

MODERN SLAVERY STATEMENT

This statement is made pursuant to the Modern Slavery Act 2018 (the Act) and explains the process as undertaken by Einhell Australia Pty Ltd T/A Ozito (Ozito) in our endeavours to ensure that Modern Slavery or Human Trafficking is not taking place within our business or supply chain.

We are committed to acting ethically and with integrity and transparency in all our business dealings and to ensure effective systems and controls are, and will remain in place to safeguard against any form of modern slavery in any area of our business dealings.

OUR COMPANY

Ozito Australia is a national supplier of home handyman and professional trade hardware products. We distribute our range of tools primarily through the Bunnings Hardware chain.

Our company was founded in 1993 and is owned by The Einhell Germany AG corporate based in Germany, with over 120 employees within Australia with our Head Office based in Melbourne, Australia.

The company supply chain includes the import and export of the products we sell including both international and national transportation.

In this context the company supply chain includes overseas factories & facilities where the product is manufactured and packaged and transported to our Australian warehouse based in Melbourne Victoria and 3PLs in Western Australia and Queensland.

This supply chain also includes services that contribute to our operations, including facility management cleaning, gardening and maintenance that service the Australian operations.

HIGH RISK AREAS

The company imports product from many areas of the world, including Europe, Asia and the USA and ensures all suppliers endeavour to comply with the requirements of the Modern Slavery Act 2018.

Not every country has passed a Modern Slavery Act at this time, with only Australia and the United Kingdom having comparable legislation, although France has a similar act.

The G20, G7 and United Nations are working towards the goal of global legislation to protect human rights and mitigate against slavery.

The company is committed through due diligence to ensure all suppliers uphold a code of conduct requirement to ensure compliance with the Modern Slavery Act.

Steps are also taken to understand in more detail the other areas of supply chains where risk might exist.

A review of supply chain terms and conditions and contracts has been our priority.

OUR SUPPLIERS

The company operates a supplier policy whereby due diligence is conducted on each supplier/manufacturer to determine they meet the highest of ethical and human rights standards.

An online search is also conducted to ensure these suppliers have not been convicted of any offences that could be perceived as offences against the Modern Slavery Act, including underpayment of employees or breaches of human rights.

We ask all current and potential suppliers to confirm that no part of the business or conduct would contravene the Modern Slavery Act.

Every supplier is requested to be compliant with the United Nations Universal Declaration of Human Rights and the principles of Global Impact.

The commitment we require from our suppliers includes:

- They have taken the necessary steps to eradicate Modern Slavery within all parts of their business, including their supply chain.
- They hold their own suppliers to account in respect – Modern Slavery
- They pay employees the local minimum wage and conform to local employment standards

COPORATE GOVERNANCE

Einhell Australia will continue to review our policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements.

Einhell Australia will conduct reviews of policies, such as, our Code of Conduct and Whistleblower, to ensure inclusion of modern slavery clauses to increase employee awareness of the risks of modern slavery in our business and our supply chain.

TRAINING

We continue to review our internal process and its application against the Modern Slavery Act 2018, including our process and strategy in addressing potential risk within our supply chain.

We can confirm that at this time, no instances of Modern Slavery within our business or our supply chain processes have been identified, we will continue to monitor this matter with the urgency and importance it deserves.

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes Ozito's Modern Slavery statement for the financial year 2023.

BOARD APPROVAL

This statement was approved by the board of Einhell Australia Pty Ltd T/A Ozito on 1 August 2024.

Signed:



Gary Milne
CEO

1st August 2024.