



Envato Group Modern Slavery Statement 2023

Welcome to Envato's 2023 Modern Slavery Statement

Hi there, we're Envato and welcome to our fourth annual Modern Slavery Statement. We're making this statement pursuant to the Australian *Modern Slavery Act 2018* (Cth) and it relates to the year ended 30 June 2023 ("FY23").

People, community and values have always been at the heart of Envato's operations. Envato is committed to treating all workers within our operations fairly and with respect, and we continue to take steps to assess our risks, and to minimise modern slavery in Envato's supply chains.

1. Reporting Entity

When we say 'we', 'us', 'Envato' or the 'Envato Group' throughout this statement, we're referring to **Envato Pty Ltd ACN 119 159 741** (which is the reporting entity under the *Modern Slavery Act 2018* (Cth)) and its following subsidiaries: Envato Elements Pty Ltd ACN 613 824 258, Envato Placeit Pty Ltd ACN 622 496 520 and Envato Sites Pty Ltd ACN 613 823 877.

2. Our structure, operations and supply chain

Our structure

Envato Pty Ltd, our parent company, is a private company limited by shares and incorporated in Australia, with its registered office in Melbourne, Australia. Worldwide, we have 12 subsidiaries and employ over 650 people across six countries: Australia, Mexico, the United States, Israel and New Zealand.

Our FY23 operations

Envato's business is built on the licensing of creative digital assets and tools to a global community of users. Our community visits Envato to buy and sell creative digital assets, use smart digital design templates, learn creative skills and hire creative freelancers. Envato owns and operates a number of platforms and websites: Envato Elements (a subscription service for digital creative content), Envato Market (an online marketplace for digital creative content), Placeit by Envato (an online tool for the creation of branding and marketing assets), Envato Tuts+ (an online educational platform for the digital creative industry), and Mixkit (a stock



video licensing service). We also run Recordit, a screencasting program; and Empowerkit which provides SEO services for franchisees.

Our supply chain

Envato purchases goods and services required for our business operations. Our tier 1 suppliers are predominantly skilled independent consultants or contractors, goods and services for our offices, software and SaaS tools and hardware supply. We also have a global community of professional freelance creatives who contribute creative digital content to our sites.

3. Identifying the risks of modern slavery practices in our operations and supply chains

Given the nature of our industry, being creative and digital, and the types of goods and services we primarily procure, we consider our operations continue to be low risk for modern slavery practices and at present, Envato is not currently aware of the presence of modern slavery in any tier of our supply chains.

However, we acknowledge that modern slavery practices can exist deep within supply chains, and we recognise that the following goods and services within our supply chains may continue to represent a comparatively higher risk of modern slavery:

- supply of textiles, apparel and other branded merchandise products;
- office furniture and supplies;
- office cleaning services;
- offshore consulting services;
- supply of food and beverage;
- catering services;
- supply of computers, electronics and related hardware; and
- office plant supply.

Accordingly, we continue to take our responsibilities seriously in respect of all workers in our operations and supply chains. We will continue to monitor the risks in our supply chains for future reporting periods.

Envato does not tolerate modern slavery practices, and will take immediate action if we have reasonable grounds to believe that there are activities taking place within our supply chains that pose a high risk of modern slavery. Upon investigations, our actions may include immediately terminating contracts with the relevant supplier.

4. Actions taken by Envato to assess and address the risks of modern slavery in our supply chain and operations

Envato's values

Envato is a values-driven business, committed to balancing purpose and profit in a sustainable way. These values are prominent in all levels of our day-to-day operations, and cover:

1. Community Spirit
2. Build our Future
3. Make it Happen
4. Embrace Diversity
5. Make Envato Proud

Particularly relevant to modern slavery, being accountable to our “Community Spirit” and “Make Envato Proud” values requires us to be fair, consistent and ethical in everything we do, even if this comes at the expense of profit.

BCorp Certification

Envato's values are an integral part of our BCorp certification, which provides international recognition of our commitment to meeting the highest standards of social and environmental performance, transparency and accountability. Envato is committed to having a lasting, positive impact and we hold ourselves to the highest standards of integrity.

Policies and Procedures

Envato is continually working to ensure that its employees and suppliers are aware of and compliant with applicable laws and policies relating to modern slavery and human rights. The following policies are in place:

- A public-facing Modern Slavery Policy (<https://www.envato.com/slavery-policy/>)
- A public-facing Whistleblower Policy (<https://www.envato.com/whistleblower-policy/>) which is applicable to our employees, contractors and other third parties that may have information to share.

Envato employees are also required to complete compliance training regarding our Whistleblower policy, including how they can make a disclosure if they have information regarding misconduct within the business. Disclosures are accepted anonymously or otherwise. Envato maintains the confidentiality of the individual (subject to applicable laws set out in our policy).



In addition, precedent legal clauses related to compliance with modern slavery law have been added to our legal team clause bank for use in relevant supplier contracts, to ensure we are taking the appropriate steps to mitigate the risk of engaging a supplier with modern slavery practices.

Envato's actions and next steps

Envato is continually working to ensure that we are managing and mitigating the risks of modern slavery in our operations. The business is responsible for making sure that our employees, contractors and other third parties comply with its policies and act at all times in accordance with Envato's values. Further, Envato's operations continue to be conducted in a manner that ensures we are meeting the standards of our BCorp certification, including, where appropriate, engaging suppliers that align with our values, policies and procedures, for example, engaging suppliers that are also BCorp certified.

In FY23, we continued the review of our procurement and contract workflow including formalising the modern slavery risk rating of our key suppliers as well as the creation of supplier questionnaires to identify suppliers that are at a higher risk of engaging in modern slavery practices and where relevant, understanding their mitigating policies and procedures.

Moving forward into 2023/2024, Envato will continue to implement additional measures to mitigate risks of modern slavery, which may include the following actions:

- Continued improvement to our procurement workflow process with a view to implement streamlined contract approvals, modern slavery risk ratings and associated due diligence processes in respect of new and high risk suppliers;
- Continue the implementation of a SaaS Modern Slavery tool which will allow us to:
 - Internally assess the risk ratings of our third party vendors based on legal expertise and global data;
 - Manage and automate the distribution, follow up and review of modern slavery questionnaires to vendors who meet relevant thresholds as part of the risk assessment of the supplier; and
 - Significantly improve our reporting capability to provide a real time picture of modern slavery risks in our supply chain.
- Regular periodic training for our managers and employees (in particular, those individuals dealing with procurement and supplier relationships) and continue providing up to date information on modern slavery to our employees (for example, on our company intranet and other communication channels); and
- Implementing a public facing Supplier Code of Conduct.

5. Assessing the effectiveness of our actions

The effectiveness of our actions is measured through growing awareness within our business



of the potential modern slavery risks that may be in our supply chains coupled with the level of reporting and transparency surrounding our modern slavery risk profile. As further steps and improvements in our business are made, our measurement standards will also continue to improve and provide stronger indications of the effectiveness of our actions.

6. Consultation process

Procurement is consolidated across the Envato Group, and our modern slavery procedures apply to the Envato Group as a whole. Common management across the Envato Group with respect to procurement practices ensures that the processes, policies and procedures referred to in this statement are adopted by each of the Envato Group Companies without the need for formal consultation between the companies.

APPROVAL

This statement was approved by the Board of Directors of Envato Pty Ltd by way of circular resolution.

Signed by:

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Hichame Assi

Chief Executive Officer
Envato Pty Ltd
16 November 2023