

Eureka

FURNITURE

Modern Slavery Statement FY24



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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 2024 (FY24) 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 finalising, 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 principal governing body of Eureka Street Pty Ltd on 31 March 2025.

2. From Our Chief Executive Officer

As CEO of Eureka Furniture, I am proud to introduce our Modern Slavery Statement for FY24, which reaffirms our unwavering commitment to ethical business practices, environmental sustainability, and transparency across our supply chains.

For over 38 years, Eureka Furniture has specialised in recycled timber and has maintained a strict policy against sourcing non-sustainably sourced timbers. We have always conducted thorough checks on our suppliers and their sourcing practices, and, when necessary, have cancelled orders to uphold our high standards. Regular communication with suppliers about the origins and sustainability of their timber is core to our operations, and our risk assessments are conducted in good faith to ensure that we work only with reliable and reputable partners.

In line with the reporting requirements of the *Modern Slavery Act 2018* (Cth), we have adopted a structured approach to meet our compliance and reporting obligations.

During FY24, we introduced modern slavery awareness training for all staff to ensure a shared understanding of this critical issue, and we commenced a comprehensive review of our trade partners to assess and reinforce ethical sourcing across our supply chains and operations.

In the coming months, we will further strengthen our efforts by implementing several key initiatives, including the Eureka Furniture Modern Slavery Code of Conduct, Ethical Sourcing Principles and Supplier Remediation Guidelines (which will provide a structured approach to addressing any supplier issues that may arise).

This statement outlines the proactive steps we are taking to address modern slavery risks within our operations and supply chains, highlights our commitment to measuring the effectiveness of these actions, and details our ongoing engagement with stakeholders to ensure our values are upheld.

As we look forward to FY25, our focus remains on open communication with suppliers, continuously updating buyer guidance, and delivering practical training to our teams. Our dedication to compliance and transparency will continue to guide our efforts as we work towards a supply chain and industry free from modern slavery.



Joel Brisblat
Chief Executive Officer

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 FY25.

4. Highlights from FY24

The following initiatives reflect our commitment to upholding ethical standards, ensuring that every aspect of our operations and partnerships aligns with our values and legal responsibilities.

- **Formation of a Modern Slavery Working Group**
Eureka Furniture has established a dedicated working group, including external compliance support, to oversee and improve our modern slavery risk management. This ensures proactive risk management and adaptability, essential for maintaining ethical standards in our industry.
- **Modern Slavery Training**
We have provided modern slavery awareness training to all relevant staff, equipping them with the skills to identify and address potential risks. This is aimed at fostering a culture of responsibility and supports our ethical sourcing practices.
- **Comprehensive Trade Partner Review**
We are in the process of conducting a full review of our trade partners, covering both product suppliers and providers of goods not for resale. This review focuses on modern slavery policies, supply chain risks, human rights practices, and workplace safety, ensuring that our partners align with our commitment to ethical standards.
- **Modern Slavery Code of Conduct**
Eureka Furniture has introduced a code of conduct to be signed by all suppliers, setting clear expectations for ethical sourcing. This establishes mutual accountability and strengthens trust in our supplier relationships.
- **Ethical Sourcing Principles**
Eureka Furniture has developed Ethical Sourcing Principles to guide buyers and procurement teams in making responsible sourcing decisions. This resource reinforces our commitment to sustainability, particularly in sourcing materials like timber.
- **Supplier Remediation Guidelines**
Eureka Furniture has created guidelines for addressing supplier issues if modern slavery risks are identified. This approach promotes continuous improvement and accountability within our supply chains, supporting long-term ethical practices.

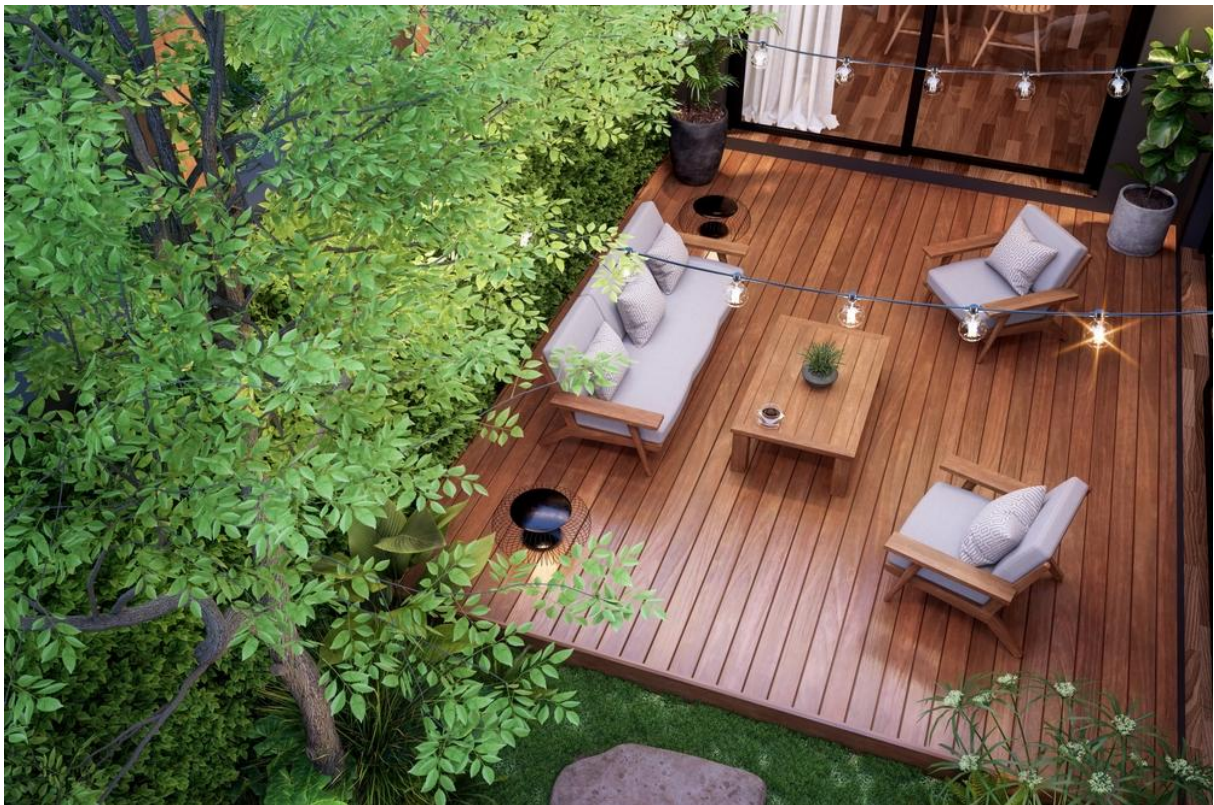
5. About Us

Eureka Furniture is an Australian-owned business with over 32 years of experience. Founded in 1986, the company began with a single store in Brisbane, offering quality crafted, solid timber pieces. Over the years, Eureka Furniture has expanded its presence, now operating multiple showrooms across Queensland, New South Wales, Victoria and the Australian Capital Territory, including locations in Brisbane, Gold Coast, Newcastle, Sydney and Canberra.

Eureka Furniture specialises in quality solid and reclaimed timber furniture, with a strong focus on sustainability. Eureka Furniture prioritises the use of recycled materials and upholds a strict policy against sourcing non-sustainably harvested timber.

Eureka Furniture operates 42 showrooms across Queensland, New South Wales, Victoria and the Australian Capital Territory, offering an extensive selection of furniture for living rooms, dining areas, bedrooms, offices and outdoor. Our range includes hardwood timber pieces, seating options, sofas, dining suites, entertainment units, and various other furnishings, all designed to suit different styles and spaces. Each item is fully assembled, quality checked and crafted to provide lasting value.

To serve our broad customer base, especially along Australia's East Coast, Eureka Furniture offers an online store, providing a convenient way for customers to browse and purchase from our extensive collection. Our online platform also enhances accessibility for customers in regional areas, ensuring everyone can easily find quality furniture, no matter their location.



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

Eureka Furniture recognises that certain areas of its supply chains and operations may present elevated modern slavery risks due to the geographic locations of suppliers, sourcing regions, and the origins of materials used. These risks reflect broader challenges in global supply chains, especially within the furniture and homewares sectors, where limited oversight in raw material sourcing and labour practices can contribute to modern slavery.

Limited visibility in certain overseas markets, particularly in the deeper tiers of the supply chain, adds further challenges. This lack of transparency increases the potential for modern slavery, especially in sourcing raw materials and components for Eureka Furniture's products.

While Eureka Furniture has not identified specific risks linked to its products, the company remains mindful of global risks of forced labour and exploitation relevant to the types of products it sells, as highlighted by organisations like the Walk Free Foundation.

- **Lounges**

Potential Risks: Forced labour and exploitation in upholstery and assembly processes, particularly for fabric and leather production. Sourcing leather from regions with less stringent labour regulations may involve risks related to child labour, low wages, and unsafe working conditions.

- **Living Room Furniture**

Potential Risks: Timber sourcing, particularly from regions with high deforestation rates, may involve forced labour or illegal logging. Workers involved in timber processing and furniture assembly may face poor working conditions and low pay, especially in regions like Indonesia and Vietnam.

- **Dining Room Furniture**

Potential Risks: Forced or bonded labour in timber harvesting and furniture assembly, especially where raw materials are sourced from high-risk regions. The manufacturing process may also include risks of excessive working hours, poor safety standards, and low wages in countries like China and Malaysia.

- **Bedroom Furniture**

Potential Risks: Forced labour and exploitation in textile and upholstery production for bed linens, particularly when cotton or natural fibres are sourced from high-risk regions. Timber used in furniture can carry risks of illegal logging and labour exploitation, especially if sourced from suppliers with limited oversight.

- **Office Furniture**

Potential Risks: Labour exploitation and unsafe working conditions in timber processing and metal frame production, particularly in countries with less stringent labour protections, such as China and Vietnam. Risks of child labour and forced labour in metal and wood supply chains are also present.

- **Homewares**

Potential Risks: Forced or child labour in the production of textiles, glass, and ceramics, particularly in countries like India and Indonesia. The supply chain for natural fibres like cotton and jute may involve exploitative labour practices, especially in regions with known risks for poor labour conditions.

- **Rugs**

Potential Risks: Child labour and forced labour are significant risks in the rug-making industry, particularly for handwoven rugs made from natural fibres such as wool and jute, often sourced from India. Poor working conditions, low wages, and limited oversight are common risks.

- **Patio & Outdoor Furniture**

Potential Risks: Forced labour and exploitation in the harvesting of teak and other woods, especially in high-risk countries. Rattan weaving and furniture assembly may also involve child labour or exploitative practices in countries such as Indonesia and Vietnam.

- **Care Products**

Potential Risks: Forced or low-paid labour in the production of eco-friendly cleaning agents and chemicals, particularly if sourced from countries with limited labour regulations, such as China.

Services

Eureka Furniture is aware of reported risks of forced labour and exploitation in global service supply chains, though we have not identified any specific risks directly associated with the services we use. We acknowledge these risks as highlighted in industry reports and recognise their potential within the broader service supply chains we interact with.

Eureka Furniture understands that several industries may face risks related to worker exploitation and poor labour practices, such as:

- **Freight and Logistics**

Potential Risks: Unsafe conditions, excessive hours, and underpayment for workers, particularly truck drivers and warehouse staff, especially in subcontracted roles.

- **Cleaning Services**

Potential Risks: Underpayment and poor working conditions, particularly affecting migrant workers; reliance on contractors can create gaps in compliance and oversight.

- **Security Services**

Potential Risks: Temporary or migrant workers in on-site security roles may face

underpayment and insufficient workplace protections, particularly when hired through agencies or contractors.

- **Warehousing and Supply Chain Management**

Potential Risks: Underpayment and poor conditions, particularly for casual or part-time staff in outsourced operations where rights may be limited.

- **Facilities Management**

Potential Risks: Maintenance and repair roles, often filled by migrant workers, can experience reduced oversight and exploitative practices in subcontracted settings.

- **Customer Service**

Potential Risks: In outsourced call centres, risks may include long hours and limited job protections, particularly in lower-wage roles.

Eureka Furniture recognises that in these industries, maintaining constant vigilance and strict adherence to Australian labour laws is crucial to mitigating risks and ensuring that all workers, regardless of their role or status, are safeguarded by fair workplace practices.



8. Actions Taken to Reduce Modern Slavery Risks

In FY24, Eureka Furniture implemented several key initiatives to address modern slavery risks within its supply chains.

A Modern Slavery Working Group was established to regularly assess and mitigate risks. Comprehensive modern slavery training was provided to all relevant staff, equipping them with the knowledge to recognise and respond to potential risks and reinforcing Eureka Furniture's ethical standards across procurement processes.

Eureka Furniture commenced its Trade Partner Review, focusing on both product and non-resale goods suppliers, to evaluate labour practices and uncover hidden risks further down the supply chain. The review includes questions on policies, health and safety, wages, and discrimination, and is supported by multilingual materials in Chinese and Vietnamese to enhance communication with overseas partners.

New policies were also developed, including a Modern Slavery Code of Conduct for suppliers, Ethical Sourcing Principles for buyers, and Supplier Remediation Guidelines for addressing issues. Eureka Furniture's procurement team has received targeted training to identify red flags in service procurement, focusing on high-risk industries like cleaning, security, and logistics.

Eureka Furniture acknowledges the challenges in this work, such as resource constraints, language barriers, and traceability, particularly for materials like cotton. Despite these obstacles, the business remains committed to developing innovative solutions, such as online training for suppliers, to continue enhancing transparency and ethical sourcing in its supply chains.



9. Assessing the Effectiveness of Our Actions

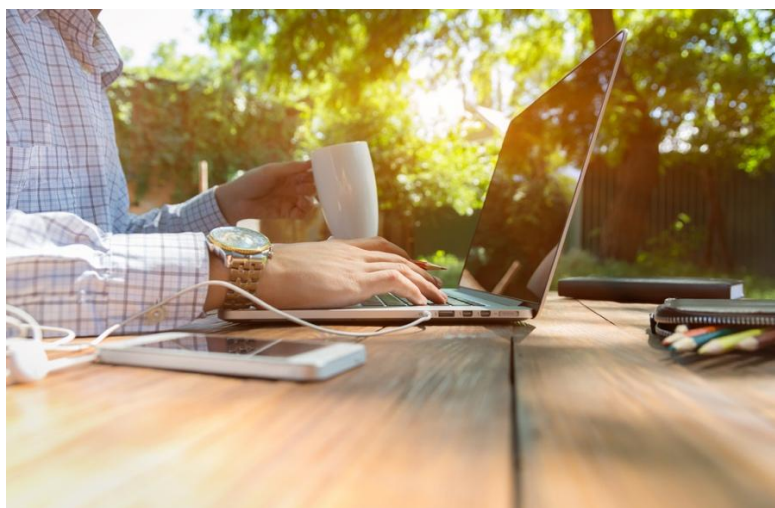
At Eureka Furniture, our commitment to tackling modern slavery is anchored in the active oversight provided by our Modern Slavery Working Group. This group plays a critical role in continually monitoring the effectiveness of our processes and procedures, ensuring that any risks of modern slavery associated with Eureka Furniture's operations are promptly addressed. By fostering a culture of accountability and transparency, we are embedding ethical practices throughout our business and supply chains.

A key aspect of our approach is the ongoing feedback we gather from suppliers through our comprehensive Trade Partner Review. This review goes beyond assessing anti-slavery practices, it also strengthens our supplier relationships by keeping the lines of communication open. Through these dialogues, we gauge our suppliers' commitment to Eureka Furniture's modern slavery policies, fostering partnerships focused on eliminating risks and building a shared dedication to ethical practices.

In addition, we actively track modern slavery-related incidents or grievances through our customer care centre, offering a clear pathway for stakeholders to report concerns. These channels not only enable us to address issues promptly but also provide valuable insights into recurring challenges that might require broader solutions. This openness promotes trust, encouraging both employees and stakeholders to voice concerns without fear of retaliation.

Our dedication to education further supports our efforts. The Modern Slavery Working Group monitors employee engagement in training sessions and assesses their understanding through post-training quizzes. This ensures that our staff are equipped to recognise red flags and respond appropriately, strengthening our approach to compliance across all roles.

By continuously refining these processes, Eureka Furniture remains adaptable, proactive, and dedicated to improving our response to modern slavery risks. Through these initiatives, we are committed to upholding ethical standards, protecting human rights, and fostering sustainability across our operations and supply chains.



10. Our Modern Slavery Priorities for FY25

In FY25, Eureka Furniture will place a strong focus on compliance with its legal obligations for modern slavery risk management and reporting. Recognising the importance of thorough oversight, Eureka Furniture aims to embed accountability and transparency across all levels of its operations and supply chains. Regular meetings of the Modern Slavery Working Group will play a pivotal role, providing a forum to track progress, assess risks, and ensure adherence to regulatory requirements, thereby keeping Eureka Furniture aligned with modern slavery laws.

A key collaboration with our external compliance advisors will further strengthen Eureka Furniture's modern slavery initiatives. In FY25, Eureka Furniture staff will enhance the onboarding processes for new suppliers, ensuring full compliance with modern slavery standards from the start and will also introduce modern slavery KPIs.

Modern slavery training will be updated and extended to all relevant staff, from new hires to seasoned employees, equipping them with the skills to identify and respond to risks. This training ensures that staff can recognise red flags and potential vulnerabilities, empowering them to take proactive steps to address modern slavery risks and safeguard the integrity of Eureka Furniture's supply chains.

The Trade Partner Review will continue as a priority, focusing on ensuring that all suppliers align with Eureka Furniture's Code of Conduct and Ethical Sourcing Principles. New suppliers will undergo a comprehensive review process prior to onboarding, helping to prevent modern slavery risks from entering the supply chain. This proactive step strengthens Eureka Furniture's ethical standards and mitigates potential risks before they can manifest.

Additionally, Eureka Furniture will introduce new guidelines for its buyers, emphasising responsible purchasing practices that support compliance and ethical labour practices. These guidelines will promote best practices, such as allowing adequate production lead times, engaging in fair pricing negotiations, and honouring contracts. By minimising last-minute changes that could lead suppliers to rely on exploitative practices, Eureka Furniture is working to ensure that its supply chain remains free from modern slavery risks.

Eureka Furniture's commitment to staying current with modern slavery legislation and reporting requirements will be ongoing. By actively monitoring changes in the legal landscape, Eureka Furniture will adapt its practices to meet evolving standards, ensuring compliance and transparency in every aspect of its operations and supply chains. This vigilant approach will strengthen Eureka Furniture's ability to mitigate modern slavery risks and uphold ethical standards in the long term.