

**Australian Homeware Enterprise  
2021 Modern Slavery Statement**

## AUSTRALIAN HOMEWARE ENTERPRISE MODERN SLAVERY STATEMENT

Our Modern Slavery Statement ('the Statement') has been developed according to the requirements of the *Modern Slavery Act 2018* (Cth) ('the MS Act').

The Statement outlines all steps taken by Australian Homeware Enterprise and its subsidiaries ('the Group') in the financial year ending 30 June 2021 towards mitigating the risk in the Group's businesses and its supply chains in relation to modern slavery as defined by the MS Act to include slavery, servitude, forced labour, deceptive recruiting for labour or services, forced marriage, the worst forms of child labour, debt bondage and human trafficking.

In a joint statement, by 31 December 2021 the Statement is submitted to the Australian Government on behalf of the following reporting entities within the Group set out in Appendix A:

Australian Brushware Corporation Pty Ltd

DIY Resolutions Pty Ltd

Note: The definition of 'reporting entities' in the MS Act is an entity which has a consolidated revenue of at least one hundred million Australian dollars (\$100,000,000) for a reporting period, if that entity is an Australian entity within the reporting period, or the entity carries on business in Australia within the reporting period.

In developing this Statement, Australian Homeware Enterprise carried out a consultation process with its business divisions, including the reporting entities within the Group. Under the process, each business of Australian Homeware Enterprise reports on modern slavery and ethical sourcing, including details of suppliers, training, collaboration and information sharing, identified risks as well as its ethical sourcing procedures.

Prior to submission, the Statement is reviewed by the Group's Managing Director, Chief Operating Officer, General Manager – Finance & Administration, Compliance, Sustainability and Consumer Technology Committee and General Counsel.

## OVERVIEW

Australian Homeware Enterprise acknowledges that modern slavery, including slavery, servitude, forced labour, deceptive recruiting for labour or services, forced marriage, the worst forms of child labour, debt bondage, and human trafficking, does not often occur in isolation.

We recognise that modern slavery may form part of other wider problems and issues, including discrimination, breach of human rights, weak or absent rule of law as well as low wages. Wherever possible, Australian Homeware Enterprise's businesses aim to work in partnership on a multi-stakeholder basis to promote and advance a coordinated and joint approach in view of addressing these wider problems and issues.

To mitigate modern slavery risk in Australian Homeware Enterprise's businesses and supply chains, our divisions facilitate training to help relevant departments, retail partners and suppliers, collaborate alongside various organisations, and implement modern slavery and ethical sourcing policies based on pre-existing processes.

## AUSTRALIAN HOMEWARE ENTERPRISE'S STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Australian Homeware Enterprise is an Australian company established in 2016.

Approximately 250 staff are employed by the businesses within the Group.

The Group is headquartered in Victoria, Australia.

Australian Homeware Enterprise's diverse businesses supply home improvement products to its retail trading partners across Australia.

The Group's operations are based in Australia.

The Group's businesses and divisions directly source products for resale and products not for resale, and services, which are all part of Australian Homeware Enterprise's supply chains:

1. Products for resale include products which are finished, for example, home improvement products, and office supplies.
2. Products not for resale include items, for example, plant and equipment, materials used in manufacturing, fabricating or finishing, IT hardware and software used for supporting the Group's operations, and retail partners' store fit-outs.
3. Services which the Group receives include cleaning, transport logistics, marketing, IT, legal, finance, tax and accounting services.

Not all the business divisions of Australian Homeware Enterprise own the manufacturing sites where products are made or manufactured. Excluding one manufacturing site in Somerton, Victoria, as operated by the Group, the other divisions of the Group engage third party manufacturers or suppliers for the manufacture and/or supply of products. By sourcing and purchasing products from manufacturers and suppliers in Australia and abroad, Australian Homeware Enterprise's businesses provide support for the economic growth and development of countries they source and purchase products from. The suppliers of Australian Homeware Enterprise's businesses provide employment for thousands of workers and form an integral part of the success of the Group's businesses. The divisions of Australian Homeware Enterprise make significant contribution in its investment of time and resources in the selection of suppliers based on certain key selection criteria. The criteria cover quantitative factors, including lead time, price, quantity, and quality, as well as qualitative factors, including shared core values, legal and ethical standards, trade and labour practices, and whether or not the supplier is in business with other similar trading partners on an international level.

## GOVERNANCE

The Group's Compliance, Sustainability and Consumer Technology Committee is responsible for managing the Group's actions against modern slavery risks. Risk management in relation to modern slavery is an ongoing item of discussion added to the Group's ongoing meeting agendas and is part of the Group's operating framework.

The Group's Compliance, Sustainability and Consumer Technology Committee approves the Group's Modern Slavery and Ethical Sourcing Policy, which outlines minimum standards for mitigating the risk of modern slavery in the Group's supply chains.

The Group's Compliance, Sustainability and Consumer Technology Committee seeks annual reporting on risk management in relation to modern slavery, and reviews identified risks, options and solutions, receives and manages stakeholder engagement and shares best practice with the businesses throughout the Group.

Each business within the Group is responsible for identifying as well as managing all material risks according to the risk management framework of the Group.

In the financial year ending 30 June 2021, the Group appointed an independent sustainability and energy specialist to provide consultation and advise on sustainability, including modern slavery and ethical sourcing. This involved:

- Identifying the overarching modern slavery and ethical sourcing risk management gap analyses that will be required for the Group's division's businesses on an ongoing basis
- Reviewing the internal systems, third party expertise and software resources that will be required to assess modern slavery supplier risk mapping for operations, supply chains and other business relationships going forward

This exercise highlighted how the risks in relation to modern slavery and ethical sourcing impact the Group's businesses, including its divisions, operations and supply chains, and the resources required to address this issue on behalf of the Group.

The findings of the assessment highlight how risks in relation to modern slavery and ethical sourcing impacted the Group's businesses, including its divisions, operations and supply chains.

Importantly, the assessment and the Group's plans demonstrate developments to be made in the financial year ending 30 June 2021 forward in addressing identified risks in relation to modern slavery and ethical sourcing.

Moving forward, each division will seek to apply findings of the assessment and best recommendations to improve Australian Homeware Enterprise's due diligence processes in relation to modern slavery and ethical sourcing.

## OPERATIONS

Australian Homeware Enterprise has identified that a key human rights issue and modern slavery risk for the Group's divisions, businesses and supply chains is the provision of safe and fair workplaces for workers. The Group's operations are largely performed in low-risk countries in relation to modern slavery, such as Australia. The Group's divisions identify and respond to human rights issues under certain policies and procedures, including its Anti-Discrimination and Equal Employment Opportunity Policy.

Approximately 30% percent of Australian Homeware Enterprise's workforce is governed by collective agreements and the remaining 70% percent are employed under individual legal agreements. Legal agreements provide for minimum pay, including entitlements. Australian Homeware Enterprise acknowledges its workers' right to negotiate collectively, including with the representation provided by external parties.

## SUPPLY CHAINS

The products and services supplied to the Group carry a level of risk of modern slavery in relation to supply chains. When the Group's businesses do not have clear visibility on the supply of the final product, there is a heightened level of risk in relation to unsafe and unfair working conditions for workers. Thus, one of the main risks in relation to modern slavery for each of the businesses of the Group is non-compliance by suppliers with respect to its labour standards. These labour standards cover child labour, forced labour, legal minimum wages, unpaid work, excessive working hours, freedom of association, and health and safety.

Australian Homeware Enterprise's businesses have a relationship with suppliers and those managing manufacturing sites which enables the businesses to manage the risks directly. Aside from this, there may exist further risk in relation to modern slavery amongst suppliers who are not manufacturers, where the businesses do not have a clear line of sight since there is no direct relationship between the businesses and these suppliers.

Three key factors have been identified to increase the risk of modern slavery risk in Australian Homeware Enterprise's businesses and supply chains, including:

### 1) Goods and services category

Australian Homeware Enterprise businesses have identified specific goods and services which carry higher levels of risk such as timber, and services carried out by potentially vulnerable workers, including cleaning contractors.

Australian Homeware Enterprise businesses' approach to reducing the risk of modern slavery is underpinned by a heightened level of awareness in relation to the risk of sourcing certain products from certain global regions. In fact, Australian Homeware Enterprise's businesses source products from a number of different countries and the largest volume of products are sourced from Australia and China.

Australian Homeware Enterprise's businesses have pinpointed specific risks in relation to its key sourcing countries as follows:

## **Australia**

- Exploitation of migrant workers
- Cleaning contractors

## **China**

- Excessive overtime
- Forced labour,
- Freedom of association
- General merchandise
- Industrial parts
- Office supplies
- Raw materials

## **Turkey**

- Exploitation of migrant workers
- Excessive overtime
- General merchandise

## **Vietnam**

- Excessive overtime
- General merchandise

## **2) Third-party labour hire**

There is a heightened level of risk in relation to unfair working conditions and workers who are employed or contracted by third party companies for labour hire. These companies may be employed or contracted to deliver services in relation to call centres, distributorship and cleaning services.

## **3) Shipping and transport service providers**

The Group's divisions and local retail trading partners have identified and assessed charter vessels, downstream distribution providers and freight forwarders as well as maritime cargo shipping companies as presenting higher levels of risk in relation to modern slavery. This assessment includes the identification of a number of factors, including:

- Offshore locations, including within higher-risk countries
- Practical limitations against enforcement and monitoring in relation to work conditions and workers onboard vessels
- Highly complex and multi-national legal frameworks which govern the global shipping industry

## KEY ACTIONS TAKEN FOR ADDRESSING MODERN SLAVERY RISKS

*Australian Homeware Enterprise expects its trading partners and stakeholders to comply with all legal and ethical standards in the course of business that is in alignment with its core values. The Group is strongly committed to working together with all trading partners and stakeholders in fulfilment of this common vision.*

## POLICIES

The policies which support the Group's businesses' operations serve to promote the protection against and elimination of breaches of human rights.

Australian Homeware Enterprise is strongly committed to ensuring compliance with its legal and ethical obligations within all regions in which the Group's businesses operate, including making positive contributions to the environment and social and economic fabric in accordance with its values, including honesty, integrity, equality and respect. The Group is strongly committed to promoting safe working conditions, including the right to collective bargaining and freedom of association, and its policies strictly prohibit conduct involving modern slavery.

The Australian Homeware Enterprise Modern Slavery and Ethical Sourcing Policy outlines minimum standards of practice expected of the Group's businesses. Whilst not all minimum standards apply directly to modern slavery, they form part of the Group's commitment to continuous improvement in relation to human rights and ethical sourcing. In particular, Australian Homeware Enterprise's businesses have developed policies and procedures relevant to the industries in which they participate, and these will be updated from time to time to ensure consistency with respect to international best practice. Suppliers to the Group are also required to comply with these policies, and are required under the latest revisions to its supply agreements to provide the Group's businesses with the contractual right of termination where a supplier is not willing or able to work towards compliance with these standards.

## DUE DILIGENCE PROCESSES

Australian Homeware Enterprise's businesses have taken a risk-based approach as part of its due diligence in relation to modern slavery. The Group has largely focused on manufacturing sites within its supply chains supplying its own-brand goods, goods which are directly imported, and branded goods of trading partners.

## SUPPLY CHAIN MAPPING AND RISK ASSESSMENT

The Group's divisions map out its Tier 1 Suppliers in order to examine any sustainability issues and assess the traceability of raw materials sourced. "Tier 1 Suppliers" means suppliers that supply goods and/or services directly to a business/division of Australian Homeware Enterprise.



For higher risk products, the Group's divisions work to map out beyond its Tier 1 Suppliers and obtain supporting chain-of-custody documentation, which has assisted in mitigating against the risk of modern slavery.

In so doing, the Group works closely with its retail trading partner in a combined effort towards the aim of ensuring products are responsibly produced thereby reducing the risk of modern slavery within its businesses and supply chains.

## **DUE DILIGENCE IN RELATION TO NEW SUPPLIERS**

All of the businesses of Australian Homeware Enterprise follow a risk-based due diligence process in relation to the selection of suppliers. In particular, the process is governed by factors including the actual product, sourcing country and supplier.

In entering into a new contract with an unknown supplier, the business examines the risk profile of the supplier against the business' criteria. Suppliers are assessed in order for the business to help identify the risk of breaching Australian Homeware Enterprise's Modern Slavery and Ethical Sourcing Policy.

To help guide its strategies for working with suppliers, Australian Homeware Enterprise's businesses' divisions map out its timber products supply chains under its Australian importation of timber products due diligence system, as well as its retail trading partner's responsible timber sourcing program, which trace the sourced timber's origins back to the location of harvest. In so doing the Group has some level of visibility beyond Tier 1 Suppliers, and is positioned to complete risk assessments and audit reports, and request supporting evidence of remediation of any identified issues.

## **AUDIT AND COMPLIANCE PROGRAMS**

In order to help reduce the risk of modern slavery and unethical sourcing practices in the Group's supply chains, the businesses of Australian Homeware Enterprise complete modern slavery and ethical sourcing auditing on a risk-based approach.

Under the latest revisions to the Group's supply agreements with suppliers, if any non-compliance at a supplier's site is identified under Australian Homeware Enterprise's Modern Slavery and Ethical Sourcing Policy, then there is a requirement on the supplier to remediate the problem within a reasonable timeframe. If the identified non-compliance is fully resolved by the supplier, then the issue is remediated and the supplier's site is considered an approved supplier site. Accordingly, this audit process helps contribute towards remediating non-compliance at a supplier's site thereby it can improve working conditions for workers.

However, if the identified non-compliance at the supplier's site remains unresolved, or the breach is deemed to be a serious breach, then no further orders will be placed with the non-complying supplier and the Group's business may take steps to terminate its contract with the supplier

## TRAINING

The Group is kept informed in relation to ethical sourcing as well as human rights commitments in order to raise awareness about how certain conduct could impact upon the rights of workers through training and collaboration.

Between 1 July 2020 and 30 June 2021, the Group's Finance & Administration Department and Legal Department received training specifically on modern slavery in relation to responsibilities in supporting ethical procurement of goods and services. In this period, training in relation to discrimination and human rights, as well as complaints mechanisms, was also received by the Group's divisions. Overall, collaboration with key departments of the businesses of the Group took place and lessons were shared and exchanged to help improve the businesses' systems and processes.

The key managers of the Group also provided for collaboration and information sharing in relation to ethical sourcing requirements for the businesses' relevant departments, including its ethical sourcing teams and sales and marketing teams, suppliers and factories, and third-party auditors, in order to help them understand risks in relation to modern slavery and ethical sourcing, as well the standards to be expected by Australian Homeware Enterprise's businesses.

Australian Homeware Enterprise measures the approximate total number of hours the group participated in training, collaboration and information sharing as well as the total number of people who participated as follows:

Number of Persons	Total Hours
89	756

## RESOURCING

There are ethical sourcing representatives appointed for each of the divisions of Australian Homeware Enterprise. These representatives are responsible for building and maintaining working relationships with suppliers as well as helping with identifying and managing supply chain risks, including in relation to modern slavery and ethical sourcing.

The Group's representatives include team members who are based in the country in which the goods are sourced. This allows the team members to carry out local factory visits, including audits, as required and helps the businesses of the divisions of Australian Homeware Enterprise to be better positioned in establishing and managing working relationships with suppliers, government agencies and non-government organisations in the country in which the goods are sourced from.

## COMPLAINTS MECHANISMS

Consistent with its Whistleblower Policy, Australian Homeware Enterprise's businesses have in place complaints handling procedures to help identify and escalate issues. In fact, the Whistleblower Policy supports complaints reporting by internal and external whistleblowers on a confidential basis and, importantly, without the fear of victimisation or threat of detriment. In accordance with the policy, there are minimum standards and details for making a report under the policy by whistleblowers. Where claims are made, they are directly reported to the protected disclosure officers of the relevant business for investigation and resolution.

In addition, the Group's businesses work closely with its local retail trading partner in the implementation of separate complaints mechanisms, such as Speak Up and Be Honest programs, which are accessible by factory workers through multiple channels and available in English and Mandarin as facilitated by the Group's local retail trading partner.

## STAKEHOLDER ENGAGEMENT

Australian Homeware Enterprise recognises that its collaboration with industry-wide initiatives, stakeholders, local retail trading partners, government agencies and non-government organisations plays a vital role in the management of risks in relation to modern slavery.

In the financial year ending 30 June 2021, Australian Homeware Enterprise made plans to work collaboratively with non-government organisations in the coming years on a number of initiatives to help improve ethical sourcing within its operations and supply chains, including:

### Forest Stewardship Council (FSC)

As of the financial year beginning 1 July 2021, the Group seeks FSC certification in relation to its imported timber products. FSC is a non-government organisation with standards which promote sustainable forestry practices that take into account the social and economic wellbeing of workers. By being FSC certified, this can help ensure felling sites do not participate in any form of forced or bonded labour.

### Programme for the Endorsement of Forest Certification (PEFC)

Additionally, as of the financial year beginning 1 July 2021 the Group seeks PEFC certification in relation to its imported timber products. PEFC is another non-government organisation with standards which promote sustainable forest management, and is not for profit.

In the financial year ending 30 June 2021, the Group appointed an independent sustainability and energy specialist to provide an assessment, and advise the Group on sustainability, including modern slavery and ethical sourcing. This involved:

- Identifying the overarching modern slavery and ethical sourcing risk management gap analyses that will be required for the Group's division's businesses on an ongoing basis

- Reviewing the internal systems, third party expertise and software resources that will be required to assess modern slavery supplier risk mapping for operations, supply chains and other business relationships going forward

This exercise highlighted how the risks in relation to modern slavery and ethical sourcing impact the Group's business, including its divisions, operations and supply chains, and the resources required to address this issue on behalf of the Group.

## **REMEDIATION**

Australian Homeware Enterprise acknowledges that processes for remediation, serving as a key action taken for addressing modern slavery risks, is multifaceted.

The Group's divisions are positioned to provide ongoing support to suppliers that would need to remediate issues identified based on the outcomes of audits and/or the Group's complaints mechanisms.

The Group's businesses are also positioned to work closely with its local retail trading partner, on one hand, and suppliers, on the other, in exploring different options and solutions for remediating any identified issues and instances of non-conformance if and when they arise. In so doing, the Group's businesses are expected to participate in strengthening capacity building and training through open discussions on involvement in industry-based initiatives or improved responsible sourcing arrangements.

Between 1 July 2020 and 30 June 2021, there were no non-conformances identified from any audits and there were no supplier's sites which required remediation within this period. The Group understands that remediation would be important for improving working conditions for workers and remains in a position to be ready, willing and able to facilitate the same.

Furthermore, the Group's complaints handling procedures and Whistleblower Policy, support complaints reporting and provide access to remedy on an ongoing basis in respect of internal and external whistleblowers, covering staff, customers and suppliers of the businesses of the Group.

Importantly, as highlighted above the Group's businesses work closely with its retail trading partner and participate in capacity building which constitute a vital preventative initiative as part of its ongoing commitment to remediation as a key action taken for addressing modern slavery risks. In the financial year, the Group's businesses received from its local retail trading partner ethical sourcing training and guidance focusing on the required standards for supplier's manufacturing sites. Such training will help the Group's businesses transfer practical knowledge to existing suppliers to ensure required standards are understood and adhered to in the Group's supply chains.

## **COVID-19**

From 2020 forward, the impact of COVID-19 presented the Group with higher risks in relation to human rights abuses, including the increased risks for the health and safety of workers as well as modern slavery in certain countries the Group's businesses have sourced products from. Due to

COVID-19, many countries restricted the movement of workers and enforced border closures, and this would serve to limit Australian Homeware Enterprise's businesses' ability to facilitate audits.

Despite COVID-19 restrictions seen within this period, the businesses of Australian Homeware Enterprise were nonetheless able to be involved in the following initiatives:

- Maintaining open discussions with its local retail trading partner regarding measures for reducing health and safety risks for vulnerable workers
- Sharing best practices with its local retail trading partner to help with local compliance in relation to government mandates on COVID safe workplaces

Despite the challenges, the Group and its local retail trading partner have continued to engage with suppliers fairly and reasonably, and this has included maintaining the flow of orders to ensure business continuity. In cases of supplier hardship, the Group has been open to offering to suppliers adjusted payment terms, including early payment; this served to acknowledge the vital role that suppliers played in helping the businesses continue to meet the needs of its customers.

In recent years, ethical sourcing has become a key focus area for the Australian Homeware Enterprise's Group. In particular, COVID-19 has reinforced the importance of establishing and maintaining supply chains which are strong and sustainable. The Group's businesses are strongly committed to meeting the challenges that COVID-19 presents in relation to its supply chains.

## **ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN FOR ADDRESSING MODERN SLAVERY RISKS**

In assessing the effectiveness of actions taken by the Group in relation to modern slavery risks, Australian Homeware Enterprise's businesses engage openly with stakeholders and trading partners as well as government agencies and non-government organisations. Importantly, the Group participates in auditing its own processes to support continuous improvement in relation to modern slavery and ethical sourcing. The Group's complaints mechanisms facilitate ongoing review and assessment.

### **AUDITING OUR OWN PROCESSES**

The Group's businesses carry out audits of its compliance with Australian Homeware Enterprise's Modern Slavery and Ethical Sourcing Policy. The audits are comprehensive and reporting on addressing the results and findings of audits forms a reporting requirement for the Group's businesses.

In the period between 1 July 2020 and 30 June 2021, audit of Australian Brushware Corporation Pty Ltd and DIY Resolutions Pty Ltd's compliance with Australian Homeware Enterprise's Modern Slavery and Ethical Sourcing Policy was carried out and no issues were identified.

### **EFFECTIVENESS OF COMPLAINTS MECHANISMS**

Australian Homeware Enterprise's practice is to record all whistleblower claims made by persons through each business division.

Although no whistleblower claims have been received to date, Australian Homeware Enterprise remains strongly committed in working closely with its stakeholders and trading partners in providing complaints mechanisms for addressing issues raised in accordance with our Group's Whistleblower Policy.

The Group's Whistleblower Policy supports complaints reporting by internal and external whistleblowers on a confidential basis and, importantly, without the fear of victimisation or threat of detriment. In accordance with the policy, there are minimum standards and details for making a report under the policy by whistleblowers. Where claims are made, they are directly reported to the protected disclosure officers of the relevant business for investigation and resolution.

### **ANNUAL REPORTING AND SELF-ASSESSMENT**

The Group's businesses are required to report annually on compliance with Australian Homeware Enterprise's Modern Slavery and Ethical Sourcing Policy by completing a self-assessment.

The self-assessment covers the business' performance against the Group's minimum standards in relation to modern slavery and ethical sourcing.

The below table outlines the Group's results and findings for the period between 1 July 2020 and 30 June 2021, including explanatory notes covering goals for the year ahead:

**2021 Self-assessment of business' performance against Group's minimum standards in relation to modern slavery and ethical sourcing**

Legend: ✓ = Completed ⇒ = Focus for the coming years


Australian Homeware Enterprise Modern Slavery Minimum Standards		Australian Brushware Corporation Pty Ltd	DIY Resolutions Pty Ltd
<b>Accountability for modern slavery issues</b>	Each business/division acknowledges that it is accountable for addressing modern slavery issues in its operations and shall appoint a responsible person for co-ordinating the management of same.	✓	✓
<b>Supply chain mapping</b>	All businesses/divisions shall identify and assess all risks of modern slavery in all operations.	✓	✓
	The risk assessment shall address modern slavery risks in relation to Tier 1 Suppliers.	✓	✓
	The risk assessment shall address modern slavery risks in relation to suppliers beyond Tier 1 Suppliers determined by the business/division as high-risk.	⇒	⇒
<b>Due diligence in relation to new suppliers</b>	All businesses/divisions shall perform due diligence in relation to new suppliers in order to ascertain their level of risk and implement procedures on modern slavery and ethical sourcing as applicable to its business.	⇒	⇒
	Each business/division shall adopt a process to assess the supplier's modern slavery and ethical sourcing performance as part of the supplier's on-boarding.	⇒	⇒
<b>Audit and compliance programs</b>	All businesses/divisions shall assess all suppliers through audit and compliance programs to ensure compliance with the Group's Modern Slavery and Ethical Sourcing Policy.	⇒	⇒
	Each business/division shall facilitate the involvement of all relevant personnel and/or external providers who are trained in carrying out audits as applicable.	✓	✓
<b>Training</b>	All businesses/divisions shall provide training to team members in relation to the Group's Modern Slavery and Ethical Sourcing Policy.	✓	✓
<b>Complaints mechanism</b>	All businesses/divisions shall have in place a complaints mechanism for reporting modern slavery on a confidential and anonymous basis, and provides for protection against the threat of reprisal.	✓	✓

<b>Remediation of breaches</b>	All businesses/divisions shall be committed to working with suppliers in the remediation of any breaches to the Group's Modern Slavery and Ethical Sourcing Policy.	√	√
<b>Stakeholder engagement</b>	All businesses/divisions shall adopt an approach towards stakeholder engagement.	√	√
<b>Reviewing effectiveness of risk management measures</b>	All businesses/divisions shall monitor and review annually the effectiveness of all risk management measures outlined.	√	√

<b>Planned areas of focus in the next twelve-month period</b>	
Note 1	Under its Australian importation of regulated timber products program, Australian Brushware Corporation Pty Ltd and DIY Resolutions Pty Ltd is working closely with its local retail trading partner to map out its supply chains back to the area of harvest in relation to timber products.
Note 2	By seeking FSC / PEFC certification, Australian Brushware Corporation Pty Ltd and DIY Resolutions Pty Ltd is addressing risks of modern slavery in relation to timber product suppliers.



Australian Homeware Enterprise is committed to identifying improved strategies for mitigating modern slavery and ethical sourcing risks within its businesses and supply chains. Applying the best of its skill and resources, our Group aims to work in partnership on a multi-stakeholder basis to promote and advance a coordinated and joint approach towards this commitment. Accordingly, we are pleased to submit for publication our Australian Homeware Enterprise 2021 Modern Slavery Statement and are committed to tracking and publicly reporting on our Group's developments going forward.

DocuSigned by:  
  
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David Jiang

Managing Director

28-Dec-2021 | 5:23 PM PST

## **APPENDIX**

### **Appendix A: Australian Homeware Enterprise Reporting Entities**

- Australian Brushware Corporation Pty Ltd
- DIY Resolutions Pty Ltd