



Introduction

Temple & Webster is committed to making the world more beautiful.

As Australia's leading online-only retailer for the home, we recognise our responsibility to collaborate with our partners to prevent our products and operations from causing, contributing to, or being directly linked to modern slavery.

The term 'modern slavery' is used to describe the restriction and violation of a person's right to freedom, for personal or commercial gain. It includes exploitative practices such as human trafficking, slavery, servitude, forced labour, child labour, debt bondage, deceptive recruiting and forced marriage.

Over the past five years, we have made significant progress in identifying, assessing, and addressing modern slavery risks within our supply chains. We have strengthened our internal and external capabilities for risk management, enhanced awareness through targeted training and education, and implemented measurable, action-oriented systems that support us and our suppliers in systematically mitigating modern slavery risks.

Actions that highlight our progress include:

- Auditing direct import suppliers¹ against ethical frameworks and administering corrective plans.
- Providing local dropship suppliers and operational suppliers with self assessments to identify risks and quantify risk scores for continuous improvement.
- Providing education and training to upskill our employees and dropship suppliers.

- Embedding controls into supply-related processes to manage ongoing modern slavery risks.
- Strengthening policies and procedures to address human rights abuses and integrating these into our operational contracts.
- Establishing internal governance structures for ongoing management of modern slavery risk.

We continue to build on insights gained over the past five years, prioritising a collaborative approach with our suppliers to combat modern slavery. Our focus is on providing support and working closely with key suppliers to achieve effective, measurable, and sustainable outcomes, fostering genuine progress together rather than ceasing partnerships over compliance challenges.

This includes using established risk profiles for our direct suppliers, against which both parties can continually measure the effectiveness of mitigative actions. We also use these profiles to ensure that we prioritise action in areas of our operations and supply chains which are the most material, defined by severity of associated risks and contribution of annual spend.

This Modern Slavery Statement outlines the actions taken to assess, address and mitigate modern slavery risks in our operations and supply chains over the financial year ending 30 June 2024. It was created in accordance with the Modern Slavery Act 2018 (Cth).

This is our fifth Modern Slavery Statement. It has been reviewed and approved by our Board of Directors.

¹ Direct import suppliers are factory partners we work with directly to design, source, and import private label products

Our structure, operations and supply chains

Temple & Webster is the leading pure play online retailer of furniture and homewares in Australia.

Through our online store at www.templeandwebster.com.au, we sell a diverse range of products for the home to residential and commercial (trade) customers in Australia.

Our registered office and principal place of business is in the Sydney Basin, Sydney, Australia. We only deliver within Australia and do not currently operate physical showrooms or stores. Our team consists of more than 450 people across our onshore and offshore operations.

Temple & Webster Group Ltd listed on the Australian Securities Exchange under the code TPW on 10 December 2015. This Modern Slavery Statement covers Temple & Webster Group Ltd, the holding company and all subsidiaries (Temple & Webster).

Temple & Webster offers a curated selection of more than 200,000 products (as at 30 June 2024) from hundreds of suppliers. We use an innovative dropshipping model, whereby products are sent directly to our customers from supplier warehouses. This allows us to offer a wide variety of items without needing to hold inventory.

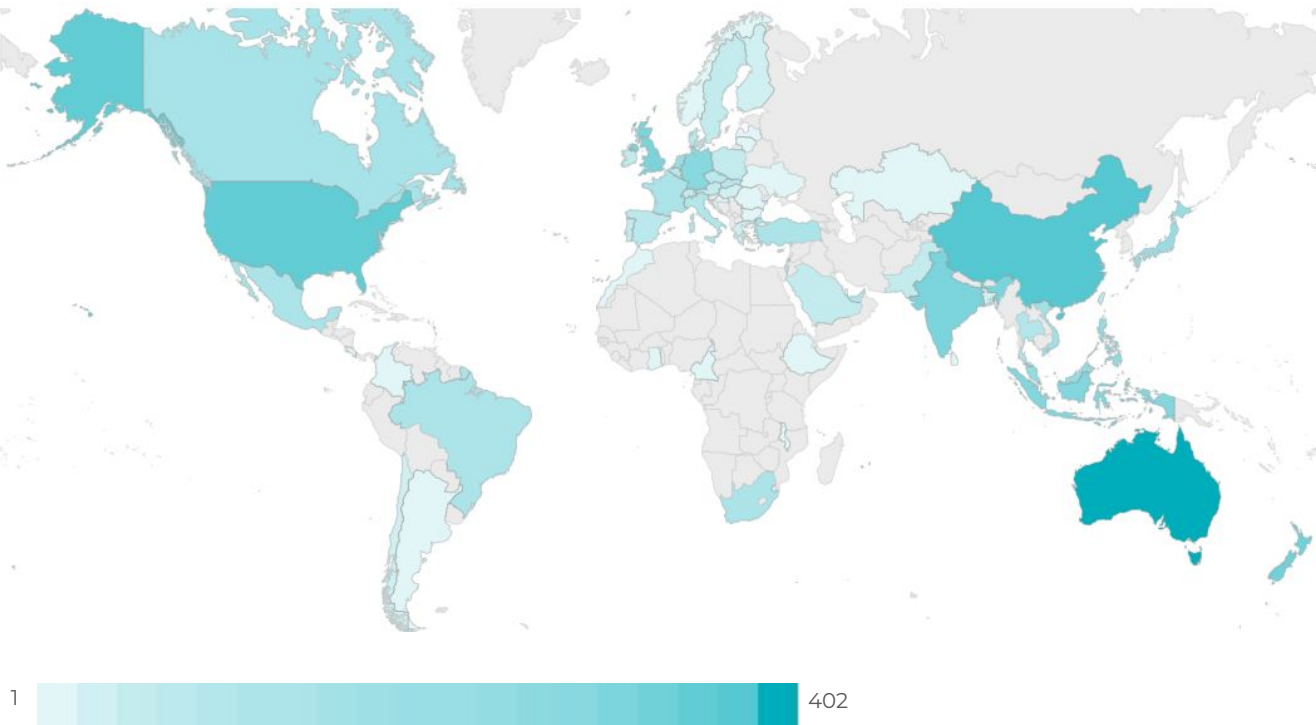


Figure 1: Number of suppliers by country of operation - dropship and operational suppliers

Our structure, operations and supply chains

Our dropship range is complemented by private label ranges, which we source and import directly from overseas suppliers and manufacturers. We source retail goods directly from eight countries. This includes Australia, China, India, Indonesia, Malaysia, Philippines, Taiwan, Thailand, and Vietnam.

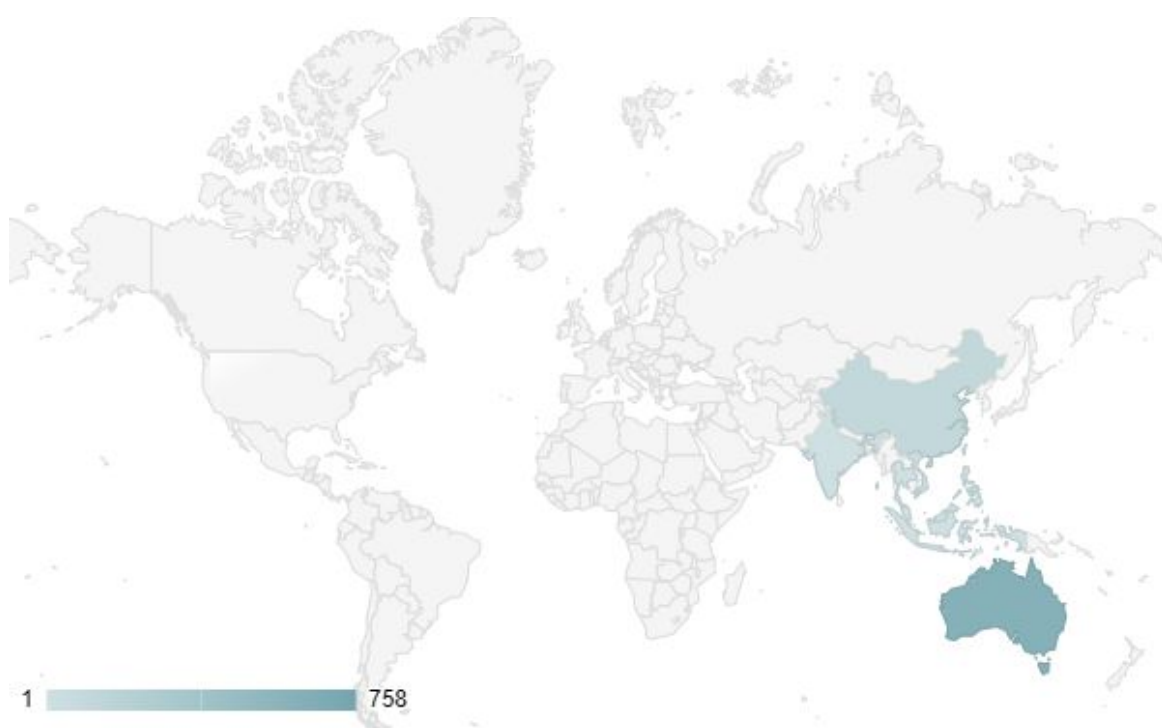


Figure 2: Countries we directly source products from - dropship and private label suppliers

We work with more than 750 local and offshore suppliers to source products such as artworks, furniture, kitchenware, décor accessories, appliances, lighting, rugs, textiles, fitness equipment and home improvement items.

We procure a range of products and services from more than 350 suppliers to support and facilitate our business operations. These include cleaning, security, catering, electronics, energy and other utilities, IT support, logistics and transport, marketing, third-party labour hire, warehousing (third-party logistics), and professional services.

We have a longstanding charity partnership with Women's Community Shelters and a newly developed partnership with the Black Dog Institute. We support both organisations by providing furniture and homewares, volunteering time towards projects, and through fund-raised cash donations.

Governance structure

In assessing and addressing modern slavery risks, we recognise the importance of transparency and consistent reporting throughout our governance structure. This ensures that all levels of our governance structure are aware of modern slavery risks, helping to inform actions and considerations related to broader operational initiatives and business strategy.

Our Sustainability team leads the implementation of our modern slavery action plan, driving the delivery of all associated initiatives. Collaborating with key business functions, the team ensures that targets are achieved and statutory reporting is completed in alignment with legislative requirements.

Our Sustainability team also collaborates closely with our Modern Slavery Committee, meeting quarterly to assess the progress of our annual modern slavery action plan. This includes reviewing commitments and targets, evaluating new and existing policies and procedures, and discussing initiatives to manage modern slavery risks within our operations and supply chains.

The Committee is made up of key stakeholders from our risk and supply chain functions, including the Chief Experience Officer / Co-Founder, Head of Buying, Head of Category Management, Head of Legal, Head of Merchandise Planning, Head of Supply Chain, and Head of Sustainability.

Our Board of Directors is responsible for the overall governance of Temple & Webster, as outlined in our Corporate Governance Statement. It has full oversight of areas relating to modern slavery and environmental, social and governance (ESG) initiatives. All supporting corporate governance policies and statements can be found on our [investor relations website](#).

Our Audit and Risk Management Committee meets as frequently as required to perform its role effectively, with a minimum of four meetings each year. Modern slavery risk assessment findings and progress are reported to the committee at these meetings by our Sustainability team. Where necessary, the committee requests an action plan be formulated to ensure that potential risks are investigated and addressed within a specified timeframe. The committee also assists the Board in assessing the effectiveness of our risk management strategy.



Figure 3: Temple & Webster organisational governance structure

Governance structure

The priority focus of our efforts remains on areas where we identify the highest potential modern slavery risks and where we have the most leverage with our direct import suppliers. In FY24, we built on prior efforts by reviewing the corrective action plans provided to our direct import suppliers following ethical audits, allowing us to capture and evaluate outcomes. This will help us to assess the effectiveness of our corrective action plan procedure and identify areas where suppliers might require additional support.

In FY24, we expanded the scope of assessment beyond our direct import suppliers to include our local dropship suppliers and operational suppliers. Through a process of self assessment, we were able to start identifying inherent modern slavery risks within their respective supply chains, which will be critical in our efforts to establish and monitor mitigative actions, as well as raising awareness for our suppliers of existing risks within their own operations and supply chains.

For the purposes of this statement, we consider that we have 'leverage' where we have close relationships, defined by volume of spend and regular working cadence with a supplier. We encourage all our suppliers to collaborate with us to address modern slavery, however we prioritise action in areas where we are better able to leverage our influence.

Similarly, we consider 'key suppliers' to represent 80% of our total spend for the reporting period.

During the previous two reporting periods, our Audit and Risk Management Committee reviewed all potential risks and findings from supplier audits. This helped the committee identify relevant risks, delivered greater understanding of the root causes of risks and enabled us to establish a coordinated approach to mitigating these risks.



Classification of potential risks in our supply chains

Sector	Category	Risk identification/ indicators	Priority rating	FY24 actions
Trade suppliers	Imports – Temple & Webster private label brands	<p>We acknowledge risks of modern slavery are inherent in the furniture and homewares manufacturing industries. Based on the geographical locations from which we source products and the findings of factory audits, we have identified potential risks for forced labour, child labour, deceptive recruitment, bonded labour and workplace health and safety.</p> <p>Given that we have direct relationships with manufacturers, we continue to use our position of influence and prioritise due diligence and risk mitigation in this category through the implementation of factory audits and corrective action plans.</p>	<p><i>High</i></p> <p>Continue to prioritise corrective action plans (where necessary) to address key risk areas and display continuous improvement.</p>	<p>– Since FY22, 162 corrective action plans have been developed for supplier risk mitigation. These were reviewed in FY24 as part of a desktop audit to capture outcomes and identify supplier progress against corrective actions.</p> <p>– Using outcomes from corrective action plans, we established short and long term goals to address modern slavery risk in private label supply chains.</p>
	Dropship – Brands sourced from local suppliers	<p>We acknowledge risks of modern slavery are inherent in the furniture and homewares manufacturing industries. Based on a review of the geographic origin of manufactured products procured through this category, we have identified potential risks for forced labour, child labour, deceptive recruitment and bonded labour.</p> <p>In FY24, we issued modern slavery self-assessments to all dropship suppliers to identify inherent risks within their supply chains and operations and to evaluate existing controls for managing these risks. This also enabled us to assign a risk score to suppliers who completed the assessment, providing a foundation for ongoing monitoring and improvement.</p>	<p><i>High</i></p> <p>Continue due diligence, share learnings, identify opportunities and exhibit a willingness to collaborate, and develop actions to address modern slavery in supply chains.</p>	<p>– Issued modern slavery self-assessments to dropship suppliers, achieving a 59% completion rate, with a target for 100% in FY25. Insights from these assessments informed the development of action plans to address gaps in risk controls, supporting suppliers in mitigating modern slavery risks.</p> <p>– Provided 550 dropship suppliers with access to modern slavery awareness training.</p>

Classification of potential risks in our supply chains

Sector	Category	Risk identification/ indicators	Priority rating	FY24 actions
Operational suppliers	Logistics and transport	We acknowledge risks of modern slavery are inherent in the transport industry in Australia. These risks can include recruitment of migrant labour and underpayment of wages.	<i>High</i> Undertake due diligence with transport partners and implement controls to manage modern slavery risks.	– Issued modern slavery self-assessments to transport partners, achieving a 30% completion rate, with a target for 100% in FY25. Insights from these assessments informed the development of action plans to address gaps in risk controls, supporting suppliers in mitigating modern slavery risks.
	Electronics	We acknowledge risks of modern slavery are inherent in the offshore extraction of raw materials and manufacturing of electronics and IT equipment. These risks can include forced labour, child labour and deceptive recruitment practices in certain countries.	<i>Low</i> Undertake due diligence and research to understand available mitigation measures and feasibility of implementing them.	– In FY24, no specific actions were undertaken regarding the extraction of raw materials used in the production of electronics. This decision was based on the process being a low-priority area due to minimal leverage to influence manufacturing practices in this segment.
	Cleaning and security services	We acknowledge risks of modern slavery are inherent in the sourcing and recruitment of cleaning and security services, predominantly due to forced labour and deceptive recruitment. These risks can include recruitment of migrant labour and underpayment of wages.	<i>High</i> Undertake due diligence with cleaning and security service provider(s) and implement controls to manage modern slavery risks.	– Issued modern slavery self-assessments to cleaning and security service providers, achieving a 50% completion rate, with a target for 100% in FY25. Insights from these assessments informed the development of action plans to address gaps in risk controls, supporting suppliers in mitigating modern slavery risks.

Classification of potential risks in our supply chains

Sector	Category	Risk identification/ indicators	Priority rating	FY24 actions
Operational suppliers	Third-party labour hire	We acknowledge risks of modern slavery are inherent in the recruitment of third-party labour. These risks can include unreasonable disciplinary procedures and lack of entitlements.	<i>Low</i> Our due diligence process showed that our key long-term third-party labour provider continues to have appropriate documentation and policies in place in relation to modern slavery.	<ul style="list-style-type: none"> – Issued modern slavery self-assessments to third-party labour hire providers, achieving a 37% completion rate, with a target for 100% in FY25. Insights from these assessments informed the development of action plans to address gaps in risk controls, supporting suppliers in mitigating modern slavery risks. – Conducted a review of internal policies and procedures related to our Business Process Offshoring partner (BPO), including the Employee Handbook and Vendor Management Policy. – Following a government audit of our largest BPO partner's labour standards, we obtained evidence of compliance with the relevant laws and regulations.
	Catering and hospitality	We acknowledge risks of modern slavery are inherent in the procurement of catering services. These risks can include forced labour, bonded labour and deceptive recruitment practices.	<i>Medium</i> Undertake due diligence with catering service providers and implement controls to manage modern slavery risks.	<ul style="list-style-type: none"> – Issued modern slavery self-assessments to catering and hospitality partners, achieving a 27% completion rate, with a target for 100% in FY25. Insights from these assessments informed the development of action plans to address gaps in risk controls, supporting suppliers in mitigating modern slavery risks.

Actions to assess & address modern slavery risks

We undertook various actions throughout the reporting period to assess and address modern slavery risks.

Supplier corrective action plans

In FY24, building on our prior work to audit 100% of direct import suppliers and provide them with corrective action plans (where necessary), we conducted a desktop review of corrective actions to assess outcomes and monitor supplier progress.

This step is a vital part of our private label due diligence process, enabling us to identify key performance indicators (KPI's) for our suppliers, including:

- Capability to address corrective actions
- Timeliness in resolving corrective actions
- Quality of evidence to verify risk mitigation efforts
- Supplier commitment to implementing corrective action plans.

The figure below highlights our approach to driving continuous improvement in managing modern slavery risks through the application of ethical factory audits within our direct import supplier factories.



Figure 4: Direct import factory due diligence process

Actions to assess & address modern slavery risks

Moving forward we aim to develop a standardised scoring system for all direct import suppliers, based on these KPI's, for ongoing measurement of supplier performance and effectiveness of corrective action plans.

To influence systemic change and improve labour standards within supplier factories, we have maintained a collaborative approach with our direct import suppliers to make corrective actions mutually beneficial. Our internal guidelines specify that all cases of modern slavery must be addressed within 12 months of identification, while potential modern slavery risks should be resolved within 36 months. We believe this approach supports a constructive relationship with suppliers and emphasises continuous improvement in managing modern slavery risks. Our Audit and Risk Committee will continue to review these standards to ensure alignment with the Modern Slavery Act and our internal governance frameworks.

Looking ahead, we will focus our efforts on addressing the most prevalent modern slavery risks within our direct import supply chains to ensure our actions remain effective and sustainable.

Currently, 'forced labor' has been identified as a key area of concern due to evidence of excessive working hours in ethical factory audit reports. We are committed to taking a coordinated approach to address this specific risk across all direct import supplier factories. This focus reflects its significance in audit findings and aims to enhance our overall impact while simplifying the corrective action process for our suppliers.

Factory audit due diligence progress

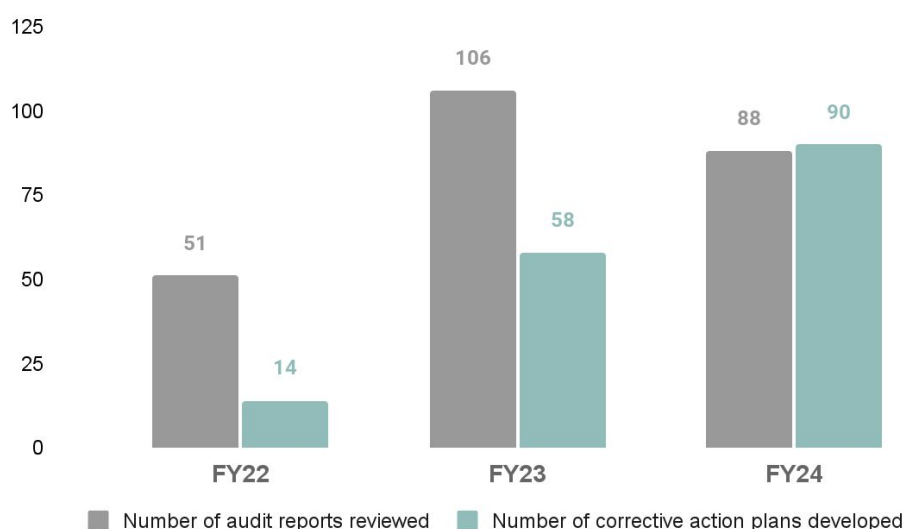


Figure 5: Progress of direct import factory due diligence

Actions to assess & address modern slavery risks

Risk mitigation targets for direct import suppliers

In FY24, building on the findings from corrective action plans, our Modern Slavery Committee set short- and long-term targets to standardise mitigation actions across our direct import supply chain.

The purpose of this exercise was to develop actionable targets for the next five (5) years by establishing a risk mitigation roadmap for our direct import supply chain. Through this approach, we aim to streamline the process of addressing potential risks among our direct import suppliers, enabling all tier one suppliers to reach an acceptable level of risk and compliance more efficiently with a standardised framework.

The key risk areas which have been identified from corrective action plans and form the foundations of these targets are:

1. Forced labour: due to excessive working hours.
2. Workplace health and safety: due to missing or incomplete safety certification and inadequate practices
3. Child labour: due to lack of policy and records to verify age of workers.
4. Bonded labour and deceptive recruitment: due to the existence of recruitment fees.

In FY25, we will work closely with key direct import suppliers to communicate and align on our proposed risk mitigation targets, set for the next five years. These targets are aimed at partnering with our tier one suppliers to reduce associated risks within their supply chains to an acceptable level, enabling us to collaborate further in assessing and addressing risks within their deeper supply chain tiers.

Capability building, education and training

Since FY20, we have designed and delivered five training modules; for our board, executives, Australian employees and Australian dropship supply partners, to help upskill and build internal capabilities in managing modern slavery risk. We believe this is a key component of our modern slavery risk management approach as it builds collective awareness, outlines key risk factors and indicators, and fosters deeper collaboration in addressing modern slavery risk within our shared supply chains.

In FY24, our modern slavery training focused on educating our local dropship suppliers. A survey conducted in FY23 found that 46% of responding suppliers had not yet provided modern slavery training to their staff but intended to do so in the future. Additionally, over 80% of responding suppliers were not required to report under the Modern Slavery Act. We identified an opportunity to assist our dropship suppliers by raising awareness about modern slavery and providing guidance on assessing and addressing associated risks.

Dropship products account for the majority of our annual revenue and represent the majority of products available on our website. Given the value created through these arrangements and the role dropship suppliers play as importers, we recognise the importance of supporting them with modern slavery awareness training to help them understand, identify, and assess risks within their operations and supply chains.

Actions to assess & address modern slavery risks

The purpose of this training was to:

- Provide our dropship suppliers with an overview of what modern slavery is in relation to the Modern Slavery Act 2018 (Cth)
- Provide examples of how modern slavery can exist within deeper tiers of supply chains
- Educate them on how it relates to our business and the actions we are taking to assess and address modern slavery risk within our own operations and supply chains
- Outline how they can report a concern to us
- Provide them with resources for further learning and development.

In FY25, we will deliver modern slavery awareness training to our offshore team members to build their understanding of modern slavery and its implications. This initiative ensures that all employees representing our business across the supply chain are informed about modern slavery risks and our strategies for managing them.

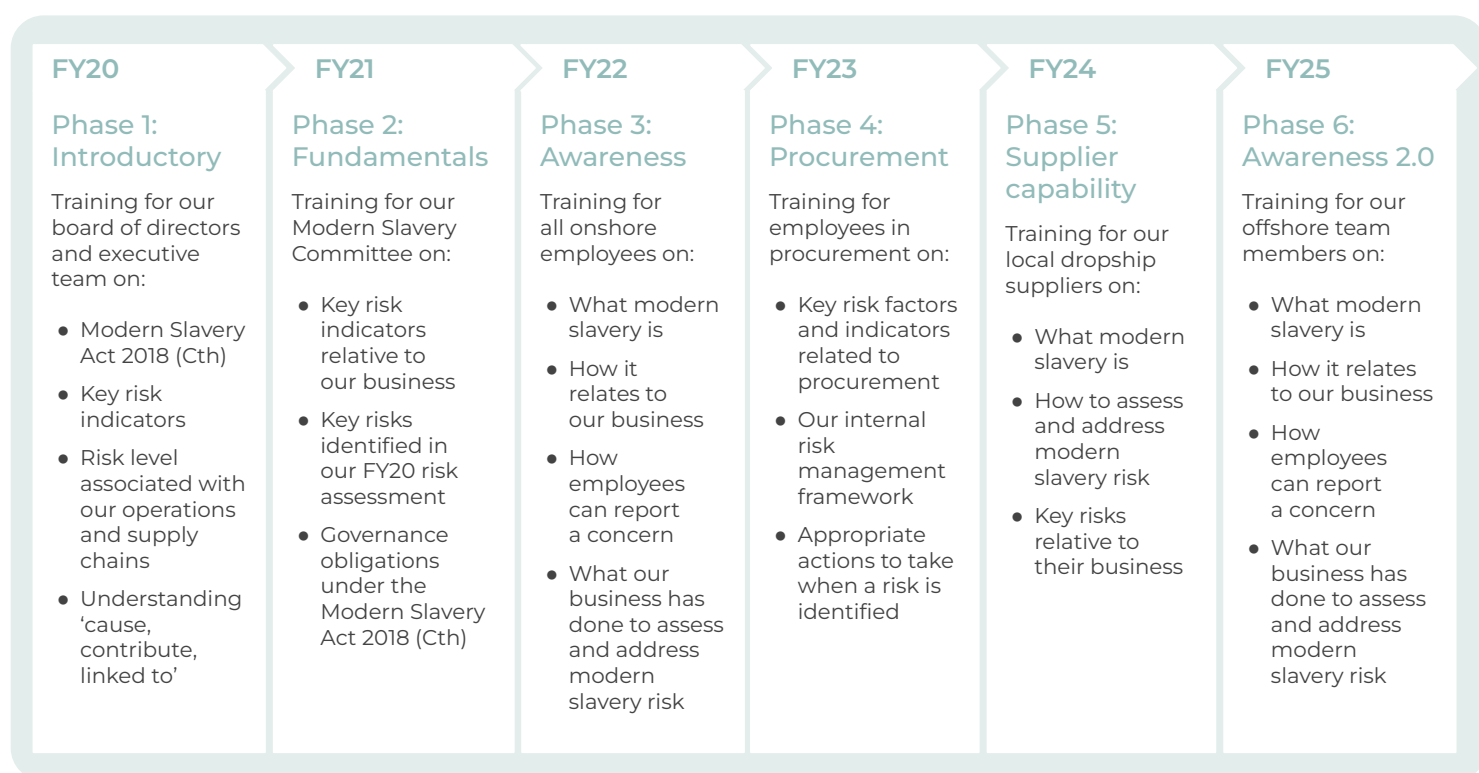


Figure 6: Phased delivery of modern slavery training and education

Actions to assess & address modern slavery risks

Supplier modern slavery self assessments

A survey of all dropship suppliers in FY22 highlighted a gap in managing modern slavery risks, showing that many suppliers not required to report under the Modern Slavery Act had not conducted formal assessments of potential risks within their operations and supply chains.

Given this, one of our key targets for FY24 was to engage and collaborate with key dropship suppliers to develop a modern slavery risk report and action plan to address modern slavery risk within their supply chains.

To implement this, we partnered with iPRO software to manage the annual modern slavery risk assessment of our dropship suppliers and operational suppliers. The iPRO Modern Slavery Assessment Framework, based on the global framework developed by the Social Responsibility Alliance, leverages research and reports from credible sources such as the International Labour Organisation, International Organisation for Migration, United Nations Children's Fund, and Bureau of International Labor Affairs.

By providing these suppliers with self-assessment questionnaires, we began gathering key insights into their supply chains and identified potential modern slavery risks based on their operations and existing risk mitigation controls.

This software also provides us with a standardised reporting and scoring system, enabling us to establish clear metrics and KPI's for all suppliers, facilitating ongoing performance management and continuous improvement.

We have used the results from supplier self-assessments to develop general insights and action plans, which will help suppliers improve their overall scores and address modern slavery risks (scores are improved by mitigating existing risks). These insights will continue to guide us in identifying key risk areas within our direct supply chains and prioritising mitigative actions. In FY25, we plan to integrate all suppliers into the iPRO platform (including all direct import suppliers), ensuring a standardised measure for ongoing modern slavery risk management and reporting across all of our direct operations and supply chains.

Supplier self-assessment status

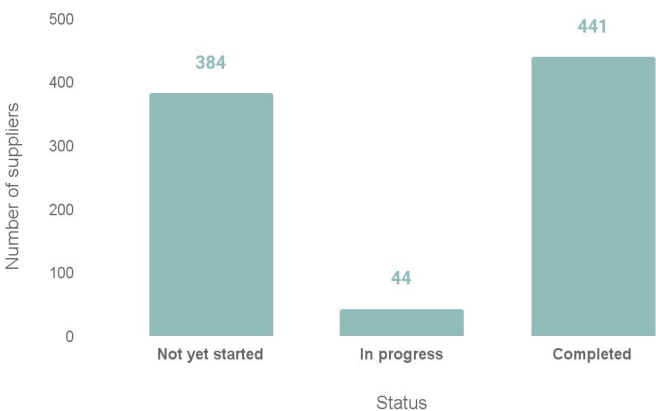


Figure 7: FY24 completion status for supplier self assessments

Actions to assess & address modern slavery risks

Supplier Code of Conduct

We prioritise consistency and transparency in governance by establishing and implementing standardised policies. This consistent approach to supplier engagement enables us to manage operational risks efficiently across our extensive supply chains.

In FY24, in collaboration with our Modern Slavery Committee and Board of Directors, we finalised our Supplier Code of Conduct. The code is essential for setting clear, consistent expectations for ethical practices across our supply chain, reinforcing our commitment to ethical sourcing, and helping us mitigate risks associated with labour and human rights abuses.

We recognise that while a documented policy outlining our expectations for suppliers is essential, it must be supported by a robust process to monitor and, where necessary, enforce compliance. For this reason, we included a 'Governance' section in the code which outlines our approach to monitoring, remediation and corrective action, and support and collaboration.

For transparency, we will publish our Supplier Code of Conduct on our investor relations website in FY25.



Remediation

We understand that we have a responsibility to provide remediation where it has been identified that we have 'caused or contributed to' modern slavery.

In FY24, we did not have cause to implement any remediation actions.

We acknowledge the importance and sensitive nature of remediating instances of modern slavery. We are committed to maintaining processes that focus on the needs and wellbeing of victims, and prioritise removing them from situations of modern slavery in a safe manner.

We are committed to partnering with a range of third parties who specialise in human rights and supply chain compliance to ensure we are continuously reviewing and improving our remediation procedures.

In FY24, we collaborated with an established supply chain audit and inspection partner to explore how they could support our efforts to manage and address modern slavery risks within our direct import supply chains.

As part of this engagement, we discussed introducing grievance mechanisms in our direct import supplier factories, enabling workers to anonymously report concerns about their working conditions through a dedicated hotline. This would be supported by a remediation service, activated as necessary. Our Modern Slavery Committee will continue to evaluate the potential benefits of this initiative, determining its feasibility for formal implementation across our direct import supply chains, while also exploring alternative solutions for establishing grievance mechanisms in factories.

Our primary approach to remediation continues to be enforced through our supplier audit program, through which we have established both short and long-term targets to reduce modern slavery risks among our direct import suppliers.

Concurrently, we are assessing and establishing risk scores for all dropship and operational suppliers to enable ongoing risk measurement and reduction. This proactive approach to remediation supports our efforts to mitigate the risk of remediation being required, whilst also helping us align all suppliers with good practice across our supply chain.



Assessing effectiveness

Building on our efforts from FY23, we expanded our modern slavery self assessment process to include dropship and operational suppliers. This assessment aimed to capture inherent modern slavery risks, evaluate existing mitigation controls, and assign each supplier a risk score and rating.

The iPRO scoring system is broken into two key scores:

1. **Inherent risk score:** the risk level based on existing, essential attributes (eg. geography, industry and workforce) of the organisation, prior to risk controls being applied.
2. **Unmitigated risk score:** the level of risk controls that have been put into place to minimise the inherent risk.

Additionally, the iPRO software provides suppliers who complete a self-assessment with clear, actionable steps to help mitigate identified modern slavery risks. We can track and measure the effectiveness of these actions through a scoring system that reflects reductions in each supplier's unmitigated risk score as they implement recommended improvements. This quantifiable risk metric for all suppliers is a critical component of our ability to assess and monitor the effectiveness of our risk mitigation efforts.

In addition, by giving suppliers access to this software and their own dedicated dashboard, we equip them with essential tools and resources to address risks within their supply chains. This approach streamlines our efforts to assess and manage modern slavery risks across hundreds of supply chains.

In FY25, we intend to incorporate our direct import suppliers into the iPRO software, enabling consistent tracking, measurement, and reporting across our entire tier-one supply chain.

Our due diligence process for managing risks within our direct import supply chain continues to be a key tool for evaluating the effectiveness of our efforts to address modern slavery risks. Through this process, we ensure that all direct import supplier factories are audited for ethical compliance by a third party audit company. These audit reports are reviewed to identify modern slavery risks, with corrective action plans developed to address and mitigate them. Verification of supplier corrective actions is conducted through two primary methods: desktop audits and follow-up site audits.

Our Quality and Compliance team oversees desktop audits, reviewing evidence submitted by suppliers to confirm that corrective actions outlined in their plans have been appropriately addressed. Recognising the importance of on-site audits for comprehensive factory assessments, we also arrange follow-up audits. These visits allow us to evaluate the effectiveness of corrective action plans by verifying the accuracy of information provided during desktop audits and identifying any new modern slavery risks that may emerge. These also help identify where suppliers may need additional support from us to address outstanding risks.

Consultation

Our Chief Executive Officer, Mark Coulter, led the preparation of this Modern Slavery Statement. This included consulting with the executive team, the Head of Sustainability, and the Modern Slavery Committee regarding modern slavery risks, mitigation strategies,

training, how to evaluate effectiveness, resourcing, remediation and due diligence. The Audit and Risk Committee also reviewed our actions, progress and adherence with the requirements of the Modern Slavery Act 2018 (Cth).

Future priorities and commitments

In FY25, our focus will be to formalise a modern slavery risk mitigation roadmap.

This will help us to:

- establish clear targets to address modern slavery risks within our operations and supply chains over the next five years.
- define a timeframe and acceptable risk thresholds with our tier one suppliers as a foundation for initiating risk mitigation efforts within the deeper tiers of our supply chain.
- document a supporting framework and procedures to guide the ongoing management and governance of modern slavery risk mitigation throughout our business.

We will continue to prioritise our efforts in the areas where we have the most impact and influence, and that are most relevant to our industry. We will gain a clearer understanding of the impact of our actions after conducting follow-up factory audits and completing 100% of supplier self-assessments. The outcomes will be disclosed in future annual Modern Slavery Statements.

Our priorities for FY25 are as follows:

1. Ensure that key corrective actions identified in audit reports are being addressed by private label suppliers.
2. Communicate and monitor short and long term goals to address modern slavery risk in private label supply chains with suppliers.
3. Target 100% completion rate for supplier self assessments, and ensure risk mitigation action plans are in place for suppliers representing 80% of annual spend.
4. Ensure that all dropship suppliers and offshore support employees have received modern slavery awareness training.
5. Incorporate our direct import suppliers into the iPRO software.

Approval of modern slavery statement

This statement relates to our financial year 2024 and was approved by CEO Mark Coulter and our Board of Directors.

A handwritten signature in black ink, appearing to read 'Mark Coulter', with a long horizontal stroke extending from the end.

Mark Coulter



Modern Slavery Statement FY24