

Modern Slavery Statement 2020

Introduction

This is our first statement and it describes the actions taken by Stylecraft to detect the risk of Modern Slavery across our business, supply chain and operations during the year ending 30 June 2020.

This Modern Slavery Statement has been approved by the Principal Governing Body of Stylecraft, the Stylecraft Executive Team; Anthony Collins (Managing Director), Asher Frankel (Sales Director), Tom Mayer (Finance Director), Louise Courtice (Singapore Managing Director) and Tony Russell (Brand Director) in liaison with Jacqui Wagar (Sustainability & Social Responsibility Leader). This statement and report was discussed and approved at an Executive Meeting on 24th, February 2021.



Anthony Collins
Managing Director

February 2021



Modern Slavery Statement

Our business structure, operations and supply chain

Stylecraft has been providing furniture of original, contemporary design for over 65 years. First established in Melbourne, Australia in 1953 primarily as a commercial workstation provider, Stylecraft now has 9 showrooms around Australia and Asia, and represents 23 exclusive European and Australian brands.

The scope of Stylecraft's operations and supply chain includes business services, utilities, logistics, business travel and our furniture products. It is our furniture products that make up the most significant proportion of our business's supply chain, equating to 75% of our total spend. We work directly with 34 suppliers who design, manufacture and supply our furniture range.

Our tier 1 suppliers manufacturing occurs in Australia, Germany, Italy, China, Denmark, Indonesia, Philippines, Vietnam, Taiwan, Japan, Spain, Croatia, USA, India, Hong Kong and Singapore. We acknowledge that there are further tiers within our supply chain who supply tier 1 with materials and services.

Our Modern Slavery Risk assessment

We recognise that due to the nature of our large overseas supply chain there is risk of modern slavery being caused, contributed to or directly linked to our operations and supply chains. To assess the level and location of risk within our supply chain and operations, Stylecraft engaged a Sustainability Consultancy to undertake a Social and Environmental Risk Assessment Analysis across our company and supply chain to ensure compliance with the Modern Slavery Act 2018 (Cth).

The risk assessment was conducted using a Life Cycle Assessment (LCA) approach that analysed the social and environmental impact across our suppliers, their products, materials and countries which we procure from. The social impact assessment of our suppliers was extracted from the Social Hotspot Database. This database contains generic information on how prevalent certain social issues are in 57 economic sectors across 113 countries. We considered that the prevalence of an impact in a sector where our suppliers exist is a risk. The social issues assessed that relate to modern slavery include; child labour, forced labour, excessive working time, safe working conditions, exploitation of migrant labour and general governance.

The final risk assessment results provided an overview and prioritisation of risk in our supply chain with detailed information on high risk suppliers, materials and countries from which we procure.

The social risk assessment identified that the main risk of modern slavery arises from the direct suppliers who manufacture our products as well as the third parties who supply products and raw materials to them. The highest risk social issues for Stylecraft are Toxics & Hazards, Collective Bargaining, Migrant Labour and Injuries & Fatalities.

The environmental risk assessment identified that the key issues contributing to the environmental impact for Stylecraft are water use, emissions, fossil fuel use, land use and human toxicity. Human toxicity refers to the pollutants that are emitted during the mining & manufacturing – it does not mean that the end product is toxic to humans.

The remainder of our business operations have been classified as low-risk as the services and products are not high-risk, nor are they procured from high-risk countries. The spend on these services and products is also low and therefore exposure is relatively low. We acknowledge that although the risk is low, still there remains a risk of modern slavery.

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Actions taken to address risks of Modern Slavery

In 2020, we have been faced with an unprecedented challenge in Covid-19. Stylecraft is aware of the impact the pandemic is having on our suppliers, and the disruption it continues to cause to our supply chain. We continue to work to manage our client expectations without putting unnecessary pressure on our suppliers to minimise the risk of modern slavery and potential exposure to human rights risk.

Over the past year we have engaged the services of a Sustainability Consultant to assist us in the development of an action plan and roadmap to further guide our Modern Slavery and Human Rights commitment and strategy.

We have developed a supplier engagement plan which sets out the process for communicating these sustainability objectives and requirements to ensure supplier engagement is consistent and efficient. This plan sets out how Stylecraft will incorporate sustainability objectives into existing communication methods and create the opportunity for feedback and two-way dialogue with our suppliers. The objective is to build deep engagement and strategic relationships to create open communication and a better understanding of issues and their solutions.

Stylecraft is committed to conducting business in a manner that reflects our ethical values. We aim to support, encourage and educate our suppliers to comply with these requirements.

Accordingly we have prepared a **Supplier Questionnaire, Supplier Code of Conduct** and **Supplier Scorecard**, as well as a **Human Rights Policy** to engage our external stakeholders in order to better understand the level of risk, and to illustrate our expectations of our suppliers, business partners and staff, and to monitor progress.

We had planned a presentation to the Executive Team to ensure full understanding of the core requirements of meeting Modern Slavery legislation and stakeholder expectation regarding addressing Human Rights, Labour Rights and Modern Slavery risks. This face to face presentation was scheduled for April 2020, but was delayed due to Covid-19 and will now take place in 2021.

Roles & Responsibilities

In October 2017 Stylecraft created the role for a dedicated Sustainability and Social Responsibility Leader. With a focus on corporate and social responsibility, sustainable procurement and supply chain due diligence, the Sustainability and Social Responsibility Leader is currently working to support Stylecraft's sustainable, ethical and environmental commitments to third party product certification, the United Nations Global Compact SDGs, Reconciliation Action Plan, Carbon Neutrality and more recently to ensure they meet their requirements for the Modern Slavery Act 2018 (Cth).

The role also involves the education of Stylecraft team members, suppliers and clients within the design and construction industry on the details and importance of these commitments.

Commitments and Partnerships

Since 2017, Stylecraft has been a Signatory to the **United Nations Global Compact (UNGC)**, the worlds largest corporate sustainability initiative and reports annually on the Company's progress towards the implementation of the UNGC principles. **View report here**. The Ten Principles of the UNGC form the framework for our business to follow and address Human Rights, Labour Standards, Environment and Anti-Corruption.

Stylecraft is an active participant of the Australian Chapter of the UNGC Business Network, **Global Compact Network Australia (GCNA)** with our Sustainability & Social Responsibility Leader participating in several GCNA events and workshops.

Stylecraft is a member of the **Supply Chain Sustainability School**. Our Sustainability & Social Responsibility Leader has taken part in several in-person and online training forums to keep up to date with Modern Slavery regulations and requirements and has been a participant in several panel discussions on the topic of Modern Slavery. (cont. over page)

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Commitments and Partnerships (cont.)

Stylecraft has completed a **Modern Slavery Supplier Assessment** on Australia's first shared Modern Slavery Platform for **The Property Council of Australia (PCA)**. They have led a collaborative group of the 17 largest property companies in developing a tech platform that gathers and collates information from industry suppliers on their modern slavery exposures in operations and supply chain.

Stylecraft prioritises suppliers and manufacturers that have third party verification. We encourage product transparency through the use of EPDs and those certifications that demonstrate a reduction in social and/or environmental impact, and those that ensure social, legal and environmental compliance.

Policies and Governance

Stylecraft respects and supports social justice and all internationally recognised human and labour rights. We operate in compliance to the International Labour Organisation (ILO) Conventions, and work to ensure human rights are implemented within our own company and those we do business with and/or have influence on.

Stylecraft is committed to providing a safe and healthy workplace for all employees, visitors and contractors, and recognizes the responsibilities and requirements placed on it by work health and safety legislation and codes of practice. Stylecraft is committed to upholding the rights of our employees in relation to freedom of association and collective bargaining, forced, compulsory or child labour and understands the importance of having a diverse workforce.

Fair working conditions and wages are implemented throughout the company in line with the Fair Work Act 2009.

Assessment and mitigation of Modern Slavery Risks

Our Supplier Questionnaire and Code of Conduct will be sent to all existing and potential suppliers in order to establish a baseline of supplier performance. The Questionnaire includes a request for current information on their sustainability credentials, the policies and procedures they have in place, evidence of reducing environmental and social impact, as well as innovative products and services

The results will be entered into our Supplier Scorecard and we will use key risk indicators to measure how effective we have been in combating modern slavery within our business operations and supply chains.

We remain committed to education and training around Human and Labour Rights and continue to engage with our suppliers both locally and internationally and use our influence where possible to ensure minimum human rights are met.

Showroom Details

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