

Modern Slavery Statement

Reporting Entity: Unita Group Holdings Pty Ltd (ABN 63 622 274 006) and subsidiaries

Reporting Period: 1 July 2023 – 30 June 2024

Date of Approval: 2 May 2025

Signed by: Rob Rowe, Founder/Director

1. About Unita Group Holdings Pty Ltd

Unita Group Holdings is a consolidated group consisting of:

- Unita QLD Pty Ltd (ABN: 62 111 488 049)
- Unita AUS Pty Ltd (ABN: 76 158 274 992)
- Unita NSW No2 Pty Ltd (ABN: 39 664 681 556)
- Unita Manufacturing Pty Ltd (ABN: 16 152 059 517)
- Collectivus Pty Ltd (ABN: 38 161 068 873)
- Unita Group Operations Pty Ltd (ABN: 28 610 449 922)
- Unita NZ Pty Ltd
- Unita (SA) Pty Ltd (ABN: 94 665 371 086)
- Unita (WA) Pty Ltd (ABN: 92 665 371 013)
- Unita (VIC) Pty Ltd (ABN: 65 665 370 972)
- Unita (ROA) Pty Ltd (ABN: 33 137 502 268)

Our core business, Unita, is a national design and construct company specialising in interior fitouts, refurbishments, and construction projects across retail, hospitality, health, and commercial sectors. We employ over [insert number] people across offices in Queensland, New South Wales, Victoria, South Australia and Western Australia, and we operate a custom joinery factory in Brisbane (Archerfield). Our vertically integrated model allows us to deliver end-to-end solutions, from concept to completion.

We are committed to ethical, responsible business practices and strive to ensure that modern slavery and human trafficking have no place in our business or supply chains.

2. Our Structure, Operations and Supply Chains

Structure and Operations:

- Head office: 17 Morgan Street, Fortitude Valley QLD 4006
- National footprint across five states
- In-house design studio and joinery factory
- Workforce includes full-time employees, casuals, contractors, and apprentices

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Supply Chains:

- Construction materials (timber, steel, hardware, fixtures and fittings)
- Labour hire (particularly for on-site trades and joinery support)
- Professional services (legal, accounting, marketing)
- Technology and software providers
- PPE, uniforms, and office equipment

3. Modern Slavery Risks

We recognise potential modern slavery risks in:

- Labour hire arrangements, particularly for off-shore, on-site or short-term roles
- Offshore manufacture of joinery materials, fixtures and fittings
- High-risk goods from overseas (e.g. textiles, electronics, some timber)
- Subcontractor and supplier practices outside of our direct visibility

We acknowledge that risks can also emerge through second-tier suppliers and are committed to improving our visibility and due diligence.

4. Actions Taken to Assess and Address Risks

In the reporting period, Unita Group Holdings undertook the following activities:

- Supplier Risk Assessment: Began mapping our key suppliers and subcontractors, categorising them by spend, geography, and industry risk level.
- Contract Updates: Included modern slavery clauses in new supplier agreements.
- Policy Development: Updated our internal policies.
- Internal controls: Reviewed processes and controls for new agreements.
- Employee Awareness: Delivered training for key procurement and operational employees.
- Labour Hire Review: Reviewed arrangements to ensure appropriate controls.

5. Measuring Effectiveness

This year, our focus has been on gaining a clearer picture of where modern slavery risks could exist across our business and supply chain. While we've taken meaningful first steps, like updating policies, engaging our team, and reviewing supplier practices, we're still in the early stages of formalising how we assess the impact of these actions.

We've started laying the groundwork to better track our progress over time, and as our approach continues to mature, we'll work towards introducing more structured ways to measure effectiveness. We acknowledge that this is a continual improvement journey and will refine our approach over time as our systems and visibility mature.

6. Future Commitments

In the next reporting period, we intend to:

- Implement a supplier onboarding and assessment framework

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- Conduct targeted reviews into higher-risk categories
- Expand internal training and awareness
- Explore partnerships with industry bodies for shared tools

7. Consultation with Controlled Entities

This statement was prepared in consultation with key internal stakeholders, including our Finance, Operations and People & Culture teams. Controlled entities have been included within our risk assessment activities and planning.

8. Approval

This Modern Slavery Statement was approved by the Unita board in their capacity as principal governing body of Unita Group Holdings Pty Ltd.



Robert Rowe
Founder/Director
Unita Group Holdings Pty Ltd