

FY25

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Modern Slavery Statement

Contents

This modern slavery statement has been published in accordance with the Australia Modern Slavery Act 2018 (Cth)

It sets out the steps taken by AS Colour Pty Ltd during the year ending 31st March 2025 to assess and address the risks of modern slavery in its business and supply chains.

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Introduction

AS Colour Pty Ltd (AS Colour Australia) is an apparel company that undertakes the design, marketing, sales and distribution of premium blank apparel.

Modern slavery describes situations where coercion, threats, or deception are used to exploit victims and undermine their freedom. Modern slavery takes various forms, including slavery by 'ownership', servitude, forced and compulsory labour, debt bondage, forced begging, human trafficking and forced marriage. Each day people are tricked or coerced into exploitative circumstances that they cannot escape.

In 2024, the world experienced the highest number of active conflicts since WWII, with over 95 million people displaced or in refuge, creating fertile ground for modern slavery. Despite global efforts recent estimates are that over 50 million people remain in modern slavery, even in countries with high levels of economic development. Modern Slavery is a global issue that has the potential to affect our organisation's activity and our supply chains. It is crucial that we work to continuously monitor and make meaningful action on any potential destructive human rights impacts within our business practices, and be transparent about what we learn.

The AS Colour group recognises the importance of our supplier relationships and continuing to advocate for and lead in responsible purchasing practices, not believing in contributing to the common and predominate fast fashion model that allows modern slavery issues to continue to grow unabated and keep people living in varying forms of human exploitation. We are committed to sourcing our products and services exclusively from suppliers that conduct business in an environmentally and socially responsible manner, providing safe and free working conditions.

As a company we agree with the reporting requirements of the Australian Modern Slavery Act and affirm all legislations and ventures that push positive social transformation.

This Modern Slavery Statement under the Australian Modern Slavery Act 2018 (Cth), is covering the reporting period from 1 April 2024 – 31 March 2025. While this Statement covers AS Colour Australia, we take a group-wide approach to addressing the complex issue of modern slavery. AS Colour Holdings Limited, and all of its global subsidiaries including AS Colour Australia (together, us, we, our and AS Colour Group) follow group-wide policies and procedures, and our AS Colour Group wide values have informed our response to modern slavery. Accordingly, in this Statement we have continued to share information about AS Colour Group's broader operations, supply chain and the steps the AS Colour Group are collectively taking to assess and address the risks of modern slavery.



Principal Governing Body Approval

This modern slavery statement was approved by the Board of AS Colour Pty Ltd (ACN 130 999 165) in its capacity as principal governing body of AS Colour Pty Ltd (in accordance with section 13 of the Modern Slavery Act 2018 (Cth) on 24 September, 2025.

Signature of Responsible Member

This modern slavery statement is signed by Lawrence Railton in his role as Director of AS Colour Pty Ltd (in accordance with section 13 of the Modern Slavery Act 2018 (Cth) on 24 September, 2025.

Our Vision

AS Colour was founded with a vision to raise the standard of wholesale blank apparel. We believe that longer-lasting products are better for the environment and are committed to promoting ethical labour practices within that journey.

We continue to invest our time and resources to understand the reality and effects of production and the many hands go into making AS Colour what it is, built to last.

Partnerships and collaborations

Partnerships and Collaborations

The AS Colour Group has number of partnerships with key organisations that help support our efforts to identify, assess, and address risks of modern slavery within our operations and supply chain. This commitment requires collaboration on a wide scale to help support the industry and the people in it.

Women comprise up to 80% of garment workers in major sourcing nations. While Modern slavery affects everyone, there is no escaping the fact that it is a gendered issue. 22 million people globally are considered to be trapped in forced marriages, a large majority being women and girls.

Women and children are uniquely targeted by systems that exploit their vulnerability, silence their voices, and make justice difficult. We are mindful to partner with initiatives that have a focus on supporting women in the work place, encouraging equality and leadership, hoping to change the course of their families lives and breaking long systemic issues.





Reemi is a social enterprise and non-profit, with 100% of their profits going towards helping others. The AS Colour Group has partnered with Reemi to help workers in our factories.

Reemi's work centre's on making periods equitable for all – believing no one should be held back because of their body doing what it was designed to do. At its core, this work is about dignity, education, and long-term positive change. Reemi is conducting leading research in the field of menstrual stigma and the adoption of new health technology. They have conducted and evolved their program within three of our key suppliers in Bangladesh. This means our garment workers, now both men and women, have access to education around menstrual health, helping to break down social stigma and increase awareness of hygiene risks. Together, we've been able to produce and distribute culturally appropriate menstrual health products that aim to end to those hygiene risks. With our support, Reemi is working on a scale up program so that all our Tier 1 suppliers in Bangladesh will eventually have access to the benefits and in a timely manner

Partnering together allows us to have a greater impact on the lives of garment workers – who are particularly vulnerable to risks of modern slavery globally.





Our group auditing partner amfori is a leading business association for transparent and sustainable trade. Their vision, 'Trade with purpose' helps members monitor and improve their supply chains to deliver social and environmental benefits..

Better Cotton is an ever-evolving programme creating new targets for themselves and their members every year. Working with on-the-ground partners across the world to support cotton communities to build resilience and improve their livelihoods, it has a big focus on women's equality within the cotton farming community and in some cases helps them gain economic independence and or leadership roles. Partnering with an organisation that improve social, environmental and economic outcomes for the industry we are a part of is an important ethos of ours.

Better Cotton believe that all farmers and workers have the right to decent work. Their practices include robust standards prohibiting forced labour and promoting decent working conditions. Better Cotton work collaboratively with other initiatives and stakeholders to continuously improve their standards and have removed themselves from certain regions that are known for their use of modern slavery until there are no longer any forms of slavery and religious freedom is granted in those areas.





Our group auditing partner amfori is a leading business association for transparent and sustainable trade. Their vision, 'Trade with purpose' helps members monitor and improve their supply chains to deliver social and environmental benefits.

amfori Business Social Compliance Initiative (BSCI) incorporates our Code of Conduct including a focus on environmental sustainability, assessing the manufacturers compliance against the Code, local labour laws and internal social standards. Based on findings during the audit, amfori provides a corrective and preventive action plan for the manufacturer to improve where identified and needed. Through joining this program, we have access to a personal sustainability intelligence dashboard allowing us to clearly visualise our complex supply chain, providing a single source for all supply chain performance information. Through amfori we are connected to other member brands, have access to conferences, training and support relating to issues that supply chains face. Our suppliers are also provided workshops and training through our membership, helping them grown their knowledge and skill set on employment treatment and rules.

In FY24 we joined the members advisory council for Amfori to help shape the roadmap and focus on amfori in the coming years, this is a collaborative approach where we get to represent our group but also aid in voices the needs of member brands in Australia and New Zealand.

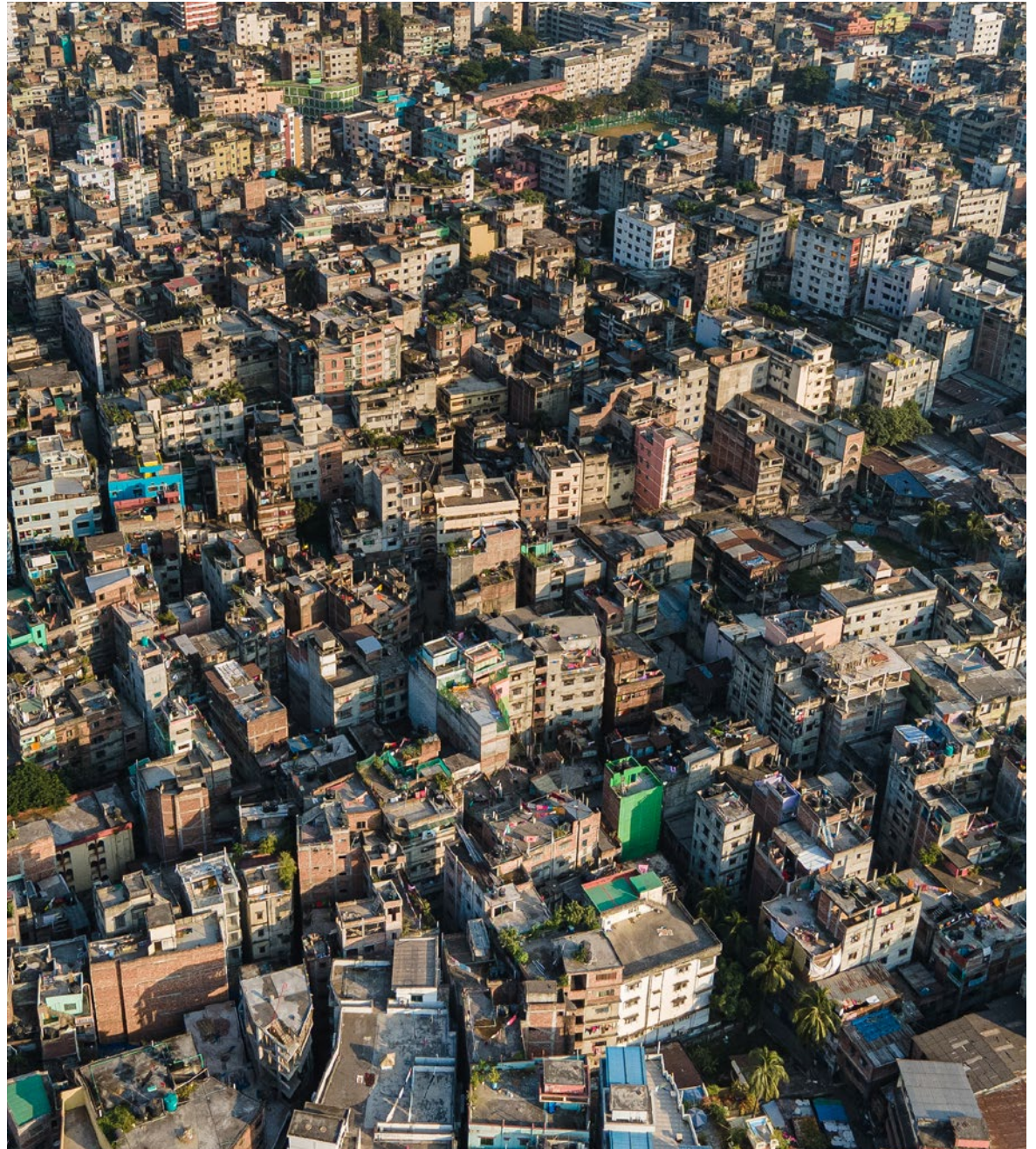
We understand that success in addressing the more complex issues involved with modern slavery cannot be achieved independently and therefore a collaborative approach is essential in developing solutions. We believe being a part of amfori was an important step towards this.



BAPTIST WORLD AID

Baptist World Aid Australia is a Christian NGO supporting individuals and communities around the world with the goal of global poverty eradication.

Following the tragedy of the Rana Plaza factory collapse in Bangladesh, Baptist took action to spot light what fashion brands are doing to address modern slavery risks to workers in their supply chains, and surveying/grading apparel companies in The Ethical Fashion Report. Tearfund offer support to New Zealand based participating companies. Other entities in the AS Colour Group have participated in this report since 2016 and acknowledge the value of collaborations between NGOs and brands and benchmarking against others and the AS Colour Group year on year.



Structure, operations and supply chain of AS Colour Group



Structure, Operations and Supply Chain of AS Colour Group

AS Colour Australia is the Australian subsidiary of AS Colour Holdings (the ultimate parent company of the AS Colour Group). AS Colour Holdings is a medium-size company, employing 440 people across the global business. Founded and headquartered in New Zealand, we have subsidiaries in four countries.

Australia - AS Colour Pty (the reporting entity under this Statement)

New Zealand - AS Colour Limited

United States - AS Colour Inc

United Kingdom - AS Colour UK Limited

Netherlands - AS Colour B.V



Reporting Entity

AS Colour is a private company majority owned by the founder and family. New Zealand investment firm Direct Capital is a minority shareholder. Both groups are represented on the Board of Directors of AS Colour Holdings and have had oversight of this Statement.

The reporting entity for the purposes of the Modern Slavery Act is AS Colour Pty Ltd (ACN 130 999 165)(AS Colour Australia) with its registered office at 9 Customer Place, Truganina Victoria 3029. AS Colour Australia is submitting and publishing this Statement for the 1 April 2024 to 31 March 2025 reporting period. AS Colour Australia makes this Statement in accordance with section 13 of the Modern Slavery Act as a single reporting entity.

Structure

AS Colour Australia is an Australian private company limited by shares and is incorporated in Australia. It has 158 employees in Australia. AS Colour Australia does not own or control any other entities for the purpose of the Modern Slavery Act.

Operations

AS Colour Australia is responsible for the operations of the AS Colour Group in the Australian territory. Its main operations include the sales and distribution of essential clothing and accessories through online and retail channels, where we employ staff and lease and operate 11 retail stores across Australia.

Our global operations include the distribution of essential clothing and accessories through company operated warehousing in each of the global subsidiaries listed above. Globally, the AS Colour Group. We have 15 retail stores across New Zealand, 10 throughout Australia, and one in England.





AS Colour Group source materials and products from the same global supply chain for AS Colour Australia and all entities. Australia and the AS Colour Group more generally do not own the factories in which our products are made. Instead, we engage with long-term suppliers to manufacture on our behalf, some of which we have worked with for over 10 years. We primarily source clothing and accessories from manufacturers in Bangladesh, China, Vietnam and more recently adding Thailand as another sourcing country.

AS Colour Group manufacture some products for their USA entity from the African Nation of Mauritius. As we do not source from here for our Australian entity, we will not be reporting on this supplier in this statement.

We maintain direct contracts and long-term business relationships with each Tier 1 supplier (direct suppliers). As a group we have a total of 35 business partners, 10 of which are significant business partners, which means they represent a large share of our purchasing volume. 95% of our suppliers we monitor through the amfori platform and audits We have 2 Tier 1 Suppliers with alternative audits.

AS Colour Australia also uses other people-based resources and non-trade goods for the day-to-day operations of the company which include local labour for cleaning, gardening, and building maintenance. AS Colour Australia also source local office supplies, packaging, building and warehousing resources, shop fit-outs, printing, catering, and seasonal labour.

Our supply chain tier key:

TIER 1		TIER 2		TIER 3		TIER 4	
Finished goods manufactures and artisan producers		Fabric mills, yarn mills and trim suppliers		Yarn spinners and processors		Raw fibre producers	



OPERATIONS

New Zealand

Westgate, Auckland

Australia

Truganina, Melbourne

United States

Carson, California
Charlotte, North Carolina

United Kingdom

Leighton Buzzard, Bedfordshire

Mainland Europe

Amsterdam, Netherlands



MANUFACTURING

China

Bangladesh

Vietnam

Thailand

Mauritius



COTTON SOURCING

Brazil

China

Australia

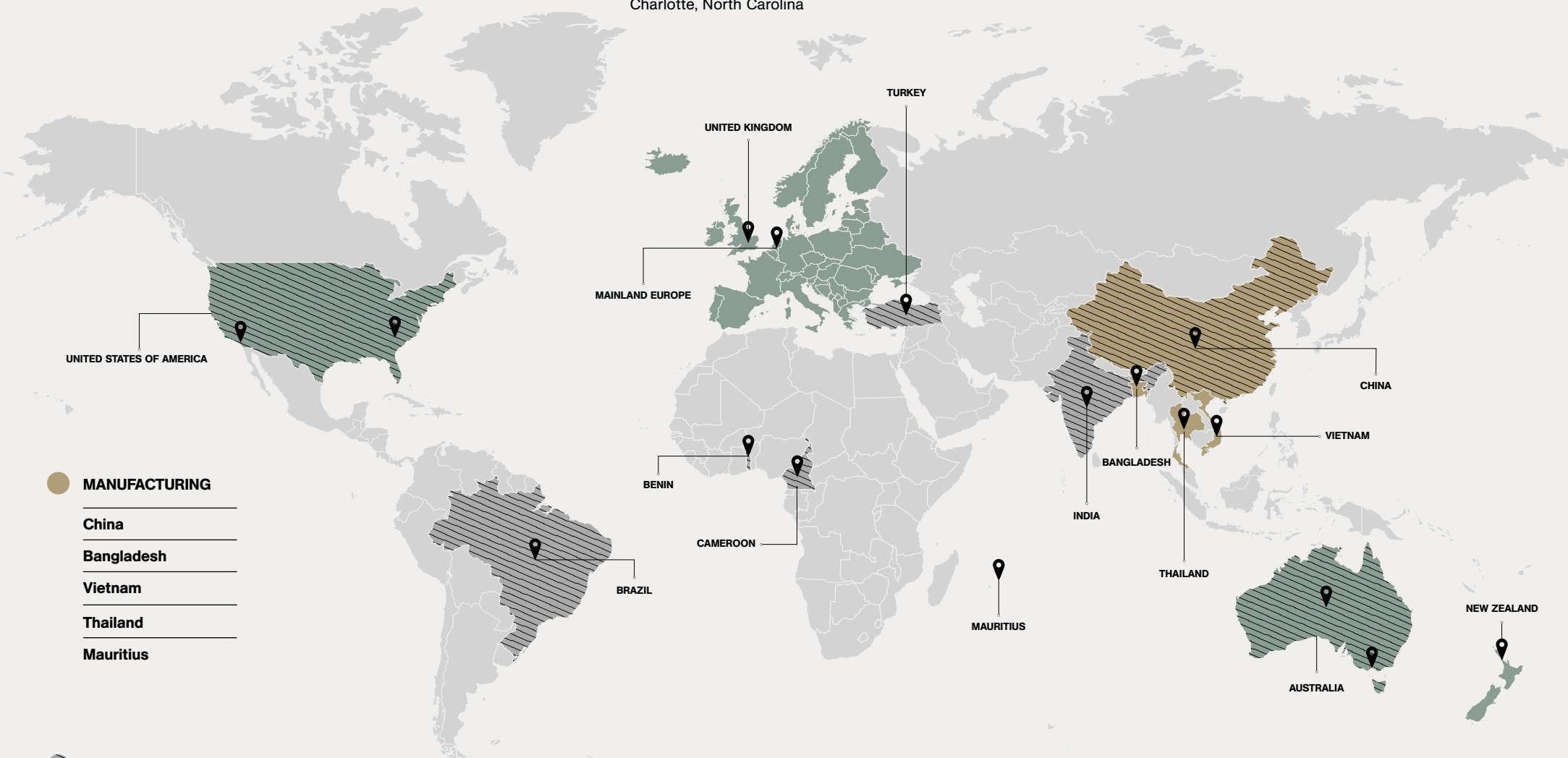
India

Benin

Cameroon

Turkey

USA





The risks of modern slavery in the operations & supply chains of AS Colour Group

The risks of modern slavery in the operations and supply chains of AS Colour Group

Supply chains are complex and having visibility over the working conditions beyond your direct suppliers continues to be an industry wide challenge. The commonwealth Government in Australia has identified the textiles and fashion industry as a high-risk industry globally. With intention, we do not source from any of the top 20 Countries with the highest slavery prevalence.

According to the Global Slavery Index Asia and the Pacific, our Tier 1 sourcing region has the largest number of people in modern slavery, having measured 29 million total. 15 million in forced labour.

To understand where we have the biggest risks, AS Colour Group has undertaken the following risk assessment for risks in our operations and our supply chains. AS Colour Australia's risks in relation to modern slavery are set out in the following pages. As our approach to modern slavery is informed by the AS Colour Group's global approach, we have also provided information regarding risks identified by other entities in their operations, even where these entities are not 'owned' or 'controlled' by AS Colour Australia.

We substantiate our analysis of risks through Walk Free Global Slavery Index, media monitoring, industry collaboration and the amfori monitoring tools to identify countries that present the highest level of risk of human violations, with a focus on our most direct countries of operation.

Global Slavery Index Vulnerability following scores range from 1 to 100, with lower scores indicating less vulnerability and higher scores indicating greater vulnerability.



Australia

Risk level: **Low**

Areas of risk

Contracting services visibility i.e. cleaners

Labour in cotton sourcing operations

Australia is currently a lower risk country with less vulnerability to modern slavery compared to other countries. According to the 2023 Global Slavery Index Australia has the second highest government response to action against modern slavery among 176 countries measured. Certain industries in Australia, such as the agriculture and food workforces have been linked to instances of modern slavery, however these risks are low compared to other regions. We have identified our biggest potential risk being the sourcing of cotton in Australia.

Further, whilst we hire migrant workers in our direct operations, all worker contracts are compliant with standard local labour laws and workers are entitled to sick leave, annual leave and union membership.

Based on the steps we have taken to assess modern slavery risks; we are not aware of any instance of modern slavery in respect of our AS Colour Australia's operations or supply chains.



Percentage of production

0%

GSI Vulnerability score

07

Bangladesh

Risk level: **High**

Areas of risk

Unauthorised sub-contracting

Labour recruiters and bonded labour

Female exploitation and violence (Gender Inequality)

Sub-minimum wages

Unpaid wages

Union participation retaliation

Classified as one of the Least Developed Countries by the United Nations, Bangladesh is one of the top garment exporters globally, with low labour costs attributing to their ranking. We have identified Bangladesh as our highest-risk country for our business. This is due to increased risks of modern slavery for domestic migrant workers, the continuation of gender-based violence, and violence against labour rights protests and human rights activists, leaving the country open to human rights violations, unsafe conditions, and slow progress. There are still high levels of overtime and risks associated with this. Building safety has improved with regulations tightening but there is still progress needed in this space.

Political instability was high during FY25, with many protests, government-imposed shutdowns, resulting in some deaths, closed factories and the forced resignation of their government head in August 2024. New administration in Bangladesh promises a safer future especially for women and freedom of speech.

No cases of modern slavery have been identified in our Bangladeshi supply chain during the Reporting Period. We believe that businesses that deal in Corporate Social Responsibility (CSR), have lower risk of exploitation in their supply chains due to increased understanding and education around the issues and foreign presence. Our aim is continue working on our CSR obligations to minimise risks of modern slavery in Bangladesh.



Percentage of production

50%

GSI Vulnerability score

58

China

Risk level: **High**

Areas of risk

Unauthorised sub-contracting

Labour recruiters and bonded labour

Child labour or young labour

Unethically sourced cotton

Assembly participation retaliation

The Chinese garments industry is considered the largest manufacturer and exporter in the world. This country produces approximately 52% of the global garment production and is responsible for about 35% of AS Colour's production. China is considered to be amongst the least democratic countries in the world. Freedom of speech, assembly and religion are all severely restricted by the government. The Chinese government doesn't allow unions with full legal independence from the national trade union. Furthermore, worker strikes are illegal and overtime is prevalent.

State imposed labour camps are still present, with outside access and remediation restricted. We manufacture in the more developed part of China where modern slavery is less prevalent due to foreign engagement in day-to-day business. However, we see China as being our second highest risk country for the potential risk to cotton sourced through banned regions making it into our products unknowingly and against our sourcing policy.

We are particularly aware that raw materials, such as cotton has been linked to instances of modern slavery in the Xinjiang regions of China and we have taken specific steps to address this risk (see discussions under "Cotton Risks").



Percentage of production

35%

GSI Vulnerability score

49

Netherlands

Risk level: **Low**

Areas of risk

Contracting services visibility i.e. cleaners

Europe and Central Asia have the second highest prevalence of modern slavery of the five global regions. Discrimination and Migration being some of the key reasons for the estimated 6.4 million people living in modern slavery in this region. However, within Europe, the Netherlands has one of the highest governments responses to the issue. Netherlands has the lowest vulnerability score in all our regions of operations. Governance and criminalising key issues of exploitation in line with international conventions being their main areas needing reform. In 2024 the Netherlands also proposed new bills to tighten migration laws for people seeking Asylum and criminalising the most vulnerable, who are commonly already often treated as "second class citizens,". The food industry has the highest issues of modern slavery currently often using subtle ways of exploiting its workers.

In the Netherlands, we hire migrant workers in our direct operations, all worker contracts are compliant with standard local labour laws and workers are entitled to sick leave, annual leave and are inline with local employment laws.



Percentage of production

0%

GSI Vulnerability score

06

New Zealand

Risk level: **Low**

Areas of risk

Lack of reform

Contracting services visibility i.e. cleaners

New Zealand is considered a low-risk country with less vulnerability to modern slavery compared to other countries. Migrant worker exploitation has been found within the horticulture, construction and hospitality sectors however in very low cases, and are not sector's linked to our business. Modern slavery reporting is not yet compulsory in New Zealand. A modern slavery reporting bill has been proposed, to improve accountability and transparency by businesses in relation to modern slavery in their operations and supply chains, however the Government had indicated that modern slavery supply-chain legislation is still on hold.

At present, AS Colour Limited (NZ entity) has a contract for offshore administrative staff that are located in the Philippines. These employees are only assigned to work for one company, being AS Colour Holdings through their agent. We also hire migrant workers in our direct operations. All offshore and migrant employees' have contracts that are compliant with standard labour laws, and work for us like any one of our New Zealand employees; e.g. 40 hours per week, entitled to sick leave and annual leave. Based on the steps we have taken to assess modern slavery risks; we are not aware of any instance of modern slavery in respect of our AS Colour Australia's operations or supply chains.



Percentage of production

0%

GSI Vulnerability score

08

1 This risk-assessment of New Zealand was not undertaken by AS Colour Australia and AS Colour Australia does not own or control AS Colour Limited for the purpose of the Modern Slavery Act.

Thailand

Risk level: **Medium**

Areas of risk

Labour recruiters and bonded labour

Female exploitation and violence (Gender Inequality)

Child labour or young labour

Unethically sourced cotton

Union participation retaliation

Thailand has below average vulnerability for the region and has a slightly better government response to modern slavery issues compared to the regional average. However, there is still an estimated 400,000 people in modern slavery according to the GSI and 52% of that is in Forced Labour. Thailand's main areas of risk are the Seafood industry, construction and agriculture, none of these industries are related to our sourcing in the region.

Migrant workers in debt or recruitment bondage is still prevalent in Thailand. Due to political instability in neighbouring country Myanmar, it has pushed refugees and migrants into Thailand and made them prime targets for trafficking syndicates. Migrant workers' in Thailand face gaps in legal protections and enforcement further compounding their vulnerability. Thailand however, has no refugee law or formalized asylum procedures that are applicable to all nationalities. Meaning, many Myanmar nationals, including children, have no legal access to basic health care, education or work. Authorities continue to restrict fundamental rights—particularly freedom of expression and peaceful assembly. Victim support in Thailand is low and still needing work.



Percentage of production

5%

GSI Vulnerability score

46

United Kingdom

Risk level: **Low**

Areas of risk

Contracting services visibility i.e. cleaners

The United Kingdom (UK) has been at the forefront of international efforts to tackle modern slavery and has shown the strongest government response globally. However, changes to UK immigration policy have threatened to discriminate against and criminalise vulnerable people. Most cases of modern slavery found in the UK are in industries reliant on migrant workers. Female exploitation of migrant women in domestic work roles has also been prevalent in recent years..

We hire migrant workers in our direct operations. All workers contracts are compliant with standard local labour laws and are entitled to sick leave, annual leave and union membership.

Based on the steps we have taken to assess modern slavery risks; we are not aware of any instance of modern slavery in respect of our AS Colour Australia's operations or supply chains.



Percentage of production

0%

GSI Vulnerability score

14

² This risk-assessment of the United Kingdom was not undertaken by AS Colour Australia and AS Colour Australia does not own or control AS Colour UK Limited for the purpose of the Modern Slavery Act.

United States

Risk level: **Medium**

Areas of risk

Contracting services visibility i.e. cleaners

Labour in cotton sourcing operations

The United States is a developed country with a polarised political landscape. Territorial and racial inequalities create labour risk. According to the 2023 Global Slavery Index, it is estimated that just over 1 million people live in modern slavery in the United States. Labour breaches found in the textile industry are common; however, we do not manufacture in the United States and consider there is no likely link to modern slavery through our product or services. There are cases of labour trafficking, primarily in domestic work, agriculture and farming, construction, retail, hospitality, and illicit activities, among other sectors. Migrant/foreign nationals account for a large portion of the forced labour exploitation cases, with vulnerability primarily driven by a lack of acceptance of migrants, racial and gender discrimination, poverty, and forced labour imposed by the state.

Our biggest potential risk is through cotton sourced from the United States and lack of traceability down to farms.

We hire migrant workers in our direct operations. All workers contracts are compliant with standard local labour laws and are entitled to sick leave, annual leave and union membership.



Percentage of production

0%

GSI Vulnerability score

25

³ This risk-assessment of the United States was not undertaken by AS Colour Australia and AS Colour Australia does not own or control AS Colour Inc for the purpose of the Modern Slavery Act.

Vietnam

Risk level: **High**

Areas of risk

Unauthorised sub-contracting

Labour recruiters and bonded labour

Female exploitation and violence (Gender Inequality)

Child labour

Vietnam is currently producing about 10% of our production volume.

They are one of the largest apparel suppliers in the world. Vietnam has many forms of modern slavery present, according to the 2023 Global Slavery Index Vietnam is one of 17 countries that still has state-imposed forced labour.

Bonded labour without pays or with heavy reductions overtime, and child labour are considered among some of the most common types of slavery in Vietnam. Increased foreign engagement in day-to-day business helps stamp down these issues however, they still prevail in due to lack of enforced regulation. Though no issues have been found in our Vietnamese supply Chain, we are weary of the risks related to sourcing in a country with low governing law.

Criminalisation of human trafficking in line with international conventions.



Percentage of production

10%

GSI Vulnerability score

44

Cotton Risks

Farms are Tier 4 of our supply chain and are the hardest to trace back to origin with 100% certainty. We currently allow suppliers to source cotton globally, but the AS Colour Group have bans on certain regions or countries when we are made aware of practices that are in conflict with basic human rights and decent treatment of workers.

Cotton production has a long history of slavery, and continues to be harvested in working conditions tantamount to modern slavery. Children are recruited to pick cotton due to the perception that smaller hands reduce damage to crops. In some countries, such as Turkmenistan, China, and formerly in Uzbekistan, it is the governments that have forced their citizens to work in the production of cotton.

With persistent allegations of forced labour and forced assimilation in Xinjiang, China we have implemented an agreement with our suppliers in China, Vietnam and Thailand to not source from this region until such time that there is clear evidence of a change. A similar ban on cotton sourced from Turkmenistan has been in place for many years. We will continuously look for tools to assess and manage the risks in Tier 4 of our supply chain. We feel that Tier 4 is no longer our highest risk in our supply chain, despite the limited gaps in traceability.

As we increase our procurement of cotton through our preferred program of Better Cotton while also expanding our Organic offering and Australian Cotton Sourcing, we feel confident we are making the right steps to sourcing without the promotion of modern slavery.

Added Risk - Living Wages

Garment workers within supply chains, face poor or exploitative working conditions, including poverty wages, piece-rate pay, forced and unpaid overtime, irregular work, health and safety risks, and lack of benefits such as maternity leave. In their most extreme forms, these exploitative practices can lead to situations of forced labour and debt bondage.

The voluntary overtime often noted in audits, is only taken due to low wages and getting as much extra income as possible is a necessity, the unhealthy amount of overtime can become dangerous.



Country Risk Assessment*

Workers not provided written employment contracts in a language they understand.

Sexual exploitation and abuse. Particularly to women.

Excessive and/or involuntary overtime.

Withholding of wages or wage penalties.

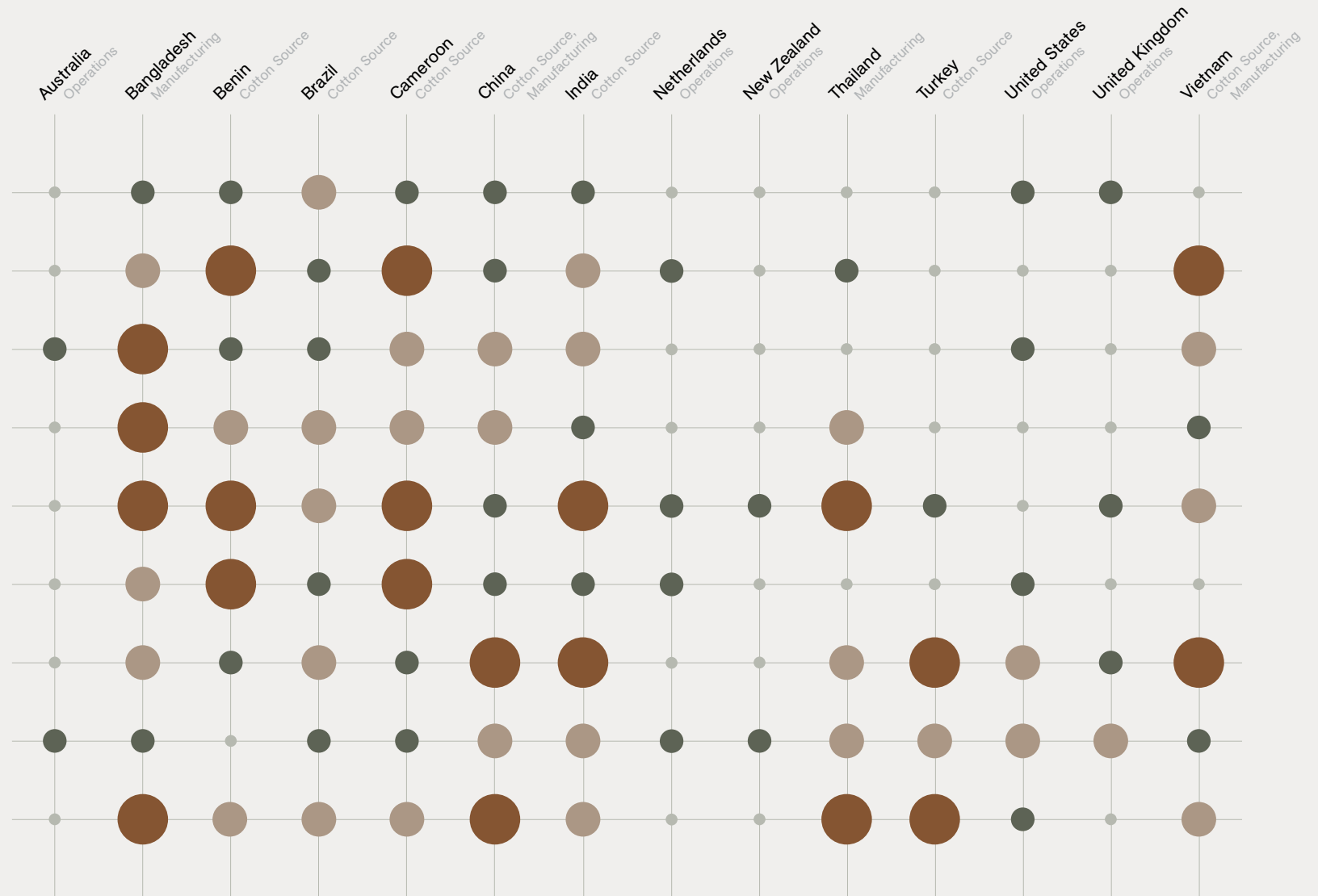
Precarious employment - poorly paid, unable to support a household.

Child or dangerous youth labour.

Restrictions on freedom of movement. Bonded or Forced Labour.


Temporary and or migrant workers.

Right to freedom of association.



*This is a geographical risk analysis showing the known activities in each region. The risks in this table are not directly linked to our operations in each country.

● Low ● Moderate ● High ● Critical ● Catastrophic



The actions taken by AS Colour Group to assess and address the risks of Modern Slavery

5.1. Policies, Procedures and Contractual Controls

AS Colour Group, including AS Colour Australia, strives to maintain high standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain. The actions we take to mitigate risks of modern slavery in our operations and supply chains in Australia are informed by the AS Colour Groupwide approach. Since 2018, our organisation has been a participant of amfori (BSCI) of the Foreign Trade Association which support companies to drive social compliance and improvements within the factories of our global supply chains.

We have aligned our own Code of Conduct with the ILS and amfori and promote their terms of implementation, cascading it through our supply chain. The Code of Conduct outlines the labour standards that seek to achieve decent and humane working conditions, free and fair labour that is safe and absent of any forms of abuse, punishment or harassment.

Our manufacturers are required to respect the Code of Conduct, collectively remediate issues if found and always allow / comply with inspection from approved third parties.

Zero tolerances or flagrant disregard for decent working conditions have an action-based approach and do not lead to the immediate termination of the business relationship.

Relationships

AS Colour Australia and the AS Colour Group more generally highly value our relationships. We have formed strong and trusting partnerships with our suppliers which is crucial to having the best possible visibility and meeting due diligence requirements. This ensures honest insight and feedback, fast remediation and alternative approaches to fixing smaller areas of noncompliance. We consider that in-person visits are an important assurance measure to assist to verify information provided in audits. As we expanded our supply chain to more countries and all new suppliers have been visited by our Head of Production.

Auditing & Remediation

The frequency of the audit depends on the findings and grading of the specific factories. Not all performance areas are reviewed every audit. Some audits are only 'follow ups', checking on areas that needed remediation. Not all suppliers will be audited within a 12month period. Suppliers with higher grades and lower areas of risk, might not be audited again for 18-24 months. These audits are carried out by amfori approved testing, inspections and certification companies. They assess 13 different performance areas that aid in upholding the Code of Conduct. amfori platform hosts the audit results for all entities linked to the supplier to see at once. This is an important feature that helps reduce the compliance burden for our suppliers who are reporting to more than just us.

Once an audit is complete the findings and evidence are available on the amfori platform. It is here that a remediation plan or Corrective Action Plan (CAP) is also submitted if needed. We action any identified risks in the following manner:

- Anything critical will need to be remediated immediately
- Anything serious but not critical will require a follow-up audit in 3 months; and
- Minor issues will require follow-up audits in 6 months.

Sub-Contracting

No supplier of the AS Colour Group is permitted to subcontract work without our prior approval, and only after the subcontractor has gone through our standard onboarding processes. All samples and bulk production orders must be placed within facilities that have been pre-approved by a relevant AS Colour Group entity, without exception. In-line inspections on each production order provides added evidence for compliance.

Supplier Exit Strategy

We aim to support, educate, and collaborate with our suppliers to help drive sustained business, continuous improvement, and positive change. In the rare circumstance where we decide to exit a supplier, we ensure the supplier is provided with sufficient notice and a long-term phase-out plan is determined with a clear period that is in line with their production and worker schedule. We understand that terminating relationships with suppliers can impose further distress for workers and will only resort to this if the attempts to remediate have been unsuccessful.

Exiting a supplier is considered when one or more of the following circumstances occur:

- We are unable to meet a suppliers MOQ's.
- A decline in quality or workmanship not aligning with our standards and an inability to remediate over time.
- Consolidating suppliers to mitigate risk.
- Inability to meet a design/spec requirement.
- No longer commercially viable such as changes in trade regulations and logistical challenges.
- An unwillingness to resolve non-compliances to our Social Compliance or the transparency and traceability requirements as noted as a key part of our working relationship,
- A change in supplier practice where the human rights impacts are too great.

Policies

To aid in addressing any cases of modern slavery that are identified during audits or visits, we have a group Child Labour and Forced Labour Procedure Policy.

Recruitment practices are in line with those recommended by the ILO, BSCI & governments in order to meet criteria of transparency and security towards job seekers and workers. The AS Colour Group commits to a policy of zero recruitment fees and adheres to a Zero Tolerance Protocol to immediately respond to human rights violations such as trafficking and, bonded or child labour, should it be identified in our supply chain.

Below is a list of policies that we have developed to strengthen and reinforce our Code and supplier practises:

- No Child and Forced Labour Policy
- Gender Equality Policy
- Responsible Cotton Sourcing Policy
- Worker Grievance Policy
- Sub-Contractor Policy

Our internal policies and procedures aim to assist us to pursue a solid human rights due diligence process throughout our supply chain, giving us:

- *Procedures to identify business areas and partners that may represent a risk of slavery and/or human trafficking in our supply chain;*
- *Procedures on responsible recruitment concerning identifying, selecting and hiring staff members with utmost respect of their rights; and*
- *The ability to receive complaints from workers, communities and their representatives in the supply chain who believe that they have been adversely affected by our business partners.*

Special Contracts

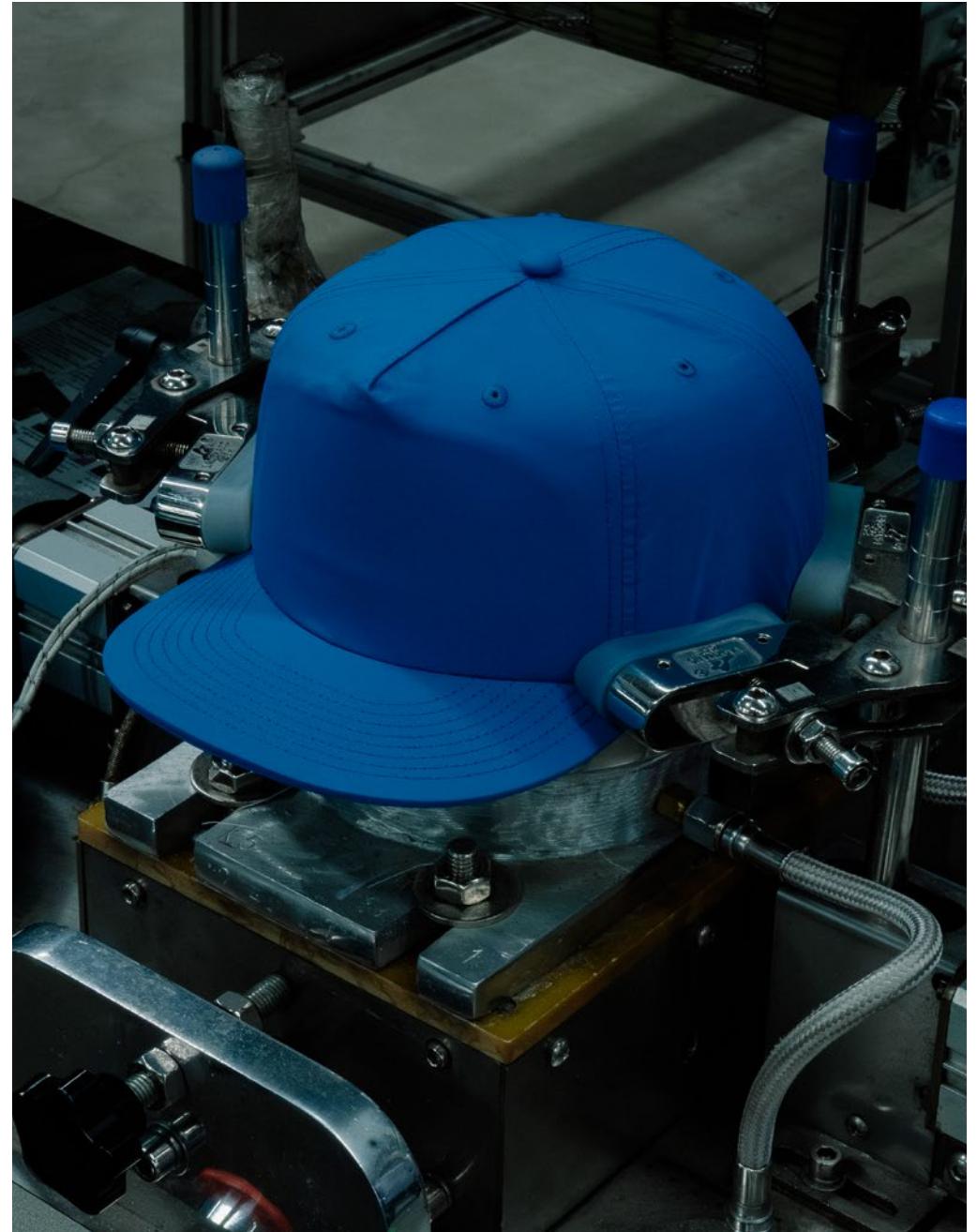
When a more prominent risk to human rights and ethical treatment is identified in our global supply chain, different measures of due diligence are required. We have put in place a ban of cotton sourced in countries of concern and will not lift the ban until there is clear evidence of reform. Currently our suppliers have signed agreements with us to not knowingly source cotton from Turkmenistan and Xinjiang. We know we do not operate in these regions but understand that cotton segregation is more difficult to track at this stage.

Training

Training is an important part of our modern slavery risk management. Our suppliers all have voluntary in person workshops, online webinar and courses in their local language through amfori, these courses are continuously made available. These are on modern slavery related topics and labour practices, including gender discrimination and labour hire ethics.

Our Social Responsibility Lead and Production Manager, who is responsible for procurement, have attended workshops on How to Address Modern Slavery and Working with Remediation Plans. Our Social Responsibility lead has continuous training and education through amfori, Better Cotton and Baptist World Aid/The Ethical Fashion Report webinars.

Our Social Responsibility Lead attended a two-day conference held by amfori in during this reporting year, this included workshops on Forced Labour – Discussing Challenges and Possible Solutions and provided insight into case studies from other members.



5.2 Due diligence and remediation

AS Colour Australia and the AS Colour Group is committed to acting diligently in assessing actual and potential adverse impacts of our business against the values and principles of our Code of Conduct; identifying throughout the supply chain where the most significant risks for these adverse impacts may occur and acting on them with the aim of preventing and/or addressing them efficiently and effectively.

We believe the duty to prevent is the best due diligence a company can do towards minimising the potential for modern slavery to be present in our/any supply chain.

In this context, we have undertaken the following due diligence steps during and prior to the Reporting Period:

- We have done capacity building assessments with all suppliers so that we can understand what standard volume and time frames all suppliers need to fulfil each purchase order. This can be reassessed if suppliers grow and/ or lose staff and is something we will raise awareness of if we notice a change in quality, sampling or fulfilment time. Suppliers are also free to ask for longer lead times or decline orders at no risk to their value in our supply chain.
- Supporting supply chain traceability by increasing transparency of our suppliers, their activities and their supply chains. Through the amfori platform, supplier visits, in-house checking and invoice collecting giving us a good understanding of the chain of custody for each product/purchase order.
- Putting in place grievance mechanisms for individuals and communities who may be adversely affected by our organisation's activity.
- Requesting all business partners to sign the BSCI Code of Conduct and Terms of Implementation and asking them to pass it onto their own significant partners, creating a positive cascade effect.
- Evaluating the risk of new suppliers before onboarding them. Assessing current audits or requesting one ourselves. All new suppliers need to join amfori if we move forward with them as a supplier.
- We allow for long lead times and don't implement penalties for late shipments.
- Training our team members and suppliers, to increase awareness of human rights and modern slavery risks.

- Our strategy for field level due diligence is to gain 100% Sustainably sourced cotton with a combination of Better Cotton, Organic Cotton, Recycled Cotton and Australian Cotton.

We do not knowingly or intentionally contribute to actions that may facilitate or incentivise modern slavery. As a company we do not request suppliers or internal HR to find the cheapest possible labour for a project, or turn a blind eye to evidence that the workers were being exploited. We do not set unrealistic cost targets and delivery timeframes for a supplier, which could only be met by using exploited labour.

Better Cotton Approach on Decent Work

Better Cotton aims to work together with producers and communities to tackle the root causes of human and labour rights challenges, holistically and collaboratively. It also puts a greater emphasis on supporting and investing in field-level systems and stakeholder collaboration to prevent, mitigate, identify and address issues, so that responsibility and accountability are locally owned and shared. The 'Assess and Address' approach aims to support better identification and mitigation of risks, as well as improved case management capabilities. It also brings greater farm-level emphasis on prevention and protection, driven by genuine commitment, communication and continuous monitoring.

In CY24, BCI farmers benefited from an estimated \$163,240 USD additional profit thanks to our sourcing of Better Cotton.*

*BCI farmers experience profit increases for a variety of reasons, most commonly due to increased yields and/or optimised use of inputs (such as irrigation water, pesticides or synthetic fertiliser)

5.2.1 Audit Findings

We have 35 Tier 1 Suppliers that we monitor through the amfori platform and audits. In the current reporting period, AS Colour Australia and the AS Colour Group have not identified any cases of modern slavery in its operations and supply chains during the reporting Period. No auditor has alerted us of flagrant bonded labour or human trafficking or any forms of modern slavery that required imminent remediation from our side. To date, no worker has reported misconduct in any form through the grievance channels.

Since our last reporting year our suppliers have improved their overall performance. We note there was an increase of monitoring with the results of still not having any suppliers with a D rating and an increase in suppliers moving from C to B ratings.

- No confirmed zero tolerance cases found;
- One site found to not have a Grievance Mechanism in place;
- One case of Workers Involvement & Protection non-conformity;
- Thirteen cases of over time breaches
- We have identified two main areas that are low scoring: Social Management System, and Decent Working Hours.
- Occupational Health and Safety has shown significant improvement from following reporting years.

While we know who our downstream sourcing is and countries of origin for raw materials, we have very little visibility over the working conditions of Tier 3 (Cotton Spinners) and Tier 4 (Cotton Farms) of our supply chain. We cannot reliably report on what the risks of modern slavery are in this part of our direct supply chain beyond country data.

For this area of our supply chain, we do have raw material and chemical accreditations. These provide an extra layer of visibility and assurance, providing the company with confidence in the sourcing and handling of these products. These include Better Cotton, Responsible Down Standard, GOTS & Oeko-Tex.

Audit findings for Tier 1 Suppliers



100% of Suppliers have The Rights of Freedom of Association and Collective Bargaining

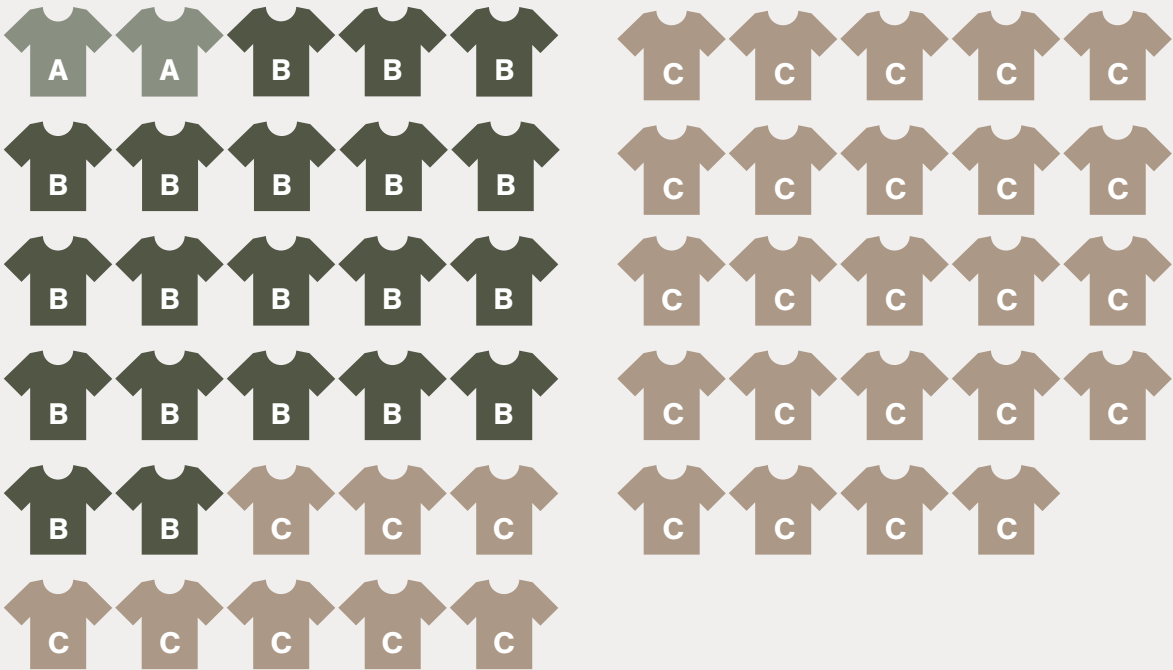


While all suppliers pay the legal wage. 50% of suppliers are paying or working towards Fair Pay.



100% of suppliers have found no issues of Precarious Employment.

Individual audit scores for 2024*



*Some producers were audited more than once in a year which is why total numbers in graph are higher than number of producers we have.

A Very Good: The auditee has the level of maturity to maintain improvement process without the need for a follow-up audit.

B Good: The auditee has the level of maturity to maintain improvement process.

C Acceptable: The auditee needs a follow-up to support its progress.

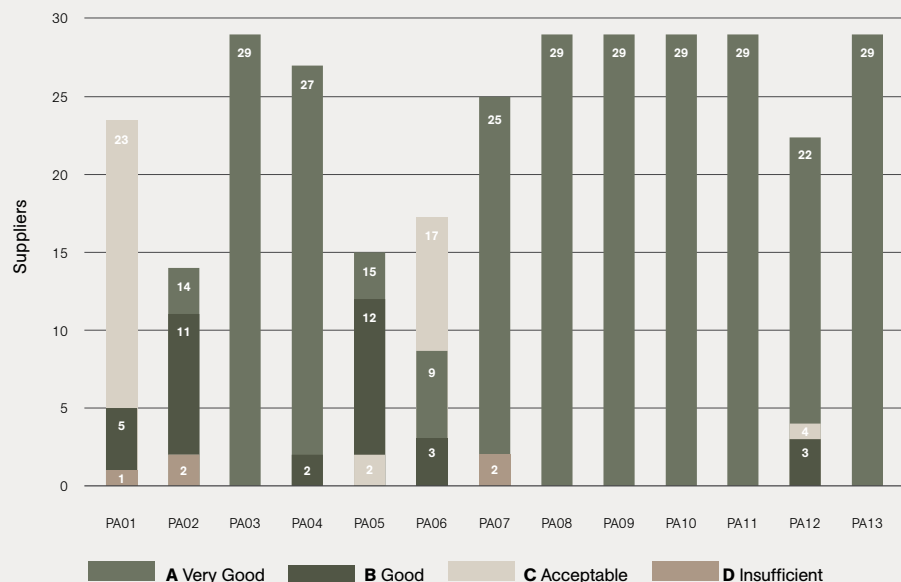
D Insufficient: The auditee needs a follow-up to support its progress. Remediation Plan needed within 60 days.

E Unacceptable: Close observation needed by participants. Re-audit scheduled to see remediation on higher risk areas.

Zero Tolerance: Immediate action required. Amfori Zero Tolerance protocol is to be followed.



Monitoring Results by Performance Area*



*Not all performance areas are reviewed every audit. Some audits are only 'follow ups', checking on areas that needed remediation. Not all suppliers will be audited within a 12month period. Depending on their grades, they might not be audited again for 18-24 months.

Performance Areas Descriptions

PA01	Social Management System and Cascade Effect	PA07	Occupational Health and Safety
PA02	Workers Involvement and Protection	PA08	No Child Labour
PA03	The right of Freedom of Association and Collective Bargaining	PA09	Special Protection for young workers
PA04	No Discrimination	PA10	Decent Working Hours
PA05	Fair Remuneration	PA11	Occupational Health and Safety
PA06	Decent Working Hours	PA12	No Child Labour
		PA13	Special Protection for young workers

Key findings:

Two performance areas have the highest amount of C ratings.

PA01: Social Management System and Cascading effect.

This performance area measures suppliers who have established selection procedures of business partners based on social performance. Acknowledging their capacity to influence social changes in their supply chains through their purchasing activities. While we have seen a significant improvement in this performance area it is still consistently lower scoring than most other audit findings.

PA06: Decent Working Hours.

This is reviewing the overtime of sampled workers during the audit which often exceeds the advised limit, particularly during periods of high demand. While overtime in itself is not indicative of exploitation, it becomes a concern where it is excessive, involuntary, or underpaid. We recognize that poorly managed overtime can pose a modern slavery risk, especially in lower tiers of the supply chain.

Audits show that all workers who undertook overtime did so voluntarily, with wages reflecting appropriate overtime premiums. No evidence was found of forced or unpaid overtime in audited facilities.

5.2.2 Remediation

Remediation plans are loaded onto the amfori platform, these plans are generally minor issues of non-compliance such as, labelling hazardous containers improperly and therefore photo evidence is also included & remediation is timely.

Slightly bigger non-compliance issues like not having the correct paperwork, results in the creation of CAPs with timelines included. The correct paper work will also be found here once available.

Where CAPs or evidence is not found on the platform, we work collaboratively with our supplier to fix the issue or obtain evidence of issue resolved.

We have not yet needed to involve our Social Compliance Partner for further assistance and have not found any cases of slavery where greater interference has been needed. Should a case of slavery be found in our supply chain we would take the following steps to address the issue:

- Identify the issue;
- Inform Director & the Board;
- Investigate issue with Auditor or whistle blower (if safe to), factory, NGO/Labour Rights Specialist or authorities (if safe to)
- The individual/s affected must be removed from vulnerable working conditions immediately.
- The individual/s affected will be given sufficient support, including access to compensation and/or continued financial support, and other forms of remedial assistance such as housing, welfare and healthcare.
- Agencies/labour providers/suppliers implicated in such cases must be investigated.
- A remediation action plan to be developed collaboratively with the supplier, local NGO/ Labour Rights Specialist and AS Colour to develop a responsible solution that is in the best long-term interest of the individual/s affected.
- If the plan is agreed upon and actioned successfully, AS Colour Australia or the relevant entity within the AS Colour Group will continue its business relationship with suppliers and providing them with support.
- If the plan is rejected or offences are not dealt with in a timely manner, we will terminate our commercial relationships with the supplier without abandoning the individuals needing support.





Assessment of our effectiveness in preventing and combating Modern Slavery

We understand that forced labour, human trafficking and slavery risks are not static, therefore we seek to track, measure and evaluate our internal due diligence processes to better understand our performance, progress, effectiveness, remaining risks and impact of our own operations and those of our business partners. Measuring the impact of our actions against modern slavery.

Audit results

During our reporting period there were zero tolerances found in any of our suppliers and nothing flagrant was raised in our audits. We recognise that with 29 million people living in slavery in the Asia Pacific region alone the likelihood of no cases of slavery in our supply chain is not realistic. We note that our audits are failing to find issues potentially present.

Process to regularly review

The BSCI insights tool helps us define overall goals and targets to assess our progress in achieving them. Through this platform we are able to see:

- Our supply chains' business partners areas of continuous improvement;
- Our supply chains' business partners stagnant or declining in performance areas;
- Common country-based issues or areas of non-conformity; and
- Amfori courses completed by our members.

Risk assessment processes

Media monitoring and industry collaboration offer the best assurance that our risks understanding remain up to date, giving us the ability to identify and act as issues arise in countries of operations.

Identifying risks of modern slavery in overtime practices

While overtime is common in textile manufacturing, we remain aware of the risks of hidden pressure (i.e. need for more income where standard hours are not sufficed, fear of losing future shifts/jobs to workers more willing). Our organization continues to ensure it remains legal, fair, and not coercive.

To assess the effectiveness of these measures, we review through audit findings:

- The percentage of suppliers completing self-assessments has grown compared to FY24.
- Significant improvements have been noted in a third of our suppliers in Health and Safety and Fair Remuneration.
- Increase in working grievance mechanisms.

Grievance Mechanism

We still have no reported grievances through our private channels. We have had a direct email and help line posted in the local languages in our factories and on factory community boards since 2018. We recognise that not having reported issues through this mechanism, doesn't mean there are no issues present, but rather that this method might not be the most effective.

Training

We encourage both internal staff and significant business partners to build their set of skills on human rights and modern slavery through relevant courses, these are available as in person workshops and, online webinars through amfori via our membership.

Our own staff have undertaken the following training:

- Attended in person workshops hosted by amfori on 'How to Identify & Address Modern Slavery';
- Attended training on 'How to work with Remediation Plans',
- Undertaken Tackling Modern Slavery & Due Diligence online course; and
- Undertaken continuous training and education through amfori, Better Cotton and Baptist World Aid/The Ethical Fashion Report webinars
- Grievance Mechanisms;
- Members Advisory Council meeting with amfori; and
- Network Connect NZ/AU covering topics of Modern Slavery bill and reporting.

52 amfori Academy Courses Completed by our business partners in FY25

Our business partners have undertaken the following training: (In their local language)

- Women's Equality course online;
- Fair Remuneration and Decent Working Hours course;
- The 13 Social Performance areas general learning;
- Continuous improvement through Remediation.;
- Child labour policy, anti-discrimination, anti-harassment, women's protection training;
- Speak for Change implementation training;
- Inclusion and Diversity;
- Responsible recruitment
- Forced Labour & Modern Slavery Workshop;

Our suppliers also hold trainings for all workers regularly, these include:

- Freedom of association;
- Harassment and Abuse Awareness Training;
- Grievance Awareness Training;
- Employment Rights;
- Anti-Corruption & Anti Bribery Training;
- Understanding salary and compensation benefits;
- Women empowerment in the workplace;
- Gender equality and Zero-tolerance for Workplace Violence and harassment in the Workplace.
- Child labour policy, anti-discrimination, anti-harassment, women's protection; and
- Fair Remuneration and Decent Working Hours.

Purchasing Practices

The overriding feedback from our suppliers and industry experts is that the fast fashion buying cycle remains their biggest challenge. 'The Buyer is God' is still the sentiment across top textile manufacturing countries, with unfair purchasing practices having no consequences or punishment falling to the brands themselves. The progress in this space having barely moved since covid times with brands cancelling finished orders at the cost of the supplier, these knock on effects ultimately bare consequences on the workers of those factories, going unpaid for work already completed or losing their jobs entirely.

The positive feedback about the Purchasing Practices of AS Colour Group is that they do not consider the model of our business to fall into this category, and despite our relatively smaller volumes, our business is appreciated due to our consistent order placements and systemised working practises, including the fact that we continue to invest our time and resources to understand the reality of production lead-times, that we understand the true value of quality, and cost of a product. These factors have definitely all contributed to the long-term success and sustainability of our supply base and our expectation and policy is that all members of our team continue this approach.

We consider our Purchasing Practices to be 'Best Practice' we recognise that although we are unwavering on our commitment to ethical business practices there is always potential for progress.

The process of consultation



The process of consultation

As provided above, AS Colour Australia is the only 'reporting entity' for the purpose of the Modern Slavery Act and submits this Statement as a single reporting entity under the Modern Slavery Act.

AS Colour Australia does not 'own' or 'control' any entities for the purpose of the Modern Slavery Act. That said, our consultation process included ongoing discussions at an AS Colour Group level on potential risk factors, agreeing on action plans to address such risks and implementing long-term due diligence on any arising matters.

AS Colour Australia Board of Directors are responsible for reviewing and approving the statement. This process includes reviewing draft statements. This statement reflects the work done in support of the board and the wider AS Colour Group, including AS Colour Holding as the ultimate parent company of the AS Colour Group.

Further steps

Based on the effectiveness assessment of our activities and our knowledge on the continuous growth of this issue, we plan the following improvements in future reporting years:

We will continue to develop our due diligence practices and deepen our understanding of our supply chain risks. This includes the development of a multi-tier overview on our supplier platform and taking on responsibility for key supplier's downstream supply chain. As we expand our supply chain to accommodate for our growth and the evolving political climate, we will do so with eyes wide open and not remain educated on where we expand our operations to.

Take a risk-based approach

Currently we have one approach to our supplier engagement and due-diligence but we recognise that we need to take a more risk-based approach with our suppliers, tailoring efforts on where we see risk to people.

Supplier training at management level.

We continue to encourage continuous re-training and workshops on Modern Slavery topics through amfori over the next few reporting periods. We recognise that our supply chain members will have different levels of understanding about modern slavery risks and will monitor what learning they are actively working on.

Increase training/education for our Social Responsibility Lead

Noting in FY25 our internal training was in line with the previous years. But in order to maintain ahead of risks and potential issues that arise from a broadening supply chain, we note the need to increase our internal training.

Collaboration

Further immerse our key roles in collaborative action and learning. Including attending conferences and working groups actively giving feedback to influence change and tools provide to both ourselves and our suppliers where we see need.

Responsible Business Practices

Deepening our internal policies, training and support through internal programs. Adding a focus to all our onshore business practices as well as our off shore supply chain.

Improved Purchasing Practices:

We are working with our internal buying teams to improve forecasting and lead times, through a stock and purchasing platform, this should reduce reliance on un-accounted for production surges that can contribute to excessive overtime. This will be collaborative with supplier feedback, capacity planning and understanding of holidays in each sourcing region.

Traceability

Deepening our traceability efforts in our Tier 4 / Farms. Continuing to submit chain of custody to Australia Cotton and moving to newly implemented Traceability Sourcing method with Better Cotton.

Glossary of Terms

Chain of Custody

The records, documentation or paper trail that follows the sequence of custody and transferring of materials from entity to entity.

Code of Conduct

A statement/code/policy that describes a minimum set of behaviours, rules, responsibilities, and practises by which an organisation expects its suppliers both local and offshore, as well as staff to uphold. Generally, the Code of Conduct follows the ILS.

Due Diligence

The continuous process used to identify, prevent, mitigate potential negative impacts related to human rights, labour, the environment, and other ethical concerns within their supply chains.

Fair Wage

Is the wage which is above the minimum wage however it is still not meeting the living wage.

Global Slavery Index (GSI)

The Global Slavery Index is a global study of modern slavery published by the Minderoo Foundation's Walk Free initiative. Providing an assessment of the extent to which a country's population is vulnerable to modern slavery.

Grievance Mechanism

A grievance mechanism is a procedure that provides a clear and transparent framework to address complaints, issues in a workplace, community effected or during recruitment.

Human Trafficking

Is the act of recruiting, transporting, transferring, harbouring, or receiving individuals through force, fraud, or coercion for the purpose of exploitation. This exploitation may include forced labour, sexual slavery, or other forms of commercial sexual exploitation.

International Labour Organization (ILO)

A United Nations agency whose mandate is to advance social and economic justice by setting international labour standards.

ILS International Labour standards.

International labour standards are a set of rules established by the International Labour Organization (ILO) to promote fair, safe, and decent working conditions globally. Covering fundamental principles and rights at work, working conditions and life, and labour migration. The ILS aims to set just framework for all people globally that can hold higher standards than some local law.

Migrant Worker

A person who moves away from his or her place of usual residence across an international border.

MOQ's

Minimum order quantity. A volume set by a supplier by which they will not accept orders smaller than.

Domestic Migrant

A domestic migrant is a person who moves from one place to another, within the same country, generally for to work. A common example would be people moving from rural areas to cities for more employment opportunities.

Modern Slavery

Situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power. "Modern Slavery" is used as an umbrella term that is referring to all forms of modern slavery such as forced labour, child labour, human trafficking, and bonded labour, that continue to exist in the 21st century.

NGO

A non-government organization generally also non-profit that operates independently, typically whose purpose is to address a social, environmental, or political issues and drive change.

Supplier Tiers

Supply chains "Tiers" are based on proximity to your business and can vary depending on your production structure. Tier 1 suppliers are the direct garment manufacturers for the final product. Tier 2 suppliers provide all the inputs for production. Tier 3 to be spinning mills. Tier 4 raw materials providers, farms etc.

Traceability

Supply chain traceability is the capability to trace, verify the history, location, or application of each step in an item by means of end-to-end supply chain per shipment/batch/purchase order.

Transparency

Supply chain transparency is the process of disclosing suppliers, process' and findings to stakeholders, in mandatory reports or other

Statement Annexure

Section of the Modern Slavery Act	Mandatory criteria	Page #
13	Approval and signing of Statement	1
16(1)(a)	Identify the reporting entity.	1
16(1)(b)	Describe the reporting entity's structure, operations and supply chains.	9–12
16(1)(c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	13–25
16(1)(d)	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	26–30
16(1)(e)	Describe how the reporting entity assesses the effectiveness of these actions.	35–37
16(1)(f)	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	38–39
16(1)(g)	Any other information that the reporting entity, or the entity giving the statement, considers relevant.	2–8,39

Closing

AS Colour recognises that with global devastation still continuing to rise, the increase of vulnerable people goes hand in hand. Conflict survivors and internally displaced people are targeted for forced recruitment, forced marriage, sexual exploitation, and coerced labour. The efforts to tackle such a complex and ever evolving issue require continuous monitoring, improvement, collaboration and collective responsibility to bring it to an end.

We continue to explore and evaluate better ways of working, seek out global partners who can help us create greater leverage, make informed growth decisions and advocate for government reform to create positive change.

We are pleased to publish the AS Colour Australian 2025 Modern Slavery Statement and commit to continuing to monitor and report publicly on our progress.