

MODERN SLAVERY STATEMENT

2025 (2024 YEAR)



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CONTACT:

James Shields

Compliance, Corporate Furniture Pty Ltd

James@corporatefurn.com.au



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INTRODUCTION



As an Australian entity operating in the commercial furniture industry, Corporate Furniture Pty Ltd is committed to addressing the risks of modern slavery in its operations and supply chains. This statement is prepared in compliance with the Modern Slavery Act 2018 (Cth) and outlines the steps taken to identify, manage, and mitigate the risks of modern slavery during the year ending 31 December 2024.

At Corporate Furniture Pty Ltd, we condemn all forms of modern slavery, including human trafficking, forced labour, and child exploitation. We are dedicated to upholding human rights and ensuring ethical practices throughout our business and supply chains.

Practices that constitute Modern Slavery can include:

- human trafficking
- slavery
- servitude
- forced labour
- debt bondage
- forced marriage, and
- the worst forms of child labour

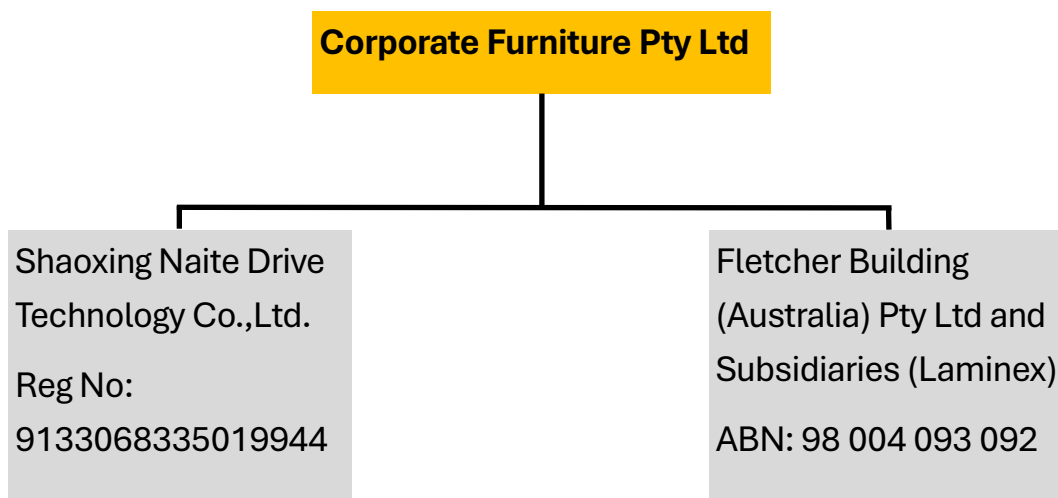


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STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Structure

Corporate Furniture Pty Ltd is a privately-owned company. We operate independently with a dedicated team managing procurement, logistics, and project execution. Our business model focuses on the efficient supply and distribution of high-quality workstations.



Operations

Corporate Furniture Pty Ltd operations include:

- Procurement of raw materials and pre-manufactured components.
- Warehousing and logistics management to facilitate distribution.
- Customer-focused services such as project management, delivery, and installation.



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Supply Chains

Our supply chains span domestic and international suppliers, primarily focusing on:

- Raw materials: Laminates, steel, and wood.
- Pre-fabricated workstation components.

Contracted logistics and installation services.

In 2024, we worked with over 30 suppliers, with a significant proportion of materials sourced from Australia and Asia.

RISKS OF MODERN SLAVERY PRACTICES

Operational Risks

Modern slavery risks in our operations may include:

- Contracted labour used in warehousing and logistics.
Limited visibility into labour conditions for subcontractors involved in workstation installations.

Supply Chain Risks

Potential risks in our supply chain include:

- Manufacturing in high-risk regions with less robust labour protections.
- Sourcing raw materials from suppliers where vulnerable workers may be exploited.
- Third-party logistics services potentially relying on vulnerable labour.



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ACTIONS TO ASSESS AND ADDRESS RISKS

Policies and Procedures

In 2024, Corporate Furniture Pty Ltd undertook several actions to address modern slavery risks:

- Implementing a Supplier Code of Conduct to enforce ethical labour practices.
- Updating the Procurement Policy to require evidence of compliance with modern slavery laws from high-risk suppliers.
- Establishing a whistleblower mechanism for reporting unethical practices confidentially.

Due Diligence and Training

- Provided mandatory training for employees and contractors to identify modern slavery risks and understand reporting mechanisms.

Conducted due diligence assessments on key suppliers to ensure alignment with ethical standards.

Supplier Engagement

- Added modern slavery compliance clauses to new and renewed supplier contracts.
- Engaged with suppliers to improve transparency and shared best practices for mitigating

Collaboration and Remediation

- Worked with industry bodies to refine our approach to modern slavery compliance.
- Developed contingency plans for remediation in the event of identified non-compliance.

EFFECTIVENESS OF ACTIONS

To evaluate the effectiveness of our measures:

- Supplier adherence to the Supplier Code of Conduct was monitored.
- Training sessions' feedback was reviewed to enhance employee awareness.
- High-risk suppliers were audited to ensure compliance with ethical standards.

Future steps include leveraging third-party audits and improving supplier engagement processes to reduce risks further.



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CONSULTATION

This statement was developed in consultation with key stakeholders across Corporate Furniture Pty Ltd. Regular discussions with procurement, compliance, and operations teams ensured a unified approach to identifying and mitigating modern slavery risks. As Corporate Furniture Pty Ltd does not own or control other entities, consultation with external entities was not applicable.

SUPPORTING DOCUMENTATION

To support this statement, Corporate Furniture Pty Ltd maintains the following documents on-site:

- Employment records.
- Contractor agreements and records.
- Leave entitlements policy.
- Relevant human resources policies.
- Payslips, wage scales, and remuneration policies.
- Minimum age of employment policy.

These documents are available for review during on-site assessments, ensuring compliance with modern slavery obligations.

APPROVAL

This statement was approved by the Board of Corporate Furniture Pty Ltd on 20/1/2025.

Signature:

Mitch Lowry, Director

Date: 15/4/2025

Signature:



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