



Modern Slavery Statement

2025

30 September 2024 - 28 September 2025

Submitted pursuant to the Modern Slavery Act 2018 (Cth)

Reporting Entity: Freedom Furniture Australia Pty Limited

Subsidiaries Covered: Freedom Logistics Pty Ltd; Freedom Furniture New Zealand Limited

www.freedom.com.au

About This Statement

This Modern Slavery Statement is submitted by Freedom Furniture Australia Pty Limited (**Freedom**) on behalf of itself and its wholly owned subsidiaries, Freedom Logistics Pty Ltd and Freedom Furniture New Zealand Limited (**Freedom Group**).

This is the Freedom Group's first stand-alone statement. In previous years, Freedom formed part of the Greenlit Brands group reporting. During the FY25 reporting period, Greenlit Brands Pty Limited sold the Freedom Group to BBQSAM Pty Limited, and Freedom now operates independently of the Greenlit Brands group.

This Statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth) and addresses the mandatory reporting criteria.

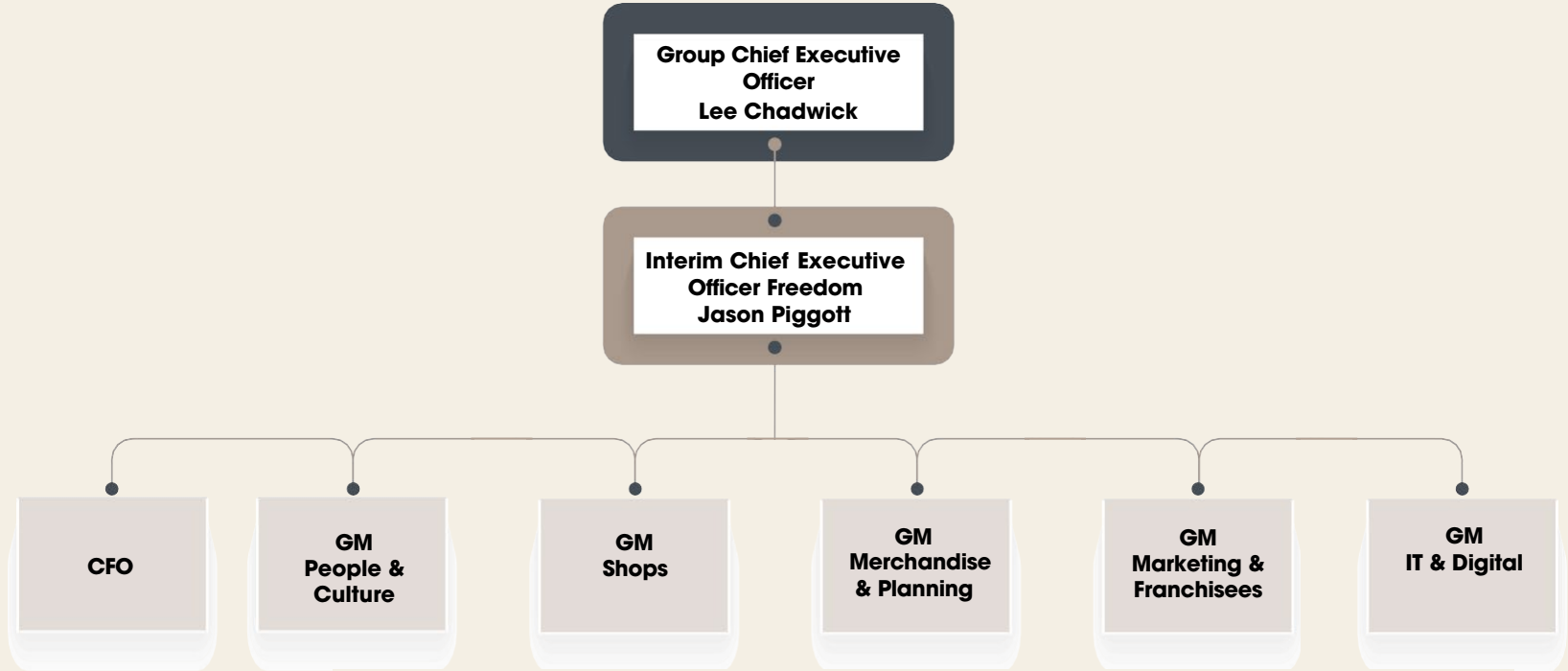
Contents

Section 1: Leadership Structure	3
Section 2: Corporate Structure, Operations and Supply Chains	4
Section 3: Modern Slavery Risks in our Operations and Supply Chains	6
Section 4: Actions Taken to Assess and Address Modern Slavery Risks	7
Section 5: Assessing the Effectiveness of Our Actions	9
Section 6: Process of Consultation	10



Section 1: Leadership Structure

Freedom Group's leadership team comprises of a Chief Executive Officer, a Chief Financial Officer, and General Managers in Marketing & Franchisees, People & Culture, Shops (Retail Sales & Operations), IT & Digital, and Merchandising & Planning. The leadership team is supported by a General Counsel and Company Secretary.



Section 2: Corporate Structure, Operations and Supply Chains

2.1 Corporate Structure

The Freedom Group comprises:

Freedom Furniture Australia Pty Limited – Australian retail and corporate operations

Freedom Logistics Pty Ltd – logistics, warehousing, distribution, and transport

Freedom Furniture New Zealand Limited – New Zealand retail and operational business

Ownership: 100% owned by **BBQSAM Pty Limited**.

2.2 Operations

Across FY25, the Freedom Group operated:

41 owned stores in Australia

6 franchise stores in Australia

13 company owned stores in New Zealand

6 distribution centres and **2 off-site warehouses** across Australia and New Zealand

Manufacturing is **not performed in-house**; all products are manufactured by third-party suppliers

Freedom Group workforce comprises of:

Freedom

689 full time/part time
11 casuals

Freedom New Zealand

149 full time/part time
23 casuals

Freedom Logistics

61 full time/part time
23 casuals

Supporting functions include merchandising, supply chain and quality assurance, property and facilities management, digital, IT and logistics, marketing, finance, and legal and corporate governance.

Section 2: Corporate Structure, Operations and Supply Chains

2.2 Operations (continued)

Details regarding Freedom's migrant workforce are as follows:

Freedom

629 permanent citizens
9 foreign employees
62 visa holders

Freedom New Zealand

155 permanent citizens
17 visa holders

Freedom Logistics

79 permanent citizens
5 visa holders

In addition to its direct workforce, Freedom engages a range of individual contractors engaged by the business either directly or through third party labour providers across logistics, warehousing and retail related support functions. These include:

Freedom

98 contractors
Retail related support functions
91 located overseas (Philippines)

Freedom New Zealand

9 contractors
Labour hire

Freedom Logistics

16 contractors
Labour hire, delivery drivers

Section 2: Corporate Structure, Operations and Supply Chains

2.3 Supply Chains

Freedom Group's premises are located throughout Australia and New Zealand. The Freedom Group engages with approximately 600 suppliers across its businesses.

The range of services provided to our operations from third parties include cleaning services, waste services, property management, uniforms, transport and freight, security services, information technology services and products, communications and marketing, financial and superannuation services, and website and cloud storage.

Freedom Group maintains a trade supplier base of 87 manufacturers and suppliers across Australia, New Zealand and key sourcing regions including China, Malaysia, India and Turkey from whom we procure furniture, bedding, outdoor products, homewares, textiles and lighting. Our tier two and three supplier countries include Australia, China, Pakistan, Philippines, Thailand and Vietnam.

Beyond our direct procurement channels, Freedom also engages 175 dropship vendors who supply products directly to customers under Freedom-approved commercial arrangements. The business operates a franchise network of 6 stores, each of which maintains its own operational workforce but is required to comply with Freedom's policies, including its Responsible Sourcing Framework.

The Group's offshore quality assurance and compliance partner, Blue Rock Sourcing Solution Limited (**BlueRock**), continues to play a key role in supplier engagement, quality assurance, and on-site auditing across our overseas trade suppliers. BlueRock conducts a structured program of social, quality and technical audits and unannounced site visits for suppliers within its management scope. Audits include evidence of unsafe work practices, child labour, forced labour or bonded-labour indicators. Social audits conducted by third parties are carried out using internationally recognised methodologies, including SMETA or equivalent standards by sourcing regions. Higher risk suppliers undergo audits annually, while lower risk suppliers are monitored on a 24-36 month cycle. Corrective action plans (CAPs) are issued and monitored through a structured close out process.

Section 3: Modern Slavery Risks in Our Operations and Supply Chains

3.1 Operational Risks

Freedom's direct workforce in Australia and New Zealand represents a low-risk profile due to strong employment regulation. However, the Group recognises potential modern slavery risks associated with:

- cleaning, security, and waste management services
- supply chain contractors, particularly subcontracted labour where visibility is lower
- offshore partner operations and quality assurance services

Freedom's FY24-FY25 review into cleaning and facilities services continued this past financial year, focusing on migrant labour—a sector already identified by the Group as higher risk.

3.2 Supply Chain Risks

The key risks identified in FY25 align with prior year assessments:

1. **Forced labour and child labour** risk in:

- textiles and fabrics
- timber and furniture componentry
- foam and upholstery
- plastics and adhesives
- metalwork

2. **Limited visibility beyond tier-1 suppliers**, including subcontracted manufacturing, raw-material extraction, and informal labour.

3. **Corruption and poor labour oversight** in certain sourcing regions.

BlueRock has continued ongoing quality audits, factory visits, and compliance checks for suppliers it manages, which mitigates—but does not eliminate—risk exposure.



Section 4: Actions Taken to Assess and Address Modern Slavery Risks

In this section we outline Freedom's actions and priorities to remedy situations where they may cause, or contribute to, modern slavery or modern slavery risks.

4.1 Governance and Dedicated Roles

Freedom's **Responsible Sourcing Committee** continued in its second year of operation, co-chaired by the GM Merchandise & Planning and the Chief Financial Officer, with attendance from:

- Quality and Compliance Manager
- Head of Merchandise Operations
- Head of Dropship
- General Counsel
- Audit Supervisor

The Responsible Sourcing Committee is responsible for oversight, monitoring, supplier escalations, and continuous improvement of modern slavery compliance. Freedom maintains oversight of BlueRock's activities at the Responsible Sourcing Committee or quarterly BlueRock Business Reviews (the latter attended by Quality and Compliance Manager and Head of Merchandise Operations) by reviewing BlueRock audit summaries and CAPs, assessing root-cause trends, escalated non-compliance findings, and verifying adequacy of auditor independence and methodology.

4.2 Policies and Internal Controls

Freedom maintains the following internal policies and processes:

- Modern Slavery Policy
- Responsible Sourcing Framework
- Modern Slavery Process
- Speak Up! (Whistleblower) Policy
- Grievance Policy
- Anti-Bribery, Corruption & Fraud Policy
- Appropriate Workplace Behaviour Policy

All employees undergo mandatory training and refreshers on policy obligations applicable to their role.



Section 4: Actions Taken to Assess and Address Modern Slavery Risks

4.3 Supplier Contracts, Code of Conduct and Due Diligence

During FY25 Freedom:

- Rolled out **updated trade supplier agreements** containing mandatory modern slavery clauses.
- Implemented the updated **Freedom Supplier Code of Conduct**, distributed to all trade suppliers.
- Issued **supplier self-assessment questionnaires**, assessing suppliers' governance, human rights policies, labour controls, environmental processes, and anti-corruption frameworks.
- Continued to utilise BlueRock's onboarding audits, social audits, site visits and ongoing compliance monitoring.

4.4 Training

In FY25 training was undertaken on a structured basis by the merchandise team and department heads. In FY26 Freedom intends to ensure formal training is rolled out more broadly across the merchandise, procurement, logistics, finance and store support teams, with training material also to be issued to encourage uplift in supplier modern slavery competency.

4.5 Remediation and Grievance Handling

Freedom's grievance systems include:

- internal employee grievance channels
- the Speak Up! hotline (anonymous and confidential)
- escalation pathways through the Responsible Sourcing Committee
- Freedom's remediation framework (in development for addressing identified risks or harm in supplier environments)

Section 5: Assessing the Effectiveness of Our Actions

To assess the effectiveness of our actions, Freedom has introduced more detailed measurement indicators, including:

- **Supplier assessments:**

- 100% of trade suppliers completed the self-assessment questionnaire during FY25
- 80% of trade suppliers have completed the self-assessment questionnaire in FY26
- 100% of dropship vendors completed the self-assessment questionnaire during FY25

- **Audit program outcomes:**

- Third party social audits - 52 suppliers had a valid third-party audit in place in FY25, of which 39 were conducted in FY25
- 426 factory audits were conducted by BlueRock in FY25
- 19 technical audits were conducted by BlueRock (conducted on supplier on-boarding and period intervals thereafter)

- **Training effectiveness:**

- 100% completion rate for mandatory internal modern slavery awareness training across corporate and merchandise teams

- **Incident reporting:**

- Zero confirmed cases of forced labour, child labour, bonded labour or trafficking identified in tier-1 suppliers during FY25
- Zero grievance reports received relating to modern slavery concerns

These indicators provide a more reliable basis for monitoring year-on-year progress and identifying areas for deeper intervention.

Freedom acknowledges that absence of evidence is not evidence of absence and remains vigilant in its review of supplier practices.



Section 6: Process of Consultation

Freedom consulted with its subsidiaries through:

- cross-functional working groups
- consolidated reporting processes
- centralised procurement and supply chain governance
- coordinated policy rollouts
- unified Responsible Sourcing Committee oversight mechanisms

This ensured alignment across supply chain, logistics, retail, and corporate activities.

This Statement was approved by the Board of **Freedom Furniture Australia Pty Limited** on **26 March 2026**, being the governing body of the reporting entity under the Modern Slavery Act 2018 (Cth). This Statement is signed below by Lee Chadwick as responsible member of the Board of **Freedom Furniture Australia Pty Limited**.

Signed for and on behalf of Freedom Furniture Australia Pty Limited:



Lee Chadwick
Director
Freedom Furniture Australia Pty Limited
Date: 27 March 2026

This statement is also signed by the Interim Chief Executive Officer of Freedom, however his signature is not included as a responsible member for the governing body of the reporting entity.



Jason Figgott
Interim Chief Executive Officer
Freedom Furniture Australia Pty Limited
Date: 27 March 2026



FREEDOM

