

## **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. The Business distributes a range of tools primarily through the Bunnings Hardware chain.

The company was founded in 1993 and is owned by The Einhell Germany AG corporate based in Germany, with over 150 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 products from many areas of the world, including Europe, Asia and the USA and ensures all suppliers endeavor to comply with the requirements of the Modern Slavery Act 2018.

We engage a proportion of workers through ongoing labour providers to meet our short-term needs. In our operations, this labour carries an inherently higher risk of modern slavery as this workforce characterized by a higher proportion of migrants and lower skilled workers who may be less aware of their workplace rights.

Identified human rights and environmental risks with highest priority Human rights risks:

1. **Child labour and forced labour:**  
In the manufacture of power tools and their components, especially in countries with weak labour standards, there is a risk of child and forced labour. Einhell demands and regularly checks that such practices do not occur to our suppliers.
2. **Occupational health and safety:** The production of power tools can be associated with health hazards, for example through the handling of hazardous substances or machines. Einhell demands and regularly checks that our suppliers have implemented appropriate health and safety measures.
3. **Discrimination and fair wages:** Einhell demands and regularly checks that there is no discrimination in the entire supply chain and that employees receive fair wages that at least correspond to the statutory minimum wage in the respective country.

## **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.

As a new initiative, we commit to undertaking an independent third-party review of our Modern Slavery Statement to ensure it is compliant with legislation and to identify opportunities for improvement in the year ahead.

## **COPORATE GOVERNANCE**

We maintain a comprehensive suite of policies that are accessible to all internal team members via our intranet and are part of the employees' onboarding process.

Einhell Australia will continue to review the policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements. These policies communicate our expectations around human rights, workplace conduct, and safety, and are designed to empower all workers, regardless of employment type, to raise concerns or grievances safely and confidentially.

Our policies play a critical role in mitigating modern slavery risks by promoting safe, respectful, and inclusive working environments, and ensuring that workers have accessible channels to report issues without fear of retaliation. These protections help to prevent exploitation and support early detection of potential human rights breaches.

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

## **ASSESSING THE EFFECTIVENESS OF ACTIONS**

At Einhell Australia, we are committed to continuously improving how we identify and manage modern slavery risks. Evaluating the effectiveness of our processes is fundamental to our modern slavery due diligence framework.

Employees and suppliers are monitored to ensure that they are respecting and adhering to the Code of business Ethics. Assessments and audits of suppliers are conducted globally. Any issues that are identified are corrected using a corrective action plan highlighting the issue, corrective action, responsible party for implementation and timing.

**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. In the future we plan to provide training internally that supports building capability of our staff to address modern slavery risk and support improved management controls.

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.


The Reporting Entities do not own or control any other corporate entities in Australia.

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes Ozito's Modern Slavery statement for the financial year 2025.

**BOARD APPROVAL**

This statement was approved by the Board of Einhell Australia Pty Ltd T/A Ozito on 15<sup>th</sup> April 2026.

Signed:

Signed by:  
  
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Gary Milne  
CEO

15<sup>th</sup> April 2026