Slavery Act 2018.

The annual Modern Slavery Statement will detail the steps that Pillow Talk has taken in the last financial year to ensure that it is identifying potential modern slavery risks and taking the appropriate action and ongoing continuous improvement initiatives, such as:

- ✓ Supplier guidelines and expectations
- ✓ Collaboration with supply chains and supply chain risk assessments
- ✓ Onsite supplier visits (including mills & factories) where possible
- ✓ Staff training/awareness
- ✓ Continuous improvement initiatives

Actions undertaken:

Implementation of internal training and education on modern slavery and how to prevent and report it

Team members are encouraged to provide feedback on our Modern Slavery processes and report any breaches via the appropriate channels.

Strengthening cooperation and communication with suppliers and stakeholders and encouraging them to initiate and share results of independent social compliance audits

Site visits of supplier mills and factories across the following countries in 2022 /2023: Vietnam, Indonesia, India and China. Documenting working conditions and operating practices.

Annual reviews of our Modern Slavery Policy and associated documentation and processes.

Development of a central supplier database to capture relevant information to assist in identifying risk area's for suppliers, the regions in which they operate and the products they produce.

Publishing our Modern Slavery Statement on our website for our customers and wider stakeholders to view

ASSESSMENT AND REVIEW OF ACTIONS TAKEN

Pillow Talk is committed to promotion, measuring and evaluating the effectiveness of actions taken to reduce modern slavery risks and to drive and influence change within its operations and supply chain.

Keeping the channels of communication open with our internal teams and suppliers alike has led to many opportunities to discuss Modern Slavery and has shown a willingness among our teams and wider supply chain to engage and discuss opportunities to mitigate risks of modern slavery. We have already seen an increase in knowledge, understanding and awareness of this issue which is an encouraging outcome. Pillow Talk will continue to look at ways in which we can evaluate the effectiveness of our efforts in relation to Modern Slavery.

The company remains vigilant in identifying measures and evaluating possible risks of Modern Slavery within its supply chain both locally and globally and taking appropriate action.

MONITORING AND CONTINUOUS IMPROVEMENT

Pillow Talk takes a continuous improvement approach to Modern Slavery and in recognition of this commits to regularly reviewing its policies, procedures, third party suppliers, manufacturers, and supply chain.

Engaging with suppliers is part of our ongoing effort to communicate with suppliers about the importance of awareness and identifying and preventing modern slavery within supply chains and forms part of our annual due diligence. It is encouraging to hear from suppliers that they are already being proactive in developing their own policies and procedures and putting place action plans to address modern slavery and we look forward to keeping these lines of communication open and using this to inform our ongoing actions.

Pillow Talk will continue to work with its suppliers both locally and internationally to facilitate these processes and communicate its expectations in relation to supplier codes of conduct. We are dedicated to continued efforts to broaden the scope of our modern slavery plan and we will continue to assess and develop our systems and processes and build upon learnings to address this global issue.

Supplier engagement and its international supply chain will continue to be an area of attention and key consideration.

Ongoing actions:

-  Ongoing identification of opportunities for enhanced processes and systems to identify modern slavery
-  Continuing to develop a more comprehensive supplier engagement pack which will include our Supplier Guidelines
-  Ongoing enhancement of our supplier database and utilising this information to further implement risk assessment strategies
-  Monitoring current global trends and shifts within high-risk industries and regions and actively responding to risk and required changes
-  Regular engagement with our external compliance experts to ensure we are applying best practice methods in relation to all area's of compliance including Modern Slavery

OTHER MATTERS

COVID-19: Covid-19 had significant impacts across supply chains and workforces, Pillow Talk recognized this impact and adapted and adjusted its dealings with suppliers as appropriate. While there is undoubtedly still some lasting impacts, we are seeing trade conditions return to pre covid-19 conditions.

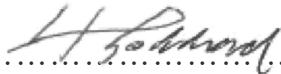
Supplier Awareness and Engagement: providing additional education and resources around supplier awareness and engagement is proving to be a particularly important piece of our overall Modern Slavery requirements and in particular when dealing with international suppliers, who in some cases have limited awareness of Australia's modern slavery reporting requirements. This process of educating suppliers will be ongoing and can be achieved by open communication and a commitment to share related resources and the benefits of participating in measures to reduce, and limit the risk of modern slavery within our supply chains.

POLICY STATEMENT

This statement has been prepared in consultation with Pillow Talk staff and management to meet reporting requirements under the Modern Slavery Act (Cth) 2018 and outlines the actions that have been taken by Pillow Talk to identify, assess, and address the modern slavery risks across its operations and supply chain. Relevant parties have been consulted and provided with the opportunity to give their input and feedback prior to finalisation of this statement.

This statement has been reviewed and approved by Heath Goddard as the Sole Managing Director of Pillow Talk Pty Ltd and Kate Spencer (CEO) on 19th December 2023.

Heath Goddard: Sole Managing Director

Signature: .....

Kate Spencer: Chief Executive Officer

Signature: .....