

## **Modern Slavery Statement**

Approved by the board of Caesarstone Australia Pty Ltd 27<sup>th</sup> December 2024

Review period: 1 July 2023 to 30 June 2024

### **Identify the reporting entity**

Caesarstone Australia Pty Ltd ACN 121 819 976

### **Describe Caesarstone's entity's structure, operations and supply chains.**

This statement describes Caesarstone Australia Pty Ltd's adherence to the Australian Modern Slavery Act of 2018 (the “**Act**”) and the measures taken to ensure compliance with the Act.

#### *Structure and Operations*

Caesarstone Australia Pty Ltd (“**Caesarstone**”) is a fully owned subsidiary of Caesarstone Ltd, a concept and lifestyle-driven company with a customer-centered approach to designing, developing, and producing high-end engineered surfaces used in residential and commercial buildings. Strong commitment to service has fostered growing customer loyalty in over 40 countries where its distinct product collections are available.

Operating in Australia since 2001, Caesarstone has branches in New South Wales, Victoria, Queensland, Western Australia, South Australia and sub-distributors in New Zealand, with an extensive distribution network. Locally, Caesarstone has over 125 dedicated employees in the areas of sales, distribution and customer service.

Caesarstone Australia doesn't own any entities.

#### *Supply Chain*

Caesarstone's suppliers comprise of well-established service providers such as external lawyers, Homan & Webb accountants and consultants in areas such as marketing who are well vetted. Other suppliers in our chain mainly relate to the provision of administrative and related services such as cleaners, employment agencies, transportation, sub-contractors for certain equipment repairs and maintenance such as Komatsu, JDN Monocrane and CDK safety supplies, as well as support solutions used for IT, human resources and sales.

### **Describe the risks of modern slavery practices in the operations and supply chains Caesarstone and any entities it owns or controls.**

Caesarstone has commenced our journey with rigour and taken meaningful steps to address modern slavery risk in our first year of reporting. As we progress, we will continue to address next steps and refine and further improve our approach and assessment to identify the diversity and respond to the risk of modern slavery practices within our operations and supply chain.

To address such risks, Caesarstone has undertaken a systematic review of both its operations and supply chains and understands key areas of compliance shall include;

- Ensure the risk of modern slavery practices within Caesarstone's business operations is understood and addressed in accordance with internationally recognised principles and the Modern Slavery Act 2018
- Eliminate the potential for modern slavery practices in our operations and supply chain
- Utilise the due diligence that has been conducted to date, to create a risk assessment, an action plan, and set out next steps for Caesarstone to achieve its goals to address the risk of modern slavery in our operations and supply chain
- Ensure transparency with our employees, clients, suppliers and stakeholders regarding the progress to date, along with our commitment and intent
- Develop a plan to measure the effectiveness of the approach taken to address the risks associated with modern slavery.

Certain materials for Caesarstone's products are sourced from a number of international locations, some of which are reported to have a high prevalence of modern slavery. Modern slavery has the potential to exist in any supply chain, however Caesarstone recognises the increased risk an international supply poses in a number of circumstances, including forced or exploited labour, child labour, human trafficking,

and discriminatory employment practices. The procurement team is aware of the issues around Modern Slavery and has not witnessed evidence of this in its periodic visits.

**Describe the actions taken by Caesarstone and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.**

As part of its measures to identify and mitigate risk within its business and supply chain, Caesarstone ensures its internal employment practices adhere to applicable employment laws and regulation, as well as to the values set out in its Code of Conduct.

In relation to its suppliers, Caesarstone conducts a periodic risk-based assessment to consider their potential risk of non-compliance with the Act. Suppliers prioritised as high or medium risk are assessed for follow up measures which may include further interviews or additional requirements such as to execute an undertaking ensuring its compliance with the Act. Should any modern slavery practices be identified in their business or in any part of their supply chain, Caesarstone is committed to taking steps around remediation actions. In its contractual arrangements, Caesarstone also reserves the right to terminate the relations with any non-complaint supplier.

*Employee Training and Whistleblowing*

Caesarstone has and will continue to provide training to relevant staff members to identify the signs of modern slavery practices throughout the risk assessment process. Through its code of conduct and whistleblower policy, Caesarstone employees are encouraged to identify and report any concerns, potential breaches or illegal activities without threat of reprisal, intimidation or harassment.

In addition, as part of its contractual relationships with its suppliers, it typically includes provisions requiring supplier's assurance of compliance with applicable laws and regulations, including modern slavery and human trafficking laws.

All serious Code of Conduct breaches are reported to the Board.

**Describe how Caesarstone assesses the effectiveness of these actions.**

Caesarstone will continue to monitor and improve its activities designated to eliminate slavery and human trafficking in Caesarstone's business and supply chains, using a number of mechanisms including:

- Governance oversight.
- Risk management and regular supplier assessment.
- Continued monitoring; and

- Feedback and engagement practices.

Caesarstone audits its modern slavery initiatives bi-annually to understand the effectiveness of initiatives. The results are reported directly to the Board to ensure oversight at the highest level of Caesarstone governance.

Caesarstone will regularly review risk assessment processes covering both organisation and supply chains to assess the effectiveness of its processes and initiatives implemented to mitigate and remove potential risks of modern slavery. Caesarstone will continue to seek assurances from suppliers relating to their compliance with the Act.

Caesarstone is implementing a comprehensive policy to encourage regular feedback and engagement from its key business areas and stakeholders to encourage active participation in its commitment to eradicating modern slavery, report on the progress of initiatives implemented to achieve this goal and proactively respond to any potential emerging risks.

The company also recognises that efficient methods to identify and address modern slavery and human trafficking will be developed and enhanced. Caesarstone will continue to monitor and evaluate such developments while approaches to preventing modern slavery will be reviewed annually so they can constantly adapt and improve their approach.

This statement was approved by the board of Caesarstone Australia Pty Ltd on December 27, 2024

A handwritten signature in black ink, appearing to read 'D. Cullen', with a large loop at the start and a horizontal line extending to the right.

*David Cullen*  
*Managing Director of Caesarstone Australia Pty Ltd*

Date: December 27, 2024