



**JOINT MODERN
SLAVERY
STATEMENT**
FY2023

BEACON LIGHTING GROUP

Beacon
LIGHTING

Beacon
TRADE

Beacon
COMMERCIAL

Beacon
INTERNATIONAL

LIGHT
SOURCE
SOLUTIONS

CONNECTED
LIGHT SOLUTIONS

MASSON
FOR LIGHT

C
CUSTOM LIGHTING
DESIGNERS OF LIGHT

MODERN SLAVERY ACT MANDATORY REPORTING CRITERIA

MANDATORY CRITERIA	PAGES
Identify the reporting entity.	4
Describe the reporting entity's structure, operations and supply chains.	5 - 7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entities it owns or controls.	8 - 9
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	10 - 13
Describe how the reporting entity assesses the effectiveness of these actions.	14
Describe the process of consultation on the development of the statement with any entity it owns or controls.	15
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	3 - 15

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

The Beacon Lighting Group ('Group') is pleased to release our fourth Joint Modern Slavery Statement. This Statement reports on the activities undertaken in FY2023 in assessing and addressing the risk of modern slavery in our operations and supply chains.

As a purchaser of goods and services, Beacon Lighting understands the important role that the Group can play in respecting and promoting human rights and eradicating modern slavery. We are confident that there is no modern slavery in the Group's operations, and we continue to work on managing the risks associated with modern slavery in our supply chains. Beacon Lighting remains committed to expanding our modern slavery risk management strategies to increase our confidence in the goods and services we use in the Group or sell to our customers.

During FY2023, Beacon Lighting conducted modern slavery training, remapped our global supply chains, and conducted modern slavery risk self-assessments with

many tier-one suppliers and some of our more important tier-two suppliers. As a result of Beacon Lighting selling our innovative fan designs in Europe, some of our more important suppliers have undertaken Business Social Compliance Initiative (BSCI) certification. By the end of FY2023, around 92% of our tier-one risk-adjusted suppliers had been assessed by Beacon Lighting. We will continue to work with our suppliers to reduce the risk of modern slavery in their organisations and supply chains.

Please read this Beacon Lighting Modern Slavery Statement for FY2023 to get a greater understanding of our modern slavery reporting entities, structures, operations, supply chains, our risks of modern slavery, the actions taken to manage the risk of modern slavery, and the effectiveness of such actions. The Beacon Lighting Group remains committed to playing our part in reducing the risks of modern slavery in our supply chains.



Glen Robinson
Chief Executive Officer
Beacon Lighting Group Limited

ABOUT THIS STATEMENT

This Statement, pursuant to the Modern Slavery Act 2018, describes the risks of modern slavery in the operations and supply chains of the Beacon Lighting Group and includes information about the actions taken to address those risks for the 52 weeks ending 25 June 2023 (i.e. FY2023).

This is a Joint Modern Slavery Statement for the Group. The relevant reporting entities under the Commonwealth Modern Slavery Act 2018 are:

- Beacon Lighting Group Limited (ABN 90 164 122 785), the publicly listed entity (ASX: BLX) for the Group, which only employs a small number of executives.
- Beacon Lighting Corporation Pty Ltd (ABN 56 083 125 446) is a non-trading entity and is the holding company for each of the unit trust entities within the Beacon Lighting Group.
- Brightlite Unit Trust (the trustee of which is Brightlite Nominees Pty Ltd) (ABN 13 322 464 749), which is the main operating entity within Australia, which includes the trading businesses of Beacon Lighting stores, Beacon Trade, Beacon Commercial, Connected Light Solutions, Masson For Light and Custom Lighting.

All Beacon Lighting Group entities operate under one set of governance policies, programs, and management. This Joint Modern Slavery Statement for FY2023 has been prepared for all the above reporting entities.

In line with our philosophy and core values, minimising the risk of modern slavery in our operations and supply chains will always be a critical focus for the Beacon Lighting Group.



ABOUT BEACON LIGHTING

Beacon Lighting opened its first store in Prahran, Victoria, in 1967. Since then, Beacon Lighting has grown to be Australia's leading retail and trade supplier of lighting, ceiling fans, and lighting accessories and an emerging wholesaler of ceiling fans worldwide. Beacon Lighting also owns 50% of the Large Format Property Fund, which owns seven retail properties in Australia.

Beacon Lighting's mission is "To light our customers' lives with exciting products that are environmentally friendly and fashionable, delivered with expertise and unparalleled service." Our core values are:

BE SUCCESSFUL

Commit to achieving your goals and deliver results. Celebrate your success with humility and strive for continuous improvement.

BE A TEAM PLAYER

Work together with others to achieve the best outcomes. Recognise each other's strengths and support one another.

BE RESPONSIBLE

Take ownership of your role and responsibilities. Be empowered to make informed decisions.

BE ETHICAL

Be honest and open. Demonstrate integrity in all that you do.

BE RESPECTFUL

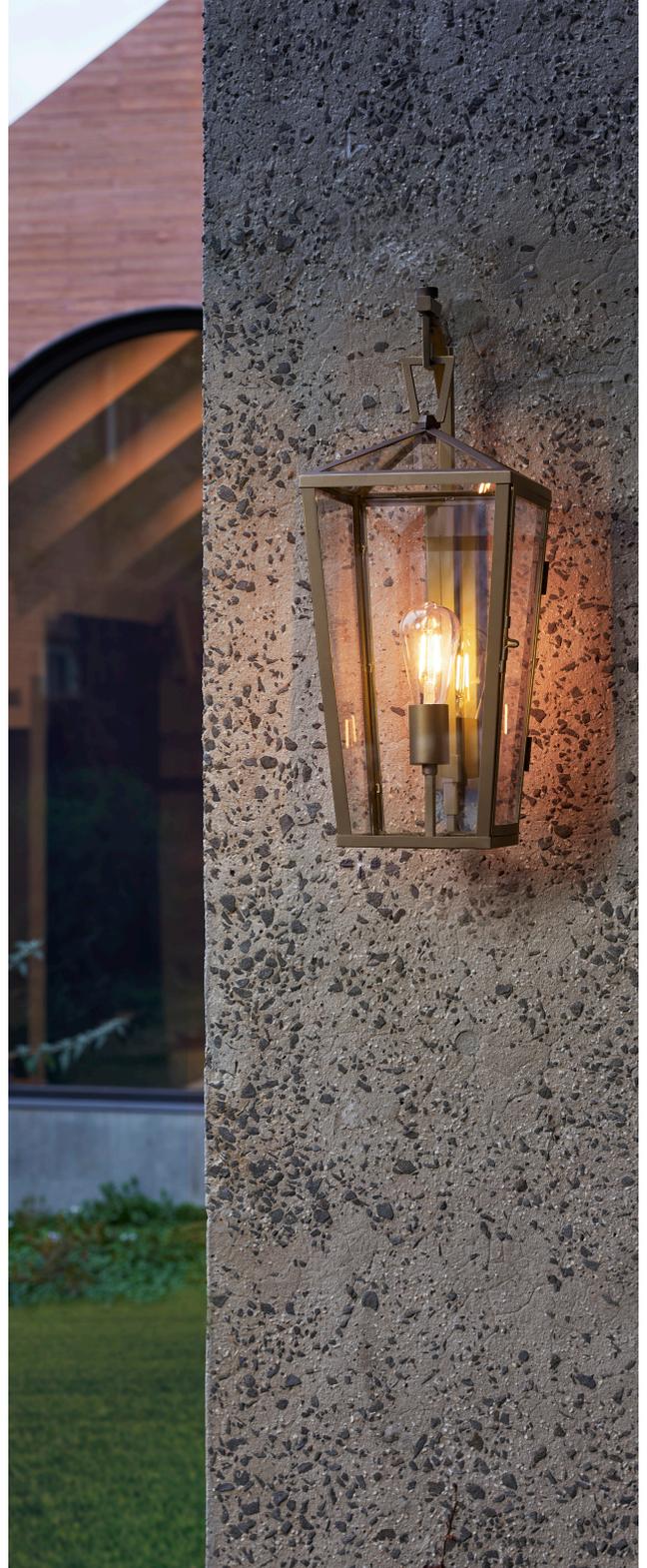
Be professional at all times. Listen to other's points of view, value each other's differences and give everyone a "fair go"

BE CARING

Care about what you do. Provide exceptional service to your customers and look out for each other.

BE A BEACON

Be a shining example. Do everything to the best of your ability with enthusiasm and energy and inspire others.



ABOUT BEACON LIGHTING

By the end of FY2023, Beacon Lighting has several trading businesses operating under the following brands:



More specific details regarding the Beacon Lighting trading businesses at the end of FY2023, are presented as follows:

- 117 Beacon Lighting company retail and trade stores.
- 2 Beacon Lighting franchised retail and trade stores.
- 16 dedicated business websites, with the primary websites being www.beaconlighting.com.au and www.beacontrade.com.au
- 5 Commercial sales offices.
- Beacon International offices in Hong Kong, Germany, the United States of America, and China.
- Light Source Solutions operating in New Zealand.
- Connected Light Solutions.
- Masson for Light.
- Custom Lighting.
- Beacon Lighting Wholesale.

The trading businesses in Australia are supported by a supply chain with Beacon Lighting operated warehouses in Brisbane, Melbourne, and a third party logistics (3PL) warehouse in Perth. Internationally, Beacon Lighting also has 3PL warehouses in New Zealand, China, Germany, and the United States of America. Supporting all the trading businesses and their supply chains is the Beacon Group Support Centre in Melbourne.

The Beacon Lighting Group has more than 1,120 team members, with most of the team working in stores throughout Australia. The remaining team members in Australia are employed in the Brisbane and Melbourne warehouses and the Beacon Group Support Centre in Melbourne. Beacon Lighting also has team members working in New Zealand, Hong Kong, Germany, the United States of America, and China. Beacon Lighting also has a few contractors engaged for specific projects occasionally. These contractors are primarily involved in warehouse operations to support the existing warehouse teams during peak trading periods or for specific projects.

For further information about the Beacon Lighting Group structure, operations, and corporate governance processes, please refer to the Beacon Lighting Group investor website as follows: www.beaconlighting.com.au/investor

The Beacon Lighting Group's principal product categories are energy-efficient lights, fans, globes, and lighting accessories. More than 95% of the products that Beacon Lighting sells are designed, developed, imported, and distributed by the Group. Due to the vertically integrated supply structure of the Group and our long-term partnerships with our product suppliers,

ABOUT BEACON LIGHTING

Beacon Lighting has a high level of visibility of these product suppliers, their operations, and, in turn, their risks of modern slavery.

Most of the products sold by the Beacon Lighting Group are purchased from overseas buying agents and, to a lesser extent, directly from the factory. Beacon Lighting also has a small manufacturing capability in Melbourne. Most of the products sold by the Group originate from manufacturing facilities and supply chains in China.

The Beacon Lighting Group also purchases a diverse range of goods and services to operate our stores, warehouses, and offices. These goods include all the equipment for store fit-outs, information technology equipment, telecommunication equipment, and a wide range of common consumables. These services include cleaning, store development, marketing, legal, information technology, logistics, audit, and taxation services. The suppliers of all goods and services have been included in the Group's modern slavery risk management processes.



RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

MODERN SLAVERY

Modern slavery describes situations where coercion, threats, or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices are also illegal and harmful and may be present in some situations of modern slavery. These practices may escalate into modern slavery if not addressed.

TYPES OF MODERN SLAVERY

Trafficking in Persons

Describes the recruitment, harbouring, and movement of a person for exploitation through modern slavery

Slavery

Describes a situation where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.

Forced Marriage

Describes situations where coercion, threats, or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.

Forced Labour

Describes situations where the victim is either not free to stop working or not free to leave their place of work.

Debt Bondage

Describes situations where the victim's services are pledged as security for a debt, and the debt is manifestly excessive, the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

Deceptive recruiting for labour and services

Describes situations where the victim is deceived, and their labour services are exploited as a result.

Worst forms of child labour

Describes situations where children are:

- Exploited through slavery or similar practices, or
- Engaged in hazardous work that may harm their health, safety morals, or
- Used to produce or traffic drugs.

RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

MODERN SLAVERY RISKS IN BEACON LIGHTING'S PRODUCT SUPPLIERS

As a retailer and wholesaler of energy-efficient lighting, fans, and lighting accessories, Beacon Lighting has a diverse and extended supply chain through various regions worldwide. The Beacon Lighting supply chains extend beyond Australia, primarily into China, but with some important suppliers in Taiwan and some small suppliers operating in Europe and the United States of America. Given that some of our suppliers are located in countries other than Australia, where modern slavery risks are more prevalent, some of the modern slavery risks in the Beacon Lighting supply chains include:

- Deceptive recruitment practices and trafficking of migrant workers.
- The use of debt binding and/or the withholding of identification and travel documents to restrict the ability of workers to move freely in and out of employment.
- The use of forced labour or child labour by direct or indirect suppliers in the assembly of products, parts, or the sourcing of raw materials.
- The exploitation of vulnerable workers such as ethnic minorities, low-skilled workers, and migrant workers.

Beacon Lighting has been purchasing lighting, fan, and lighting accessory products for more than 50 years. Some of the current supplier relationships have been in place for more than 30 years. Assessments and visits to our product suppliers' factories by our executive team, buying team, buying agents, and other employees over many years have provided Beacon Lighting with a high level of visibility into their operations. Through our ongoing relationship and visibility of these product suppliers, Beacon Lighting assesses the risk of modern slavery amongst these suppliers to be low.

MODERN SLAVERY RISKS IN BEACON LIGHTING'S SERVICE SUPPLIERS

Most of the service suppliers used by Beacon Lighting are based in Australia. While the risk of modern slavery in Australia is relatively low compared to other parts of the world, it must be recognised that modern slavery exists in Australia. The risks of modern slavery in Australia are higher in industries that utilise low-skilled workers, young workers, migrant workers, and outsource work to sub-contractors. Due to the high level of visibility that the Group has into the operations of our Australian service suppliers, Beacon Lighting assesses the risk of modern slavery amongst these suppliers to be very low.



APPROACH TO MANAGING MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

The Beacon Lighting Group has implemented several strategies to minimise the modern slavery risks in the Group's operations and supply chains.

MODERN SLAVERY POLICY

The Beacon Lighting Group has developed and implemented a Modern Slavery Policy, which articulates the Group's commitment to respecting and promoting human rights and to identifying and addressing modern slavery risks in our operations and supply chains. For a copy of the Modern Slavery Policy, please refer to the Beacon Lighting Group investor website as follows: www.beaconlighting.com.au/investor-account/governance

GOVERNANCE ARRANGEMENTS

The Beacon Lighting Group has established a cross-functional team responsible for managing the modern slavery risks of the Group. This team reports directly to the Beacon Lighting Board of Directors. This team also prepares all the Modern Slavery Statements, which are reviewed and approved by the Board of Directors each reporting period.

WHISTLEBLOWER PROTECTION POLICY

The Beacon Lighting Group has an accessible and well-publicised reporting mechanism for concerns and disclosures about modern slavery reporting, which allows for confidential and anonymous reporting and provides protection from reprisal. The Group Whistleblower Policy is available to our team members, our suppliers, our business partners, and any interested party. There are clear processes for investigating and reporting on the issues raised through this reporting mechanism.

For further information about the Beacon Lighting Group Whistleblower Policy, please refer to the Beacon Lighting Group investor website as follows: www.beaconlighting.com.au/investor-account/governance

MAPPING OF THE SUPPLY CHAINS

The Beacon Lighting Group has undertaken work to map the Group supply chains and to undertake a modern slavery risk weighting exercise to determine those suppliers with the most material risks to the Group. The Group's initial focus was on the modern slavery risks associated with tier-one suppliers, that is, those suppliers that supply products and services directly to Beacon Lighting. As the modern slavery risks associated with the most material tier-one suppliers have been assessed, the Group has now begun focusing on assessing tier-two suppliers, that is, the suppliers to our tier-one suppliers.

RISK ASSESSMENTS

Those suppliers with the highest modern slavery risk weightings must complete risk assessments. If necessary, risk audits are also conducted to confirm compliance with Beacon Lighting Group's Modern Slavery Policy. Initially, risk assessments were self-assessed by our suppliers. The Group has moved towards an independent modern slavery assessment for some of our more important modern slavery risk-weighted suppliers.

REMEDIATION PROCESSES

The Beacon Lighting Group expects our suppliers to act in ways that are consistent with our values and our Modern Slavery Policy. In the event of an actual or potential occurrence of modern slavery or human rights breach, it is expected that our supplier will take immediate steps to rectify or mitigate the occurrence and notify the Group of the steps taken. It is also expected that all suppliers will cooperate fully in any investigations or related processes that Beacon Lighting may initiate.

APPROACH TO MANAGING MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

Any non-compliance with the Beacon Lighting Group Modern Slavery Policy by a supplier will be regarded as a breach of contract with the Group and result in the requirement to take immediate corrective action, or it may result in the suspension or termination of the contractual relationship.

TRAINING

Each Beacon Lighting team member with an important procurement responsibility will receive training on the Beacon Lighting Modern Slavery Policy and associated risk management processes.



PROGRESS THROUGHOUT FY2023

Throughout FY2023, the Beacon Lighting Group has undertaken important activities associated with managing the modern slavery risks in the Group's operations and supply chains.

MODERN SLAVERY TRAINING

The Beacon Lighting Group has conducted Modern Slavery Training with team members who have important procurement responsibilities within the Group. The learning outcomes for the Modern Slavery Training were for the participants to gain an understanding of the following:

- What is modern slavery?
- Types of modern slavery.
- Overview of the Australian Modern Slavery Act 2018.
- Beacon Lighting Group's Modern Slavery Policy.
- Reporting of actual or potential occurrences of modern slavery.
- Modern slavery risk management.
- Modern slavery statement reporting.
- Supporting the Beacon Lighting Group risk management process.

Five separate Modern Slavery training sessions have now been conducted in FY2021, FY2022 and FY2023. Over forty key Beacon Lighting team members with important procurement responsibilities have completed this training.

MAPPING OF MODERN SLAVERY RISKS IN THE SUPPLY CHAIN

Beacon Lighting has mapped the product and service supply chains to identify our most important tier-one suppliers. The AUD spend (including the translations of any foreign currency spend into AUD), the country of origin, and the industry were also noted for each supplier. The estimated prevalence of modern slavery by country from the Global Slavery Index 2018 was then applied to each supplier based on their country of origin. It was also noted that different industries have different modern

slavery risk ratings, which were applied to each supplier. It was a combination of AUD spend, country risk rating, and industry risk rating, which were then applied to all suppliers to determine the risk-adjusted modern slavery rating for each supplier.

The risk-adjusted modern slavery rating for all tier-one suppliers was ranked from highest to lowest. The Group focused on those suppliers that represented the highest material risk of modern slavery for the Beacon Lighting Group. The suppliers with the highest risk-adjusted modern slavery rating included product and service suppliers. It included suppliers from China, Australia, the United States of America, and Europe. It included industries from manufacturing, logistics, building services, and marketing.

MODERN SLAVERY RISK SELF-ASSESSMENT

The tier-one suppliers with the highest risk-adjusted modern slavery rating were required to complete Modern Slavery Risk Self-Assessments. Where necessary, the Risk Self Assessments were followed up to get further clarity on some of the responses. Overall, more than 92% of the Beacon Lighting Group tier-one suppliers with the highest risk-adjusted modern slavery rating have completed the Modern Slavery Risk Self Assessments in FY2021, FY2022, and FY2023. The remaining 8% of tier-one suppliers will be monitored into the future, and should their risk-adjusted modern slavery rating increase, they may also be asked to complete the Modern Slavery Risk Self Assessments.

In FY2023, Beacon Lighting began extending the Modern Slavery Risk Self Assessments to tier-two suppliers. Some of the more important two-tier suppliers, based on their risk-adjusted modern slavery ratings, completed the Beacon Lighting Modern Slavery Risk Self-Assessments.

PROGRESS THROUGHOUT FY2023

MODERN SLAVERY RISK INDEPENDENT ASSESSMENT

The Beacon Lighting Group, through the fully owned subsidiary Beacon Lighting Europe GmbH (BLE), has been selling our Australian-designed products, primarily ceiling fans, to some of the leading retail, wholesale, and e-commerce businesses in Europe. To sell to some of these businesses, there is a need for the manufacturing factories in China to undertake an independent assessment under the Business Social Chain Initiative (BSCI) certification process. The BSCI is a European social monitoring system for ethical sourcing founded by the Foreign Trade Association (FTA) in Brussels. The certification process includes but is not limited to an assessment of workers' involvement and protection, no discrimination, fair remuneration, decent working hours, and no child labour. All the BLE suppliers assessed under BSCI were appropriately certified. Beacon Lighting sources products from the same Chinese factories for sale in Australia, the United States of America, and other parts of the world.



ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

The Beacon Lighting Group understands the importance of continually improving our modern slavery risk management strategies. This is best done by assessing the effectiveness of the actions taken within our operations and supply chains.

There is a heightened understanding of modern slavery risk management processes in our operations and supply chains associated with the Beacon Lighting Team. There is also a strong appreciation of the responsibilities for managing modern slavery. As stated previously, five separate Modern Slavery Training Sessions have been conducted involving more than 40 key team members who have important procurement responsibilities. The Beacon Lighting team members have also been responsible for coordinating the completion of the Modern Slavery Risk Self-Assessments with their suppliers and all follow-up queries as required. It is through the process of training and their involvement in the self-assessment process which has shown that the modern slavery risk management strategies have proven to be effective for Beacon Lighting team members.

The Beacon Lighting Group has completed Modern Slavery Risk Self Assessments for more than 92% of tier-one suppliers with the highest risk adjustment modern slavery risk ratings. The risk assessment process has given our suppliers an understanding of Beacon Lighting's commitment to identifying and addressing modern slavery risks in our supply chains and has

given them insights into the risks of modern slavery in their operations and supply chains. The Modern Slavery Risk Self Assessments have now extended beyond our tier-one suppliers to include some of our most important tier-two suppliers. The Modern Slavery Risk Self-Assessment process has proven effective for our suppliers in educating them and helping them manage their modern slavery risks in their operations and supply chains.

The effectiveness of the Beacon Lighting modern slavery risk management processes in FY2023 can be best illustrated by an Australian supplier when completing their Beacon Lighting Modern Slavery Risk Self-Assessment. Although they are not legally required to submit a Modern Slavery Statement, "however, as a result of Beacon (Lighting) bringing this issue to our attention, we have decided to immediately adopt a Modern Day Slavery Statement". "We have also introduced a Modern Day Slavery Audit / Assessment for our existing suppliers and also apply it to any new suppliers". Beacon Lighting is proud to have assisted in promoting human rights and eradicating modern slavery from this supplier's operations and supply chains.

PROCESS OF CONSULTATION

In preparing this Joint Modern Slavery Statement, the Beacon Lighting Group has undertaken a consultation process across all the relevant owned and controlled subsidiary entities regarding the implementation of our Modern Slavery Policy and in the development of this Modern Slavery Statement. Implementing the modern slavery management processes has involved team members throughout Beacon Lighting and included fully owned entities in Australia, Europe, China, and the United States of America. All Beacon Lighting Group entities operate under one set of governance policies, programs, and management. The consultation process has included the engagement of the Executive Management Team, Beacon Lighting team members with important procurement responsibilities, and the Beacon Lighting Group Board of Directors.

CONCLUSION

The Beacon Lighting Group understands the importance of eliminating modern slavery from our world and the role that Beacon Lighting can play in reducing the risk of this unacceptable practice from our operations and supply chains. Despite the important work already being done, Beacon Lighting recognises that it is still at the start of a long journey. In the years ahead, the Beacon Lighting Group will focus on further enhancing and rolling out its modern slavery risk management strategy to further reduce the Group's risk of exposure to modern slavery, particularly in high-risk countries and throughout our supply chains. The Group is looking forward to working with our suppliers to reduce further the risk of modern slavery in their operations and their supply chains.

This statement was approved by the Board of Directors of the Beacon Lighting Group Limited, Beacon Lighting Corporation Pty Ltd, and the Brightlite Unit Trust (the trustee of which is the Brightlite Nominees Pty Ltd) on 9 October 2023.



Glen Robinson

Chief Executive Officer
Beacon Lighting Group Ltd
Beacon Lighting Corporation Pty Ltd
Brightlite Unit Trust (the trustee of which is the Brightlite Nominees Pty Ltd)

Date of Signing: 09/10/2023