

Eureka

FURNITURE

Modern Slavery Statement FY25



Table of Contents

- 1. REPORTING AND CONSULTATION 3
- 2. FROM OUR CHIEF EXECUTIVE OFFICER 4
- 3. MANDATORY CRITERIA AND REPORTING REQUIREMENTS 5
- 4. HIGHLIGHTS FROM FY25 6
- 5. ABOUT US 7
- 6. EUREKA FURNITURE PRODUCT AND SERVICES SOURCING 7
- 7. RISKS OF MODERN SLAVERY PRACTICES 9
- 8. ACTIONS TAKEN TO REDUCE MODERN SLAVERY RISKS 12
- 9. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS 13
- 10. OUR PRIORITIES FOR FY26 15



1. Reporting and Consultation

Eureka Street Pty Ltd trading as Eureka Furniture (ABN 41 010 764 833) ('Eureka Furniture') has prepared this Modern Slavery Statement in compliance with its reporting obligations under the Australian Modern Slavery Act 2018 (Cth). This statement details the actions taken by Eureka Furniture during the financial year ending 30 June 2025 (FY25) to identify, assess, and mitigate modern slavery risks throughout its operations and supply chains.

Consultation Process

Eureka Furniture engaged in thorough consultations with key staff members across our operations and supply chains. A dedicated Modern Slavery Working Group, comprising senior executives and external compliance consultants, played an active role in shaping this statement. Prior to finalisation, this modern slavery statement was shared with the leadership team for their input. This statement was approved by the Board of Directors in their capacity as the principal governing body of Eureka Street Pty Ltd on 17 December 2025.



2. From Our Chief Executive Officer

As CEO of Eureka Furniture, I present our Modern Slavery Statement for FY25. This statement reflects our ongoing commitment to responsible sourcing, ethical conduct and transparency across our business. For more than 38 years, Eureka Furniture has remained focused on providing quality furniture while upholding our values.

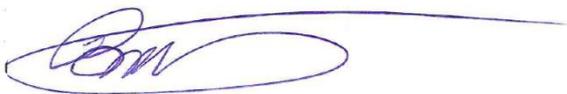
Eureka Furniture specialises in solid and reclaimed timbers, and we continue to set clear expectations for the responsible origin of materials used in our products. We engage regularly with our suppliers on matters relating to sustainability, quality and material provenance. We acknowledge that the global furniture industry involves complex supply chains, and our approach is designed to support ongoing dialogue and continuous improvement across our supplier network.

During FY25, we continued to strengthen the foundations established in previous years. Our Modern Slavery Working Group provided coordinated oversight of our program, supported staff across relevant areas of the business and facilitated structured review processes. Modern slavery awareness training continued for applicable employees, helping to reinforce understanding of risk indicators and appropriate internal escalation pathways.

Our Trade Partner Review also continued during the year, covering both product suppliers and suppliers of goods not for resale. This review assists us in understanding supplier policies, governance practices and sourcing structures so that we can better align expectations and support consistent standards across our supply base. The review process underscores the importance of constructive engagement and recognises that suppliers operate within varied regulatory and cultural contexts.

Our Ethical Sourcing Principles, Supplier Code of Conduct and Supplier Remediation Guidelines have become embedded components of our governance framework. These tools help ensure that expectations are clearly communicated and applied consistently across our operations. Insights gained through our FY25 engagement activities will continue to shape how these tools are used and refined over time.

As we look ahead, our focus remains on strengthening supplier communication, supporting employees in understanding their responsibilities and continuing to refine our processes to align with evolving regulatory expectations. Eureka Furniture remains committed to responsible business practices and to working collaboratively with our suppliers to support ethical sourcing throughout our supply chain.



Joel Brislat
Chief Executive Officer

This modern slavery statement was approved by Eureka Furniture on 17 December 2025.

3. Mandatory Criteria and Reporting Requirements

We have addressed these in our statement as follows:

01. Identification of the reporting entity

This is addressed on page 3.

02. Description of our structure, operations, and supply chain

This is addressed on pages 7-9.

03. Description of the risks of modern slavery practices in our operations and supply chains and any entities we own or control

This is addressed on pages 10-12.

04. Description of the actions we have taken to assess and address these risks (including due diligence and remediation processes)

This is addressed on page 13.

05. How we assess the effectiveness of our actions

This is addressed on page 14.

06. Description of the process of consultation with any entities the reporting entity owns or controls

This is addressed on page 3.

07. Any other relevant information

This is included on page 15 where we discuss our modern slavery priorities for FY26.

4. Highlights from FY25

The following initiatives reflect Eureka Furniture's continued efforts to strengthen our approach to managing modern slavery risks. Our progress remains incremental, and we recognise that our systems and processes will continue to evolve over time.

Formation of a Modern Slavery Working Group

Eureka Furniture has maintained its Modern Slavery Working Group, supported by external compliance specialists. The group provides oversight of our risk-management activities, coordinates supplier engagement and assists the business to respond to identified issues. While this group supports improvement, we acknowledge that visibility across complex supply chains remains limited and is an area of ongoing development.

Modern Slavery Training

Modern slavery awareness training continued for relevant staff during FY25. This training helps our teams recognise potential indicators of modern slavery and understand when and how to escalate concerns. We recognise that training alone does not eliminate risk, but it supports a more informed and consistent internal approach.

Trade Partner Review

During FY25 we progressed the review of our trade partners, including both product manufacturers and suppliers of goods not for resale. This review focuses on policy maturity, transparency, worker protections, health and safety practices and exposure to higher-risk jurisdictions.

Modern Slavery Code of Conduct

Our Modern Slavery Supplier Code of Conduct remains in place as a requirement for suppliers. In FY25, we continued incorporating the Code into new and existing supplier relationships. The Code helps communicate our expectations regarding labour standards and transparency, but we recognise that signing the Code does not guarantee compliance or full visibility of upstream conditions.

Ethical Sourcing Principles

Eureka Furniture's Ethical Sourcing Principles continue to guide our procurement and buying teams, particularly in relation to timber and material sourcing. These principles support more consistent internal decision-making, though we acknowledge that implementation across suppliers is still developing and requires ongoing monitoring.

5. About Us

6. Eureka Furniture Product and Services Sourcing

Reflecting our broad international supply chain, we source our products from a diverse range of countries, including Australia, China, India, Indonesia, Vietnam and Malaysia.

This global network enables us to access a wide variety of materials, craftsmanship, and expertise, allowing us to offer high-quality products that meet our standards for sustainability and ethical sourcing.

The categories of **products** we sell across our brands include:

- **Lounges**
Eureka Furniture offers a variety of lounges, including modular lounges, 1-seaters, 2-seaters, 3-seaters, sofa beds, recliners, chaise corners, occasional chairs, and ottomans, made from premium fabric, leather, timber frames, high-density foam, and wood accents.
- **Living Room Furniture**
Our living room furniture selection includes entertainment units, lamp tables, coffee tables, hall tables, and trunks, crafted from solid hardwood timber (such as oak, pine, and reclaimed wood), with metal accents and tempered glass.
- **Dining Room Furniture**
Eureka Furniture's dining room furniture range includes dining tables, dining chairs, buffets, wine racks, and cabinets, made from solid timber (including reclaimed wood and sustainable hardwoods), with metal frames, glass tops, and eco-friendly finishes.
- **Bedroom Furniture**
Our bedroom furniture collection features beds in various sizes (King, Queen, Double, King Single, Single), bed heads, bedside tables, chests and tallboys, dressing tables, trunks, and bed linen, made from hardwood timber, upholstered fabric, leather, rattan, and natural fibres.
- **Office Furniture**
Eureka Furniture's office furniture includes desks, office chairs, shelves and bookcases, libraries, and telephone tables, made from solid wood (including pine, oak, and recycled timber), with metal frames and glass shelving.
- **Homewares**
Our homewares range includes candles and diffusers, décor items, lamps, planters and baskets, plants and flowers, napery, cushions, throws, artwork, clocks, mirrors, hooks and hangers, and barn doors, crafted from natural fibres (cotton, linen), metal, glass, ceramics, rattan, reclaimed wood, and sustainable plant-based materials.

- **Rugs**
Eureka Furniture offers a selection of door mats and rugs, made from natural fibres like wool, jute, and cotton, as well as synthetic blends for durability and eco-friendly dyes.
- **Patio & Outdoor Furniture**
Our patio and outdoor furniture includes lounges, dining tables, and dining chairs, made from teak, eucalyptus, rattan, metal frames, weather-resistant fabrics, and UV-protected wicker.
- **Care Products**
We offer care products for timber and fabric protection, crafted with eco-friendly cleaning agents to help maintain your furniture.

The types of **services** we rely on to run our businesses include:

- **Cleaning services:** Daily cleaning, maintenance, waste disposal, recycling, and sanitisation in high-traffic areas.
- **Freight and logistics:** Transportation of goods from suppliers, warehousing, stock management, and last-mile delivery for online orders.
- **IT and technical support:** Installation and maintenance of Point of Sale (POS) systems, network security, and hardware/software support.
- **Security services:** On-site security personnel, CCTV surveillance, alarm systems, and access control.
- **Marketing and advertising:** Digital marketing, in-store promotions, signage, and branding.
- **Human resources (HR):** Recruitment, onboarding, payroll, superannuation, and compliance with workplace safety and Fair Work legislation.
- **Customer service:** Call centres or support teams for inquiries, complaints, orders, returns, and refunds.
- **Legal and compliance services:** Legal advice on contracts, business operations, intellectual property, and compliance with consumer laws and privacy regulations.
- **Facilities management:** System maintenance, electrical, plumbing, general repairs, and car park maintenance.
- **Finance and accounting:** Bookkeeping, financial reporting, tax compliance, payroll processing, and budgeting.
- **Supply chain management:** Vendor relations, stock replenishment, distribution planning, and demand forecasting.
- **Training and development:** Ongoing staff training (sales, customer service, compliance), leadership, and performance management.
- **Health and safety services:** Workplace health and safety assessments, fire safety systems, first aid training, and emergency response.
- **Utilities management:** Electricity, water, gas supply management, energy efficiency, sustainability initiatives, waste management, and recycling programs.

7. Risks of Modern Slavery Practices

Products



Eureka Furniture recognises that elements of its operations and supply chains carry elevated modern slavery risks. These risks arise from the inherent structure of global furniture manufacturing, the materials used, and the fact that many suppliers operate in higher-risk jurisdictions such as China, Vietnam, Malaysia and India, where systemic labour vulnerabilities and complex subcontracting arrangements are common.

Several product categories heighten these risks. Upholstered seating, leather goods, textiles, timber furniture, metal components and natural-fibre products often depend on raw-material harvesting and processing undertaken far upstream, well beyond Tier 1 visibility. International research highlights persistent concerns across timber harvesting, leather tanning, textile production, foam manufacturing, metal fabrication and handwoven rug production, particularly where migrant or low-paid workforces are present.

Supplier responses received during FY25 reinforced the practical limitations of visibility in these sectors. A number of suppliers confirmed that they do not perform checks on raw-material suppliers or have only minimal awareness of how materials are sourced or processed beyond immediate manufacturing partners. In some cases, suppliers acknowledged that subcontracting may occur without their full visibility, reflecting the complexity of manufacturing environments in certain jurisdictions.

Some suppliers reported gaps in policy frameworks, including the absence of formal modern slavery policies, worker-rights guidance or environmental and chemical-safety documentation. Others disclosed that they rely on accommodation facilities for workers, or that workers may be housed onsite. While this does not signify wrongdoing, international guidance recognises that accommodation arrangements can increase worker vulnerability when combined with long working hours or limited contract transparency.

Across several responses, suppliers indicated that workforce groups such as migrant workers, cleaners, or short-term contractors were present within their operations. These practices are recognised risk indicators internationally, even when described as administrative or practical measures by the supplier.

Examples from our FY25 supplier assessments illustrate the nature of these risks:

- Some manufacturers of timber or mixed-material furniture stated that they source wood, leather or metal components from multiple countries but were unable to provide detail on the origin of raw materials or the labour conditions involved in early-stage processing.
- Several suppliers based in high-risk jurisdictions reported that they had no structured program for assessing subcontractors, despite relying on external workshops or affiliated factories for part of their production.
- In a small number of cases, suppliers disclosed that workers lived in dormitory-style accommodation. While these facilities were described as compliant with local requirements, their use highlights typical visibility challenges associated with migrant labour and factory-linked housing.
- A supplier in a high-risk jurisdiction indicated that workers had paid recruitment or placement fees in the past, which is a recognised risk factor for debt-bondage-style vulnerabilities.

These examples demonstrate the practical limitations and risk factors that exist in the global furniture industry and highlight areas where additional engagement, clarification or support may be required.

This combination of sector-wide challenges, upstream material risks and supplier-reported gaps informs Eureka Furniture's approach to due diligence. We continue to refine our processes, strengthen expectations, engage with suppliers and build capability across our teams to support more consistent ethical sourcing practices over time.

Services

Eureka Furniture recognises that a number of the services used across our operations are part of global and domestic sectors that are widely associated with elevated modern slavery and labour-rights risks. These risks do not stem from any specific findings within our own service arrangements but reflect well-documented vulnerabilities in industries that rely heavily on contracted, temporary or migrant workforces.

Services such as freight and logistics, warehousing, cleaning, facilities maintenance and security are known to involve heightened risks of underpayment, excessive working hours and limited oversight, particularly where labour is sourced through subcontracting or labour-hire channels. Similar risks are identified in outsourced customer service environments, where lower-wage roles and limited job security can contribute to worker vulnerability.

Eureka Furniture acknowledges these broader sector-wide risks and considers them when engaging service providers and reviewing contractual arrangements. While visibility across multi-tiered service supply chains remains limited, we remain aware of the challenges reported in these industries and continue to take steps to improve our understanding of potential risks and to support fair and lawful workplace practices in the services we rely on.



8. Actions Taken to Reduce Modern Slavery Risks

During FY25, Eureka Furniture continued to build on the foundations established in previous years and progressed several initiatives intended to strengthen the business's ability to identify, assess and respond to modern slavery risks within its operations and supply chains.

The Modern Slavery Working Group remained active throughout the year, providing ongoing coordination of supplier engagement, reviewing risk indicators raised through the Trade Partner Review process and assisting internal teams as questions or concerns emerged. The Working Group also worked with external compliance support to refine documentation, strengthen internal processes and ensure that key functions had access to updated guidance.

Modern slavery awareness training continued for relevant staff, with a focus on helping team members recognise common risk indicators, understand supplier expectations and follow appropriate escalation pathways where concerns arise. This training supported both procurement and operational staff and contributed to a more consistent understanding of the limitations and challenges associated with visibility in global supply chains.

Eureka Furniture also advanced its Trade Partner Review during FY25. This process included both product suppliers and suppliers of goods not for resale. The review covered policy maturity, labour and human rights practices, health and safety arrangements, subcontractor oversight and country-of-origin risk. Multilingual materials in Chinese and Vietnamese were again made available to assist suppliers in responding accurately. Supplier responses provided valuable insights into governance gaps, varying levels of supply-chain visibility and the presence of recognised risk indicators such as worker accommodation, limited grievance mechanisms and, in some cases, identity-document handling practices. These findings will inform future risk-mitigation efforts and supplier engagement priorities.

Several policies and tools developed in FY24 - such as the Modern Slavery Supplier Code of Conduct, Ethical Sourcing Principles and Supplier Remediation Guidelines - were embedded in FY25. These documents assisted procurement staff when determining expectations for new suppliers and evaluating the sufficiency of information provided by existing partners. Procurement teams also continued to receive targeted briefings on identifying red flags in higher-risk service categories such as cleaning, logistics and security.

Eureka Furniture acknowledges that challenges remain, particularly in relation to resource limitations, language barriers, the varying capacity of suppliers and the inherent difficulty of tracing raw materials such as timber, metals, textiles and leather beyond Tier 1. During FY25, the business explored options for expanding supplier education, including the early development of online training materials for offshore suppliers to support clearer communication of expectations and improve understanding of key modern slavery risks.

These actions reflect Eureka Furniture's continued progress and its commitment to refining its approach to modern slavery risk management over time.

9. Assessing the Effectiveness of Our Actions

At Eureka Furniture, oversight of our modern slavery program is led by the Modern Slavery Working Group. Throughout FY25, the group continued to monitor the effectiveness of our processes, review supplier feedback and support teams across the business in responding to potential risks. Its role is to provide structured governance and help ensure that our approach remains practical, proportionate and responsive to the challenges identified in our operations and supply chains.



Supplier engagement has continued to be a key source of insight. The FY25 Trade Partner Review allowed us to gather information on policy maturity, worker protections, health and safety practices and visibility of subcontracting. These interactions support ongoing dialogue with suppliers and assist us in understanding the capacity, limitations and risk areas within our current supply base. The Working Group uses this information to identify themes, refine internal guidance and prioritise areas where further follow-up may be required.

Eureka Furniture also continued to maintain channels for reporting concerns, including through our customer care centre. While these channels have not identified incidents linked to modern slavery, they provide an accessible mechanism for employees, customers and other stakeholders to raise issues. Tracking these enquiries helps us understand whether any emerging risks require broader action or clarification within the business.

Employee capability remains an important aspect of our effectiveness. During FY25, the Modern Slavery Working Group monitored participation in modern slavery training and reviewed staff understanding through post-training assessments. This helps ensure that employees in relevant roles are aware of common risk indicators and know how to escalate concerns through appropriate internal pathways.

Eureka Furniture acknowledges that effectiveness in this area requires ongoing refinement. In FY26, we intend to expand the scope of our Trade Partner Review to cover a broader segment of our supplier base and to strengthen the consistency of information collected.

Through these actions, Eureka Furniture remains committed to improving visibility, strengthening internal capability and enhancing the way we assess and address risks across our options and supply chains



10. Our Priorities for FY26

In FY26, Eureka Furniture will continue strengthening its approach to modern slavery risk management, with a particular focus on meeting regulatory expectations and improving the consistency of our practices across the business. The Modern Slavery Working Group will remain central to this effort, convening regularly to monitor progress, review supplier insights and support teams in addressing emerging risks. This oversight will assist in ensuring our practices remain aligned with legislative requirements and industry expectations.

Eureka Furniture will continue working with external compliance advisors to refine internal processes and improve supplier engagement. A key priority for FY26 will be enhancing supplier onboarding, including clearer expectations at the start of commercial relationships and greater emphasis on compliance with the Modern Slavery Supplier Code of Conduct and Ethical Sourcing Principles. Work will also continue on the development of modern slavery KPIs to support internal accountability.

Modern slavery training will be updated and delivered to relevant staff, including new employees and those in procurement and operational roles. This training will help reinforce awareness of risk indicators and ensure that team members understand how to escalate concerns appropriately within the business.

The Trade Partner Review will be expanded in FY26 to cover a broader range of suppliers, enabling Eureka Furniture to build a clearer picture of supply-chain practices and improve the consistency of information collected across product categories and service providers. New suppliers will continue to be reviewed as part of the onboarding process to help prevent modern slavery risks from entering the supply chain.

Eureka Furniture will also introduce updated purchasing guidance for buying teams. These guidelines are intended to support responsible sourcing decisions by encouraging practices such as realistic lead times, consistent communication and fair negotiation processes. The aim is to reduce the risk that commercial pressures could contribute to exploitative conditions further along the supply chain.

In addition, Eureka Furniture will begin reviewing its supply chain for the presence of PFAS chemicals in accordance with emerging regulatory expectations. This work will be incorporated into broader supplier engagement and due diligence activities, recognising the increasing focus on chemical safety in global product manufacturing.

Eureka Furniture will continue monitoring developments in modern slavery legislation and related regulatory trends to ensure that its practices remain current, practical and aligned with expectations. Through these actions, our business aims to strengthen its capability, improve supplier visibility and support more robust ethical sourcing practices across its operations and supply chains.