

Modern Slavery Statement

Approved by the board of Caesarstone Australia Pty Ltd on 18 October 2022.

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-centred 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 90 dedicated employees in the areas of sales, distribution and customer service.

Caesarstone Australia doesn't own any entities.

Supply Chain

Caesarstone's suppliers are typically vetted, well-established service providers such as external lawyers, accountants and consultants. 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 and 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.

The diversity of Caesarstone's operations and supply chain within Australia has the potential to pose a number of risks.

To address such risks, Caesarstone has undertaken a systematic review of both its operations and supply chains and has identified three core risk categories which are monitored to ensure potential risks are mitigated.

1. Caesarstone owns and operates a number of factory and warehouse spaces in Australia and it recognises that these spaces pose a potential risk of modern slavery practices through the exploitation of labour.
2. Caesarstone acknowledges that setting unrealistic expectations and targets for its suppliers to reach may contribute to suppliers engaging in modern slavery practices. Caesarstone sets clear guidelines and policies for dealing with suppliers to avoid the potential of contributing to this risk.
3. The 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 whistle blower notifications 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 audit group reports 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 18 October 2022.

This statement is signed by David Cullen in his role as the Managing Director of Caesarstone Australia on insert date signed.

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

David Cullen
Managing Director of Caesarstone Australia Pty Ltd

Date: 25 October 2022