

Envato Group

2020 Modern Slavery Statement

Welcome to Envato's 2020 Modern Slavery Statement

Hi there, we're Envato and welcome to our first Modern Slavery Statement. We're making this statement pursuant to the Australian *Modern Slavery Act 2018* (Cth) and it relates to the year ending 30 June 2020.

When we say 'we', 'us', 'Envato' or the 'Envato Group' throughout this statement, we're referring to Envato Pty Ltd ACN 119 159 741 (which is the reporting entity under the *Modern Slavery Act 2018*) and its following subsidiaries: Envato Elements Pty Ltd ACN 613 824 258, Envato Twenty20 Pty Ltd ACN 632 661 744, Envato Placeit Pty Ltd ACN 622 496 520 and Envato Sites Pty Ltd ACN 613 823 877.

Procurement is consolidated across the Envato Group, and our modern slavery procedures apply to the group as a whole. Common management across the group with respect to procurement practices ensures that the processes, policies and procedures referred to in this statement are adopted by each of the group companies without the need for formal consultation between the companies.

People, community and values have always been at the heart of Envato's operations. Envato is committed to treating all workers fairly and with respect, and we are taking steps to assess our risks, and to minimise modern slavery in Envato's supply chains.

Envato's business

Envato's business is built on the licensing of creative digital assets and tools to a global community of users. Our community visits Envato to buy and sell creative digital assets, use smart digital design templates, learn creative skills and hire creative freelancers. Envato owns and operates a number of platforms and websites: Envato Elements (a subscription service for digital creative content), Envato Market (an online marketplace for digital creative content), Placeit by Envato (an online tool for the creation of branding and marketing assets), Envato Tuts+ (an online educational platform for the digital creative industry), Twenty20 (a crowd-sourced stock photo licensing subscription service), Envato Studio (a marketplace for creative freelance services), Mixkit (a stock video licensing service) and Reshot (a stock photo licensing service). We also run Milkshake, an app which allows its users to link multiple sites from their Instagram bios via Milkshake; Recordit, a screencasting program; and Empowerkit which provides SEO services for franchisees.

Envato Pty Ltd, our parent company, is a private company limited by shares and incorporated in Australia. Worldwide, we have 10 subsidiaries and employ approximately 540 people across 4

countries - Australia, Mexico, the US and New Zealand.

Envato's supply chains

Envato purchases goods and services required for our business operations. Our tier 1 suppliers are predominantly skilled independent consultants or contractors, goods and services for our offices, software and SaaS tools and hardware supply. We also have a global community of professional freelance creatives who contribute creative digital content to our sites.

Due to our industry and the types of goods and services we primarily procure, we consider our operations to be low risk for modern slavery practices. However, Envato recognises that modern slavery can exist deep within supply chains, and that at this point in time we do not have complete transparency over our entire supply chains. However, we take our responsibilities to all workers in our operations and supply chains seriously and will endeavour to explore our supply chains more deeply in future reporting periods.

We have identified the following goods and services within our supply chains which represent a higher risk of modern slavery:

- Supply of textiles, apparel and other branded merchandise products
- Office furniture and supplies
- Office cleaning services
- Office cleaning supplies
- Offshore consulting services
- Supply of food and beverage
- Catering services
- Supply of computers, electronics and related hardware
- Office plant supply

Envato is not aware of the presence of modern slavery in any tier of our supply chains. We will not tolerate modern slavery practices, and will take immediate action if we have reasonable grounds to believe it is taking place in our supply chains. This may include terminating the relevant supply contract.

Envato's values

Here at Envato, we're committed to balancing purpose and profit and we're driven by our values. Envato's values are at the heart of our business and all staff are encouraged to consider our values in their day to day work. Our current values are:

1. When The Community Succeeds, We Succeed
2. **Not Just The Bottom Line**
3. Focus on Results
4. Diverse and Inclusive
5. Tell It Like It Is
6. The Right People, The Right Environment
7. **Fair Go**

Particularly relevant to modern slavery, being accountable to our “Not Just The Bottom Line” and “Fair Go” values requires us to be fair, consistent and ethical in everything we do. Even if this comes at the expense of revenue and profit.

Our commitment to our values has also led to Envato being recognised as a certified B Corporation. B Corporations meet the highest standards of social and environmental performance, transparency and accountability. Envato is committed to having a lasting, positive impact and we hold ourselves to the highest standards of integrity.

Envato’s actions and next steps

Envato is committed to the ongoing improvement of our modern slavery practices and procedures.

During the year ending 30 June 2020 Envato has:

- Formed a Modern Slavery team with representatives from various areas of the business. This team has developed a plan to level up Envato’s Modern Slavery practices, policies and procedures. Once these practices, policies and procedures are established, Envato’s Modern Slavery team will meet at a regular cadence to review their performance and re-asses our modern slavery risks.
- Adopted a Whistleblower Policy, which aims to assist Envato to detect and address misconduct and unethical behaviour in our operations and at all levels of the organisation. Suppliers and their employees can make anonymous disclosures under this policy including in relation to modern slavery issues.

Looking forward, Envato will be:

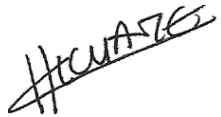
- Further implementing vendor questionnaires (with 3 tiers of questionnaire now proposed) for use during the procurement process, where more substantial questionnaires will be provided to higher risk and high spend suppliers. We will also be extending the surveys to existing suppliers who we have identified as higher risk.
- Adopting a Modern Slavery Policy.
- Providing training to its managers and individuals dealing with procurement, contracting and maintaining relationships with suppliers to ensure they can identify potential human rights issues and to mitigate the risk of modern slavery occurring in Envato’s supply chains.
- Providing relevant modern slavery information to our staff on our intranet.
- Adopting a Supplier Code of Conduct which will expressly address modern slavery.
- Adding modern slavery clauses to our legal team’s clause bank, and including these in our template supply contracts.

In the short term, the effectiveness of the above action will be measured through growing awareness in our business of modern slavery risks. As next steps are taken, further measures will be put in place by the Modern Slavery team.

Approval

This statement was approved by the Board of Directors of Envato Pty Ltd on 25 March 2021.

Signed by:

A handwritten signature in black ink, appearing to read "Hichame Assi", written in a cursive style.

Hichame Assi
Chief Executive Officer
Envato Pty Ltd

29 March 2021