



Issued under Section 13 of the Commonwealth Modern Slavery Act 2018 (Cth)

Reporting Entity: Glen Dimplex Australia Pty Ltd (ABN 69 118 275 460)

Reporting Period: 1 October 2025 – 30 September 2026

1. Introduction and Statement from the Chief Executive Officer

This Modern Slavery Statement is made on behalf of Glen Dimplex Australia Pty Ltd (“GDA”) pursuant to the Modern Slavery Act 2018 (Cth). As a leading manufacturer and distributor of domestic appliances in Australia, GDA is committed to operating ethically, responsibly and transparently. We oppose all forms of modern slavery, forced labour and human trafficking and recognise our responsibility to prevent such practices in our operations and supply chains. We take a proactive approach to identify, assess and mitigate modern slavery risks, working collaboratively with our suppliers, employees and partners to uphold the highest ethical standards.

2. Structure – Operations - Supply Chains

Glen Dimplex Australia Pty Ltd (“GDA”) is a wholly owned subsidiary of the Glen Dimplex Group, headquartered in Ireland. GDA operates as a standalone Australian trading entity registered in Victoria.

Head Office: Scoresby, Victoria

Employees: Approximately 200 across Australia

Operations:

- Manufacturing of gas and wood heaters in Scoresby (VIC) and Cavan (SA)
 - Importation, warehousing and distribution of domestic appliances and spare parts
- Products include barbecues, ovens, fridges, freezers, dishwashers, washing machines, water heaters, microwaves, toasters, kettles, fans and air conditioners.

Supply Chains:

- Sourcing from Australia, Europe, and Asia including China
- Engagement with both Glen Dimplex affiliates and third-party OEM suppliers
- Logistics and service providers including 3PL warehousing, transport, cleaning, and security services.

3. Risks of Modern Slavery Practices in Operations and Supply Chains

GDA recognises that modern slavery risks are more likely to occur in the lower tiers of our international supply chains, particularly in regions where legal protections, labour standards and oversight may vary.

Higher risk areas include:

- Overseas OEM suppliers, especially in China and Southeast Asia
- Raw material sourcing (metals, plastics, and electronic components)
- Third-party logistics and contracted labour (cleaning and warehousing)
- Indirect suppliers (Tier 2 and beyond)

While the risk of modern slavery within GDA’s direct Australian operations is assessed as low, vigilance is maintained through training, policy enforcement and supplier verification.



4. Actions Taken to Assess and Address Modern Slavery Risks

GDA has implemented a range of policies and initiatives to prevent and address modern slavery within its operations and supply chains.

Governance and Responsibility:

- Oversight by the Site Operations Manager (Scoresby) and Supply Chain and Operations Departments.
- Coordination with Glen Dimplex Group Headquarters and Glen Dimplex Hong Kong for consistent ethical sourcing.

Policies and Codes:

- Modern Slavery Policy
- Code of Business Ethics and Conduct
- Supplier Code of Conduct
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy
- Flow-Down Clause requiring suppliers to apply equivalent ethical standards to their own subcontractors
- Prohibition of Sexual Exploitation and Commercial Sex Acts Policy

Due Diligence and Supplier Audits:

- Annual ethical sourcing and modern slavery audits of Tier 1 suppliers
- Supplier questionnaires and self-assessment tools
- Corrective action plans and monitoring
- Supplier contracts requiring compliance with the Act and inclusion of flow-down obligations

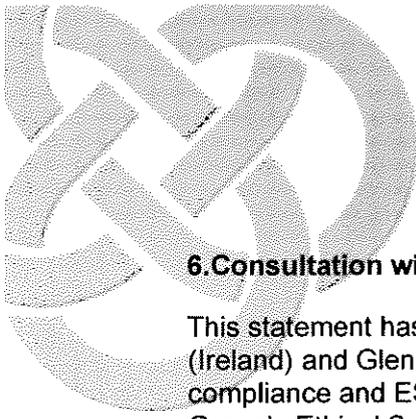
Remediation:

- Immediate suspension of engagement pending investigation
- Collaboration with suppliers to rectify issues
- Escalation to authorities if unresolved
- Support for affected individuals in line with UN Guiding Principles

5. Assessing Effectiveness and Performance Indicators

To measure the effectiveness of our actions, GDA tracks and reports on key performance indicators (KPIs):

KPI	2025–2026 Performance Target
Tier 1 supplier audits completed	100% annually
Corrective action closures within timeframe	90%
Key supply chain staff trained on modern slavery	100%
Whistleblower reports related to ethical sourcing	0 (none to date)
Supplier contracts containing ethical clauses	100% new suppliers



6. Consultation with Owned or Controlled Entities

This statement has been prepared in consultation with Glen Dimplex Group Headquarters (Ireland) and Glen Dimplex Hong Kong. Consultation occurs through quarterly global compliance and ESG meetings, regular supplier performance reporting and alignment with the Group's Ethical Sourcing Framework.

7. Training and Capacity Building

All procurement and supply chain employees receive training on modern slavery awareness and ethical sourcing. Awareness is reinforced through internal communications, toolbox sessions, induction programs and policy updates.

8. Continuous Improvement and Future Commitments

GDA remains committed to continuous improvement by expanding Tier 2 supplier mapping, integrating modern slavery checks into supplier onboarding, collaborating with industry peers and enhancing the measurement of remediation outcomes.

9. Prohibition of Sexual Exploitation and Commercial Sex Acts

GDA strictly prohibits any involvement in, support for, or tolerance of sexual exploitation or commercial sex acts within its operations and supply chains. This includes any form of coercion, trafficking, or exploitation related to sexual services. Suppliers, contractors and employees are required to uphold this prohibition and ensure compliance throughout their operations and subcontracting arrangements. Any breach will result in termination of engagement and referral to relevant authorities.

10. Approval and Publication

This statement was approved by the Executive Committee of Glen Dimplex Australia Pty Ltd and the Executive Board of Glen Dimplex Group on October 2025. It will be published on the Australian Government Modern Slavery Register and the Glen Dimplex Australia website.

Signed on behalf of Glen Dimplex Australia Pty Ltd



David Woodward

**Glen Dimplex Australia
Chief Executive Officer
Company Director**

Nov 2025



Yvonne Burke

**Glen Dimplex Group
Chief Financial Officer
Company Director**

Nov 2025