



1.This Modern Slavery Statement is made by Dukesea Pty Limited t/a Planet Lighting in accordance with the Modern Slavery Act 2018. This statement is made for the period 1<sup>st</sup> July 2023 until 30<sup>th</sup> June 2024.

This statement represents our commitment to identify and mitigate the risks of modern slavery within our operations and supply chains.

Our business expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

2.Dukesea Pty Limited t/a Planet Lighting ACN 052 972 808 is an Australia Private company.

Planet Lighting, based in Bellingen NSW, is one of the leading Australian design, manufacturer and suppliers of Medical & Surgical lights, LED and custom lighting solutions and are uniquely placed to provide the expertise and know-how required to work with lighting designers and specifiers to realise creative custom lighting ideas and concepts.

Planet Lighting offers its products directly to consumers and through resellers both domestically and internationally.

Planet Lighting employs almost fifty skilled designers, tradespeople and support staff in NSW.

Our products are manufactured from source materials supplied by Australian and International Suppliers. The production process includes manufacturing and machining lighting solutions from supplied materials, packaging and distribution to resellers and direct to the consumer.

Suppliers and the country of Manufacture over the last 12 months are as follows;

Table 1

Percentage of Supplies	Country of Manufacture
66	Australia
9	Italy
19	China
6	Singapore

Planet Lighting also purchases from miscellaneous suppliers, logistics and transport companies and various organisations for professional and other services.

### 3. Risks of Modern Slavery Practices

Planet Lighting has conducted an operations assessment and determined a low risk of modern slavery within our organisation. Planet Lightings human resources policy and procedures comply with Australian Workplace legislation including the Fair Work Act 2009 and the relevant Modern Awards. Compliance reviews are conducted annually and this compliance aids in preventing instances of modern slavery within our organisation.

Planet Lighting maintains a moderate level of visibility over our supply chains. We have mapped the supply chains and origins of our suppliers in table 1 to ensure the principles of modern slavery prevention are upheld.

We have identified a risk of being directly linked to modern slavery practices further down our supply chains, especially with regards to the labour practices used by raw material providers. The sourcing of products from China carries potential risk that such materials might be sourced using modern slavery practices. This risk encourages Planet Lighting to remain vigilant and proactive in our supply chain management and adherence to our Modern Slavery Act policy.

### 4. Actions taken to address risks.

Planet Lighting does not cause or contribute to modern slavery practices we do recognise that our supply chain presents potential risks.

We are continuing to evaluate our risks by;

- introducing and implementing our Anti Modern Slavery Policy
- revising and updating our internal policies
- encouraging suppliers to complete our Modern Slavery supplier questionnaires
- reviewing supplier engagement principles and procedures
- establishing a management team surrounding compliance with the Modern Slavery Policy.

5. Effectiveness of Our Actions.

Planet Lighting is committed to monitoring the effectiveness of our initiatives and procedures in combating Modern Slavery by maintaining consistent standards of due diligence and risk management and mitigation processes to monitor for and avoid modern slavery. Planet Lighting will regularly evaluate our supplier engagement practices to ensure adherence to our Supplier code of Conduct and compliance with the Modern Slavery Act.

Planet Lighting will continue training on modern slavery risks and social compliance issues for all employees involved in purchasing.

6. Goals

Planet Lighting will amend our agreements with existing suppliers to agree to our Supplier Code of Conduct.

Planet Lighting will further question our supplier's adherence to the Modern Slavery Act by investigating which suppliers are subject to the Sedex, C-TPAT or Amfori Business Social Compliance Initiative (BSCI) or equivalent audits.

7. This statement was developed in consultation with key stakeholders within our organisation, including senior management and departments involved in supply chain management and purchasing.

8. This statement was approved by Principal Governing Body consisting of the managing directors of our reporting entity, Dukesea Pty Limited, t/a Planet Lighting ACN 052 972 808 on the 31<sup>st</sup> December 2024. This statement is a demonstration of our commitment to addressing modern slavery risks.



Mia Iggulden  
Director



Ben Iggulden  
Director