

MODERN SLAVERY STATEMENT
FY 2022 – 2023

KEZU



OUR COMMITMENT

KE-ZU is committed to preventing modern slavery and ensuring that our operations and supply chains are free from any forced labour, human trafficking or exploitation.

Modern slavery is prevalent today and directly impacts over 40 million people around the world and can include serious forms of exploitation such as forced labour, human trafficking, slavery and slavery-like practices. These practices are serious crimes, grave abuses of human rights and have devastating impacts on survivors.



This statement is made pursuant to S6(1) of the Modern Slavery Act 2018, and sets out the actions taken by KE-ZU to identify risks and then to minimise the risk of modern slavery in our operations and supply chain.

It outlines our commitment to combatting modern slavery.

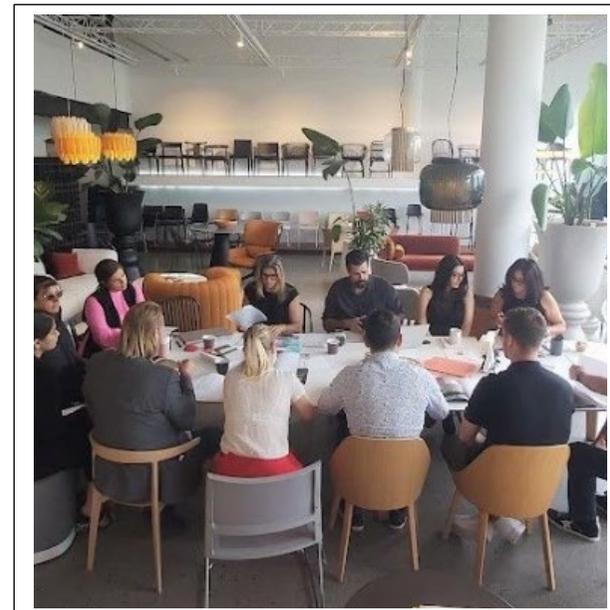
Mark Swanton
Director, KE-ZU Pty Ltd

This statement was approved by the sole director of KE-ZU Pty Ltd
Mark Swanton on the 30th March, 2023
Picture of Mark Swanton Founder and Co-Owner of KE-ZU

Business Structure and Operations

Founded in 1992 by Mark Swanton, KE-ZU Pty Ltd (ABN 39 056 318 873) supplies furniture primarily for the contract and residential market which it imports and secures locally from some of the world's most prestigious furniture manufacturers. We operate from one showroom located in Alexandria, Sydney and wholesale to retailers across Australia and South-East Asia.

The scope of operations and supply chain include the procurement of furniture; primarily chairs, stools, sofas, tables, lights and credenza's, and of course the logistics of shipping to Australia and delivering to customers as well as business services. There are 22 staff spread across our warehouse, sales, admin and management.



RISK ASSESSMENT and MANAGEMENT

We work directly with 25 suppliers who design manufacture and supply our furniture collections. We have specifically chosen to work with these companies due to their being ethically aligned to our own policies and any risk arises from the direct suppliers who manufacture our products as well as the third parties who supply products and raw materials to them.



The countries of origin for these suppliers (Left to right , Top to bottom) are: Spain, The Netherlands, Japan, Vietnam, USA, Belgium, Italy, Spain, Spain, Canada, Australia, Spain, Spain, United Kingdom, Canada, Spain, Spain, Spain, Spain, Australia, Australia, USA + Vietnam and Spain. We also have 2 other Australian suppliers mostly for table tops.

PROCESS

We have implemented a due diligence process to assess and mitigate the risks of modern slavery in our operations and supply chains. This process includes the following steps:

1. **RISK ASSESSMENT:** We assess the risk of modern slavery in our operations and supply chain by reviewing the countries where our suppliers operate, the nature of the products we import and the working conditions in the factories that produce our products.
2. **SUPPLIER SELECTION:** We only select suppliers who share our commitment to ethical business practices and who have demonstrated their compliance with all applicable laws and regulations related to modern slavery.
3. **SUPPLIER MONITORING:** We monitor our supplier's compliance with our ethical business practices, including their compliance with laws and regulations related to modern slavery. We require them to provide confirmation that they have not been convicted or investigated for any modern slavery offences. We also take all reasonable steps to ensure that their supply have adequate processes in place to prevent acts of modern slavery and they must agree to allowing KE-ZU to conduct on-site audits or request third-party audits to ensure compliance.
4. **REMEDIATION:** If we identify any issues related to modern slavery in our operations or supply chains, we will take immediate action to address the issue and prevent any future occurrences.

During the reporting period of (1 April 2022 to 31 March 2023) completed supplier self-assessments did not reveal any risks of modern slavery.

KE-ZU PRINCIPLES FOR GOVERNANCE

Training and Communication



We provide training and communication to our employees and suppliers to raise awareness about modern slavery and the importance of ethical business practices. We also encourage our employees and suppliers to report any concerns or suspicions related to modern slavery or any other form of exploitation.

We encourage our suppliers to maintain open and transparent relationships with their workers and to provide fair and decent working conditions, including reasonable working hours, safe working environments and fair compensation. We also expect our suppliers to respect workers' rights to freedom of association and collective bargaining.

We recognize that the eradication of modern slavery requires collaboration and collective action. We are committed to working with our suppliers, industry partners and other stakeholders to promote ethical conduct and to address any instances of modern slavery in our supply chains.

OUR EMPLOYEES

KE-ZU is committed to treating our employees fairly and with respect and providing a safe and healthy workplace for all employees and contractors. We provide fair wages, safe working conditions and opportunities for career development and these are implemented throughout the company in line with the Fair Work Act 2009.

We have policies and procedures in place to prevent any form of discrimination, harassment, or retaliation and we encourage our employees to report any concerns that they may have.

Our Code of conduct is centred around 5 core values:

1. Honesty above all else
2. Dignity and respect in all interactions both within and outside of KE-ZU
3. The pursuit of excellence
4. Innovation and creativity
5. A high level of professionalism

OUR COMMITMENT

KE-ZU is committed to continuously improving our approach to preventing modern slavery and human trafficking, and to ensuring that our operations and supply chains are free from these practices. We will review and update this statement on an annual basis, and we will continue to work with our suppliers and partners to promote ethical and responsible business practices. We will also report on our progress in this regard in accordance with relevant legislation and guidelines.



The number of years they have been working at EXPORMIM factory in Spain.

