

Pillow Talk



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.

Pillow Talk 

For the love of comfort

Reporting Entity

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 73 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 1400 employees engaged under Award agreements or contracts.



In addition to product ranges for its retail stores and online business, Pillow Talk engages in the “non-trade” procurement of good and services to support the operation of our business. 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.



73 Retail Stores



1400 Employees

Section 1

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.

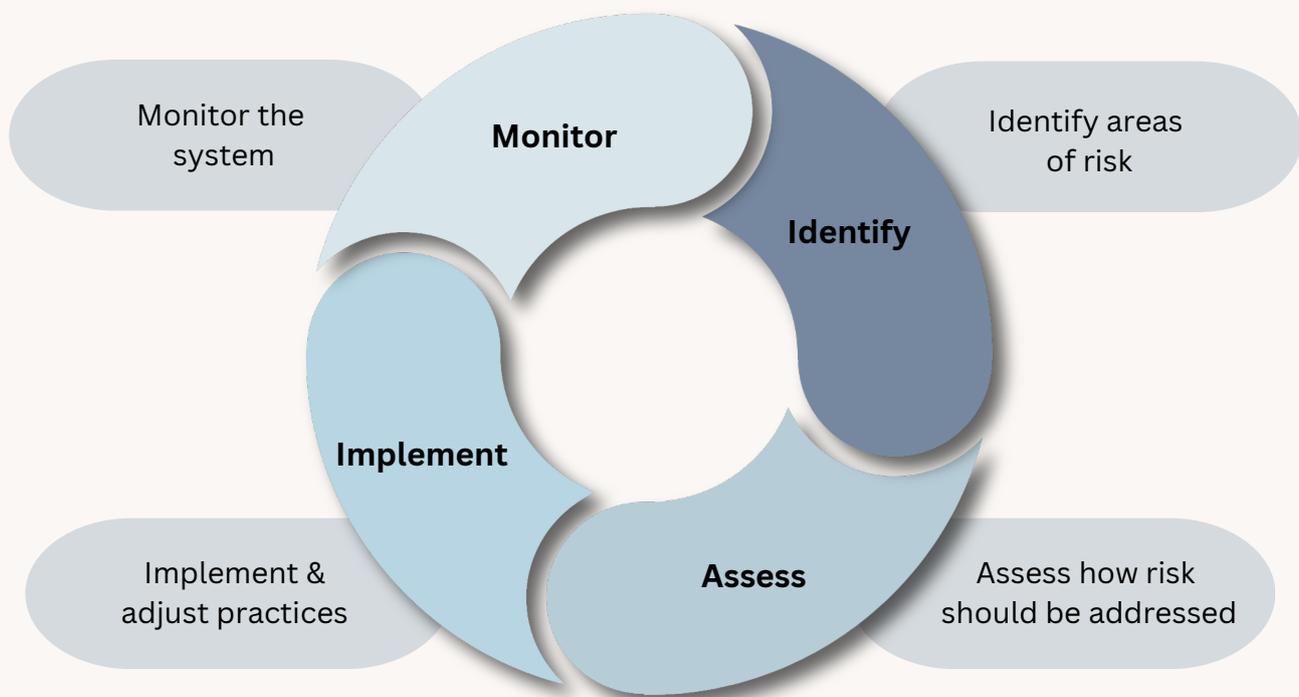
Pillow Talk prides itself on turning houses into homes, and rooms into sanctuaries, filled with homewares, bed linen and bedding carefully designed and selected by our team of in-house comfort experts. For over 40 years we have travelled locally and abroad to find quality materials, exceptional fibres and the latest styles. 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"



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 is committed to taking all reasonable steps to minimise the risk of contributing to modern slavery within its direct operations and throughout its supply chain. It recognises the potential challenges posed by its diverse and global sources of goods, particularly within its international supply chain. Pillow Talk considers that the modern slavery risk categories its operations are most likely to cause, contribute or directly link to include forced labour, debt bondage, deceptive recruiting and child labour. Given the elevated risk associated with suppliers in certain regions or industries, or where suppliers may subcontract work or product sourcing to third parties, the company will implement appropriate risk assessment measures for these suppliers

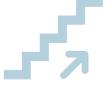


When assessing risk factors, the company considers industries which may have a higher indication of risk (such as international textiles and manufacturing industries), and supplier locations where modern slavery is potentially more apparent. Pillow Talk utilises information from a wide range of resources including The United Nations, Walk Free Foundation's Global Slavery Index, and information available through industry associations, governments, and suppliers. Further detail on how this information is used to assess inherent country risk, including the development of a structured country-level risk matrix, is set out in Section 3 and in the Appendix – Country-Level Risk Methodology.

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.

Section 2

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

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

Pillow Talk sources and manufactures the majority of our products and services from the following countries: China, India, Vietnam, Turkey, Indonesia, and Australia.

Throughout 2025, our dedicated teams embarked on numerous visits to suppliers, factories, and mills. These visits not only strengthen our existing relationships with our suppliers but also provide us with an opportunity to see their factories and mills in person.

Additionally, our teams attended several trade and trend fairs, which provide valuable insights into the latest industry practices and trends. This engagement allows us to have discussions with our suppliers about their operating procedures, ensuring that they align with our ethical standards and expectations.

By maintaining a proactive presence and open communication, we are committed to fostering a supply chain that upholds the highest standards of human rights and ethical practices.

Actions Taken To Address Modern Slavery

Pillow Talk is dedicated to conducting its business legally, ethically and in alignment with its core values. We are committed to working with suppliers who share these values and who are willing to engage with us to identify, prevent and address modern slavery risks in their operations and supply chains. We require our suppliers to comply with all relevant legislation and laws, including modern slavery laws in the jurisdictions in which they operate.

It is important to Pillow Talk that our suppliers reflect the same expectations that we hold ourselves to. Our supplier guidelines and related documentation enable Pillow Talk to gather information on a supplier's general operations, workforce profile, factory assessments and, where applicable and practicable, any use of third parties and subcontractors.

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 operations and supply chain. This includes risk assessment strategies, processes for measuring and adjusting our practices, and the introduction of new controls where required to address any perceived or actual risks.

Pillow Talk's People and Culture team has established policies and processes that support our daily operations and guide staff behaviour. These policies ensure all staff adhere to our core values and operating standards, including environmental protection, workplace safety, and inclusion and diversity. These policies are periodically reviewed to ensure they address and acknowledge modern slavery and broader human rights requirements.



Policies and Governance

The following internal policies and documents support our approach to 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

These policies operate together to create a framework that supports ethical conduct, transparency and accountability across our business.

Workforce Risk and Outsourced Services

Pillow Talk recruits and employs most of its labour force directly, under Award agreements or contracts, which limits the risk of contributing to modern slavery within our direct workforce. We recognise, however, that outsourcing can increase risk, particularly in areas such as cleaning, freight distribution, logistics and IT services, where a higher percentage of workers may be employed from vulnerable populations or in lower-skilled roles.

We therefore seek to evaluate and manage the risks associated with third-party and outsourced arrangements. This includes understanding how labour is sourced, the safeguards in place to protect workers, and whether suppliers have their own policies, controls and training in relation to modern slavery and human rights.

Development & Implementation of a country-level risk matrix

During the current reporting period, Pillow Talk developed a structured country-level modern slavery risk matrix informed by the Global Slavery Index 2023 and other reputable international sources. This tool allows us to map each supplier to an inherent risk rating based on the prevalence of modern slavery in their country of operation and related vulnerability indicators. Over the next 12 months, we will progressively integrate this matrix into our supplier onboarding, review and due diligence processes, with a particular focus on prioritising high-risk locations for enhanced engagement, documentation review, and, where appropriate, independent audits and site visits. Insights from this assessment will inform our future modern slavery action plans and will be reported in subsequent statements.

Awareness, Training and Reporting

Pillow Talk is committed to raising awareness and promoting best practice within our business and among our suppliers. As part of this commitment, we:

- ✔ Ensure all employees have access to our Modern Slavery Statement and Modern Slavery Policy.
- ✔ Provide training and education for relevant staff to help them understand what modern slavery is, how it can manifest in supply chains and operations, and how to identify and escalate concerns.
- ✔ Limit or reduce associated risk factors that might lead to, or constitute, modern slavery by reviewing our sourcing and procurement practices.

Section 3

- ✓ Encourage employees and suppliers to raise concerns and report any actual or suspected instances of modern slavery through our established grievance and escalation channels.
- ✓ Onsite supplier visits (including mills & factories) where possible

Team members are encouraged to provide feedback on our modern slavery processes and to report any breaches or concerns via the appropriate channels, without fear of retaliation.

Pillow Talk recognises that addressing modern slavery risks requires ongoing collaboration with suppliers and other stakeholders. We therefore focus on:

- ✓ **Supplier guidelines and expectations:** Communicating our requirements clearly and supporting suppliers to understand and meet them.
- ✓ **Collaboration with supply chains:** Engaging with suppliers to understand their operations, challenges and improvement plans, and encouraging them to develop their own policies and procedures to address modern slavery.
- ✓ **Supply chain risk assessments:** Using geographic, sectoral and supplier-specific risk factors to prioritise where we focus our efforts.
- ✓ **Onsite supplier visits (including mills & factories):** Conducting onsite visits to mills, factories and other facilities where possible, to observe working conditions and operational practices.
- ✓ **Staff training and awareness:** Continually improving the knowledge and capability of our people so they can contribute effectively to risk identification and mitigation.

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.

Section 3

During the reporting period, Pillow Talk undertook the following actions to strengthen our response to modern slavery risks:

Actions undertaken during the reporting period:

- Internal training and education on modern slavery, including how to identify, prevent and report potential risks.
- Strengthened cooperation and communication with suppliers and stakeholders, and encouraged them to initiate and share the results of independent social compliance audits.
- Conducted site visits to supplier mills and factories to inspect working conditions and operating practices.
- Conducted annual reviews of our Modern Slavery Policy and associated documentation and processes to ensure they remain current and effective.
- Progressed the development of a central supplier database to capture relevant information, including supplier locations and product categories, to support our risk assessment and prioritisation activities.
- Published our Modern Slavery Statement on our website and submitted it to the Modern Slavery Statements Register to ensure transparency for customers, staff, suppliers and other stakeholders.
- Developed the country-level risk matrix described above, which will support and inform our modern slavery work over the next 12 months.

These actions reflect our commitment to continuous improvement and to taking practical steps to identify, assess and address modern slavery risks within our operations and supply chain.

Review Of Actions Taken

Pillow Talk is committed to monitoring, measuring and evaluating the effectiveness of the actions it has taken to reduce modern slavery risks and to drive and influence positive change within its operations and supply chain. Maintaining open communication channels with our internal teams and suppliers has created numerous opportunities to discuss modern slavery. This openness has demonstrated a willingness among our teams and the broader supply chain to engage in conversations about identifying and mitigating modern slavery risks.

As a result, we have observed an encouraging increase in knowledge, understanding and awareness of modern slavery across our business and supplier network. Pillow Talk will continue to look at ways to evaluate the effectiveness of our efforts and to build on the foundations established during this reporting period.

The company remains vigilant in identifying potential risks of modern slavery within its supply chain, both locally and globally, and in taking appropriate action where concerns are identified.

MONITORING AND CONTINUOUS IMPROVEMENT

Pillow Talk takes a continuous improvement approach to modern slavery. In recognition of this, we are committed to regularly reviewing our policies, procedures, third-party suppliers, manufacturers and broader supply chain to ensure they remain effective and aligned with evolving best practice.

During this reporting period, we developed and implemented a structured country-level modern slavery risk matrix, informed by the Global Slavery Index 2023 and other reputable international sources. This matrix provides a consistent way of assessing inherent country risk for each supplier and will be a key tool in guiding our modern slavery work going forward.

Over the next 12 months, we will focus on embedding this risk matrix into our decision-making process. This will include analysing the data, validating our risk ratings with suppliers, and using the results to prioritise further engagement, documentation review, and, where appropriate, independent audits and site visits. The insights gained through this process will be used to refine our approach and will be reported in future modern slavery statements.

Section 4

It is encouraging to hear from suppliers that many are already being proactive in developing their own policies and procedures and in putting action plans in place to address modern slavery risks. We look forward to keeping these lines of communication open and using this ongoing dialogue, together with the new risk matrix, to inform our future actions.

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

Ongoing actions

Pillow Talk intends to continue and build upon the following actions in the next reporting period:

-  Using the country-level risk matrix to prioritise suppliers and regions for enhanced due diligence, engagement and follow-up over the next 12 months.
-  Continuing to develop a more comprehensive supplier engagement pack, including our Supplier Guidelines and expectations relating to modern slavery and human rights.
-  Ongoing enhancement of our central supplier database and utilisation of this information to further implement and refine risk assessment strategies.
-  Monitoring current global trends and shifts within high-risk industries and regions, and responding to changes in risk where required.
-  Regular engagement with our external compliance experts to ensure we are applying best practice methods across all areas of compliance, including modern slavery.
-  Continuing to provide education and resources to suppliers, particularly those in higher-risk regions, to support their understanding of modern slavery risks and reporting requirements.



Other Information

Supplier Awareness and Engagement: Providing additional education and resources around supplier awareness and engagement continues to be a critical component of our Modern Slavery requirements. This is particularly important when working with international suppliers who may have limited awareness of Australia's modern slavery reporting requirements or expectations.

With the introduction of our country-level modern slavery risk matrix, we will increasingly use this information to prioritise which suppliers and regions we engage with more intensively over the next 12 months. Higher-risk locations will be the focus of targeted communication, sharing of resources and, where appropriate, more detailed discussions about their own policies, controls and improvement plans.

This process of educating suppliers will be ongoing and will be supported by open communication and a commitment to share relevant resources, guidance and good practice examples. Our aim is to help suppliers understand the benefits of participating in measures that reduce and limit the risk of modern slavery within our shared supply chains and to encourage them to develop their own robust approaches to managing these risks.

Further detail on the methodology used to assess inherent country risk, including the Global Slavery Index data referenced, is provided in the Appendix – Country-Level Risk Methodology.



Section 6

Appendix

Methodology for Country-Level Modern Slavery Risk Assessment

To assess inherent modern slavery risk associated with supplier locations, Pillow Talk uses country-level data from the Global Slavery Index 2023 (GSI), published by Walk Free. The GSI provides estimates of:

- The number of people in modern slavery in each country; and
- The prevalence of modern slavery, expressed as the number of people in modern slavery per 1,000 population.

For the countries in which our key suppliers are located (Australia, Spain, Turkey, Indonesia, Vietnam, India, China, Denmark and Bangladesh), we reviewed:

- Estimated number of people in modern slavery
- Prevalence rate (per 1,000 people)
- Global ranking by prevalence (out of 160 countries)
- Regional ranking within the GSI region (for example, Asia-Pacific or Europe & Central Asia).

Using this data, we assign each country an inherent risk rating on a 4-point scale:

- Low (0) – very low prevalence and strong governance
- Low-Medium (1) – relatively low prevalence but some exposure in certain sectors or population groups
- Medium-High (2) – elevated prevalence and/or significant structural risk factors
- High (3) – high prevalence and/or very large numbers of people in modern slavery, combined with weaker protections and enforcement.

This country-level risk rating is then applied to our supplier base by mapping each supplier to their primary country of operation. The country risk rating is combined with other factors (such as sector/industry, product type, and use of migrant or low-skilled labour) to help prioritise due diligence activities. High-risk locations (for example India, Bangladesh, Turkey and Indonesia) are prioritised for enhanced engagement measures, which may include more detailed questionnaires, independent audits, increased site visits and closer ongoing monitoring.

Appendix

Methodology for Country-Level Modern Slavery Risk Assessment

The table below summarises the reference values used for our key supplier countries, based on the Global Slavery Index 2023:

Country	Estimated people in modern slavery	Prevalence (per 1,000)	Global rank by prevalence (out of 160)	Regional rank (GSI region)	Notes / Source
Australia	41,000	1.6	149	26 of 27 in Asia-Pacific	Very low prevalence; low vulnerability, strong institutions.
Spain	108,000	2.3	136	35 of 48 in Europe & Central Asia	Lower-prevalence band within its region.
Turkey	1,311,000	15.6	5	Highest in Europe & Central Asia	Among the highest-prevalence countries globally.
Indonesia	1,833,000	6.7	62	Top tier in Asia-Pacific for prevalence	High regional prevalence and large absolute numbers.
Vietnam	396,000	4.1	108	17 of 27 in Asia-Pacific	Elevated risk, but below India/Bangladesh/Indonesia.
India	11,050,000	8	34	6 of 27 in Asia-Pacific	Largest absolute number of people in modern slavery.
China	5,771,000	4	111	19 of 27 in Asia-Pacific	Moderate-high prevalence and very large absolute numbers.
Denmark	4,000	0.6	155	42 of 48 in Europe & Central Asia	Very low prevalence; strong governance and protections.
Bangladesh	1,225,000	7.1	56	9 of 27 in Asia-Pacific	High prevalence, especially linked to garment/textiles.

These figures are used as a benchmark to inform our internal risk matrix and to support transparent, data-driven decision making in our modern slavery due diligence and reporting.

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. It outlines the actions that have been taken by Pillow Talk to identify, assess and address modern slavery risks across its operations and supply chain, including the recent development of a structured country-level risk matrix.

Relevant parties have been consulted and provided with the opportunity to give input and feedback prior to the finalisation of this statement. The new risk assessment approach will continue to be reviewed and refined over the next 12 months as we analyse the data, engage with suppliers and implement further actions.

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 2025.

Heath Goddard: Sole Managing Director

Signature: 

Kate Spencer: Chief Executive Officer

Signature: 