



Modern Slavery Statement FY24-25





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About this Statement

This statement is given by ABI International Holdings Pty Ltd (ABN 44 643 806 679) (ABI Interiors), under section 13 of the Modern Slavery Act 2018 (Cth) and section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 (UK act), and covers the activities of ABI Interiors and the entities owned and controlled for the financial year 1st July 2024 to 30th June 2025 (Reporting Period). This statement has been approved by the Directors of ABI Interiors on 12th December 2025.



Co-founder's Statement

ABI Interiors has continued to evolve significantly since our beginnings in 2016. As our global footprint expands and our supply chain becomes more intricate, so too does our responsibility to safeguard the people connected to our operations. Now in our second year of formal modern slavery reporting, we are proud to demonstrate continued progress and a deepening commitment to addressing the risks of modern slavery across our business.

Over the past year, we have built on the foundations established in our first statement, strengthening the processes and relationships that help us identify, assess, and mitigate risk. We have continued to focus our efforts on the parts of our supply chain where the risk is greatest and where we have the most influence. With a dedicated team working closely with our manufacturing partners, we have reinforced our oversight through ongoing communication, site visits, and maintaining an on-the-ground presence in key regions. This proactive approach remains essential

to ensure ethical practices and maintain accountability throughout our supply network.

As a privately owned business, our success is anchored in the quality of our relationships — with our team, our customers, our community, and critically, our suppliers. We recognise that strong, transparent supplier partnerships are fundamental to responsible growth. This year, we have continued to prioritise collaboration, fairness, and shared values, ensuring that every step in our product lifecycle reflects our commitment to protecting human rights.

We remain dedicated to building a supply chain that is not only efficient and scalable but also ethical and sustainable. Our progress this year reflects meaningful steps forward, and we will continue to invest in practices that prevent modern slavery and uphold the dignity of every person connected to our business.



Luli Farrell, Co-founder



Company Overview

ABI Interiors is an Australian-designed kitchen and bathroom supplier, specialising in high-quality fixtures for the modern home. Our range includes tapware, tiles, flooring, vanities, sinks, baths, showers, and a wide variety of architectural fittings, offering a complete solution for renovation and design projects.

Anchored by our values of Quality, Trust, Innovation, Passion, and Responsibility, we aim to enhance lives through thoughtfully designed products that solve practical challenges and elevate living spaces. Our mission is to provide homeowners and tradespeople with premium products at accessible prices, combining timeless design with lasting enjoyment. This is supported by our 25-year additional warranty, reflecting our confidence in the durability of our products.

At ABI Interiors, we are committed to excellence at every stage, from inspiration to installation. Through our focus on customer service, product innovation, staff development, and ethical practices, we continually strive to redefine the home design experience, supported by the dedication of our customers and team.



ABI Interiors Group

ABI International Holdings Pty Ltd
(ABN 44 643 806 679)
(ABI Interiors)

Parent company

ABI Interiors Pty Ltd
(ABN 22 612 741 385)

100% owned subsidiary in Australia

ABI Interiors International Limited
(Company number 12954559)

100% owned subsidiary in the United Kingdom

ABI Interiors Limited
(NZBN 94 290 477 870 63)

New Zealand business wholly owned separately by a Director of ABI International Holdings Pty Ltd

ABI Interiors employs 206 people globally. Our Australian headquarters is the hub for central management functions, including product design and development, research, technology, marketing, finance, and human resources. Our global workforce is composed of 65.5% full-time, 20.5% casual, and 14% part-time employees.

Australia – 185 team members

- HQ, Showroom, and Warehouse – Carrara, QLD
- Showroom – Hawthorn, VIC
- Showroom – Perth, WA

United Kingdom – 13 team members

- Showroom and Office – Chelsea Harbour, London
- Warehouse and Office - Pease Pottage, West Sussex

New Zealand – 8 team members

- Showroom and Office – Parnell, Auckland
- Warehouse – East Tamaki, Auckland

Guangzhou Suze Enkai Co. Ltd

Associated entity operating in Guangzhou, China

In Guangzhou, China, we operate an associated entity, Guangzhou Suze Enkai Co. Ltd, which is part-owned by the spouse of a Director of ABI International Holdings Pty Ltd.

Guangzhou Suze Enkai Co. Ltd works closely with our suppliers throughout the production process and is responsible for placing purchase orders, sourcing materials, managing product final assembly and reworking, quality control, and overseeing warehousing and logistics.

China – 90 team members

- Office – Guangzhou
- Factory & Warehouse – Zhongshan

ABI Interiors and all controlled entities, including its associated entity Guangzhou Suze Enkai Co. Ltd, share the same core business operations, policies, and supply chain.

Product Supply Chain

The ABI Interiors range includes over 3,000 products, most of which are designed in Australia and manufactured in China.

To comply with Australian and New Zealand regulations, our products are Watermark certified, ensuring they meet strict quality management standards. Selected items are also WRAS-certified to satisfy water fittings regulations in the UK market.

Our core supplier relationships were personally established by ABI Interiors' founders and have been maintained for over 12 years. Relationships with newer suppliers, supporting emerging product categories, range from one to three years.

ABI Interiors actively manages the manufacturing process, overseeing each stage and conducting regular inspections of supplier factories, including unannounced visits. Our team in Guangzhou, Suze Enkai Co. Ltd, plays a key role in these efforts, helping to maintain transparent supplier relationships. Beyond Tier 1, supply chain complexity increases, as the procurement of raw materials and other components is influenced by competitive pricing and availability, limiting our direct oversight of suppliers' practices.

Materials used in our product supply chain

- | | |
|----------------------|--|
| 1. Timber | 8. Engineered Composite Material |
| 2. Plastic | 9. Natural Stone |
| 3. Cardboard | 10. Ceramics |
| 4. Stainless Steel | 11. High-Density Moisture Resistant Particle Board |
| 5. Zinc Alloy | 12. Timber Laminate |
| 6. Brass | |
| 7. Cement (Concrete) | |

Business Operation Supply Chain

We procure a range of goods and services to support our global operations:

1. Information technology – software development
2. Warehousing and freight services – local area delivery preferred delivery partnership, couriers, warehousing, and distribution
3. Facilities management services – cleaning, maintenance, fit-out, security
4. Professional services – insurance, external legal counsel, professional development facilitators, regulatory consultants
5. Mobility and travel – travel and accommodation bookings
6. Hospitality and events – event planning, catering, floristry, musicians
7. Professional trades – warranty and service

ABI Interiors Materials Source Map



Tier 1 Suppliers
Australia
China
Taiwan

Tier 2 Suppliers
China
Germany
Hungary

Tier 3 Suppliers
China
India
Iran
Italy
Pakistan
Portugal
Turkey

Modern Slavery Risks

We acknowledge that our operations and supply chains may be at risk of exposure to modern slavery practices. In assessing these risks, we consider how our activities might cause, contribute to, or be directly linked to modern slavery across our business and supply chain.



Geographic Risk

Manufacturing and sourcing in China, as highlighted by the Global Slavery Index 2023, presents potential modern slavery risks. In some regions, limited protections and weak enforcement of labour laws may contribute to these issues. Our connection to suppliers in higher-risk areas can also expose us to forced or exploitative labour practices deeper in the supply chain, where oversight is more challenging. To address this, we apply strict due diligence measures, including regular unannounced inspections and independent audits.

Manufacturing Risk

Our manufacturing processes involve multiple materials and components, which increases our exposure to risk. This complexity can lead to indirect labour exploitation if supplier pressures contribute to unsafe conditions or excessive working hours. While we maintain close oversight of our Tier 1 suppliers, we acknowledge heightened risks in Tier 2 and Tier 3, where issues such as forced labour or debt bondage in raw material extraction may occur. Our sourcing team in China sets strict requirements for quality and certifications and, in some cases, nominates specific component suppliers. We also ensure that all timber in our range is sourced from FSC-certified providers. However, given the diversity of components and materials in our products, our control and influence diminish beyond our direct suppliers.

Procurement Practices

Competitive pricing and fast lead times are central to our business. We recognise that these expectations can create modern slavery risks if suppliers feel pressured to reduce costs at the expense of worker rights. To mitigate this, we regularly review our procurement practices to ensure they do not place undue pressure on suppliers. We proactively place orders, often allowing twice the lead time suggested by suppliers, to ease operational strain while meeting customer expectations. We prioritise paying for quality, ensuring our practices do not contribute to labour exploitation, and maintain timely payments without demanding unreasonable discounts, instead supporting suppliers through larger order volumes. With China being a key manufacturing source, we take great care to observe national holidays and plan our sourcing schedule accordingly.

Contracting Base-Skill Activities

Contracted services for cleaning, security, and maintenance are considered high-risk for modern slavery. We may be indirectly linked to exploitative labour practices if contractors impose excessive working hours, lack formal contracts, charge recruitment fees, or restrict worker freedoms. Although we do not directly manage these workers, our engagement with contractors carries a responsibility to ensure ethical employment practices. To address this, we maintain regular dialogue with stakeholders to identify potential risks and will make our Whistleblower Policy accessible to all contracted workers, alongside our internal teams. This policy provides a confidential channel for reporting unethical practices, labour violations, or any indications of modern slavery within our operations or those of our contractors.

Action Plan to Address Modern Slavery Risks

In line with the UN Guiding Principles on Business and Human Rights, we are committed to protecting and respecting human rights and providing remedies to victims of slavery. Our approach includes a strong policy commitment to uphold human rights, a comprehensive due diligence process to identify, prevent, and mitigate potential risks, and a clear framework for accountability. Should we cause or contribute to any adverse human rights impacts, we are dedicated to remediating these issues promptly. This involves working closely with our suppliers to address concerns, implementing corrective actions, and supporting affected individuals.

1.

Assigning Roles and Responsibilities

The Modern Slavery Working Group meets regularly to actively manage risks and drive progress on actions across the business. The group collaborates with cross-functional teams, including manufacturing, procurement and logistics, human resources and finance, to assign clear responsibilities, embed practices into daily operations, and reinforce our ongoing commitment to ethical business standards.

2.

Policy Improvements

Supplier Code of Conduct:

We are continuing to expand our Supplier Code of Conduct across all of our locations and supply chain. Involving more on the ground employees dealing with said suppliers day to day to ensure adherence to ethical labour practices and uphold human rights. This will continue to be acknowledged by all existing and new suppliers we work with.

Human Rights Policy:

Our Human Rights Policy was issued to all employees on 13th March 2025.

Revising Existing Workplace Behaviour Policy:

Our Workplace Behaviour Policy was reissued to all employees on 13th March 2025.

These policies are mandatory for all ABI Interiors and Guangzhou Suze Enkai Co. Ltd team members to acknowledge and will be reviewed every 12 months.

3.

Modern Slavery Training

We have delivered company-wide training on modern slavery to ensure all employees are well-informed and empowered to recognise and address potential risks related to modern slavery. Across three dedicated training sessions held on 10th December 2024 and 16th December 2024, our teams were equipped with the knowledge and tools needed to actively contribute to the prevention of modern slavery within our operations. By fostering a culture of awareness and responsibility, we are now better positioned to identify modern slavery red flags and conduct thorough due diligence when engaging contractors. We will continue to run specialised training sessions annually to strengthen awareness and drive long-term cultural change.

We partnered with The Freedom Hub, an Australian charity dedicated to ending slavery and supporting survivors, to deliver the Modern Slavery – All Company Training sessions in December 2024.

4.

Revised Supplier Audits

Since establishing our supply chain in China in 2013, our team has carried out regular audits, including physical inspections and unannounced visits to assess safety and working conditions. As our business has grown and our supplier network has expanded, we have strengthened our approach. In early 2024, we introduced a more targeted audit process focused on modern slavery risks, with enhanced audits commencing in July 2024 and a target to complete 10 supplier audits per quarter. These audits form a key part of our oversight, and we continue to work closely with suppliers to encourage open communication, clarify expectations, and support cooperation. We are continually improving our supplier audit process to gain greater transparency over our supply chain.

The revised supplier audit contains the request for information on the following

Factory details: Information about the physical facilities, locations, production capabilities, and working conditions.

Modern Slavery Policy: Information on any policies related to modern slavery and any efforts to combat the risk of slavery in the workplace.

Recruitment practices: Transparency about any subcontracted work, use of recruiters or labour hire.

Ethical compliance: Information about the supplier’s efforts to ensure ethical compliance, including fair labour practices and grievance mechanisms.

Progress on action plan to address modern slavery risks

	Current FY24-25		Previous status
Conducting regular in-person inspections at our suppliers' factories at least quarterly, if not more frequently	Ongoing	Ongoing	Ongoing
Developed an improved supplier audit to monitor modern slavery risks. Audits ongoing and continuing to evolve audit process	Ongoing	Target of 10 suppliers to complete the audit each quarter	Ongoing
Whistleblower Policy enforced and signed by all employees	Complete	Incorporated into new employee induction	Complete
Make Whistleblower Policy available to all contractors	Complete	Completed December 2024	Underway
Revised Workplace Behaviour Policy/Code of Conduct	Complete	Completed March 2025	Underway
Create a Supplier Code of Conduct and ask all Tier 1 suppliers to acknowledge	Ongoing	Areas of improvement identified for next period - ongoing	Underway
Human Rights Policy	Complete	Completed March 2025	Underway
Company-wide training on modern slavery	Ongoing	Delivered December 2024, ongoing annually	Ongoing

Assessing Our Actions

Our approach to measuring the impact of our modern slavery initiatives is led by a specialised working group focused on oversight and continuous improvement. This team will engage with external experts to better understand potential risks, analyse findings from supplier audits, and monitor any reports raised through our whistleblower channels. We will also examine procurement metrics to confirm they support our ethical commitments. The success of our training programs will be assessed through the knowledge and awareness shown by staff, particularly within leadership, finance, and procurement functions.

The table below identifies benchmarks within our supply chain, which will form the basis of ongoing improvement comparisons for future statements. There has been no change in the identified risk level since our last financial year report.

Identified Supply Chain Risk	Previous 2024-25 Year Risk	Current 204-25 Year Risk
Product supply chain <ul style="list-style-type: none"> • Geographic risk • Manufacturing risk • Procurement practices 	<ul style="list-style-type: none"> • Moderate • High • Low 	<ul style="list-style-type: none"> • Moderate • High • Low
Business operations supply chain <ul style="list-style-type: none"> • Contracting base skill activities 	<ul style="list-style-type: none"> • High 	<ul style="list-style-type: none"> • High



Joint Statement

All ABI Interiors Group entities and associated entity Guangzhou Suze Enkai Co. Ltd were consulted during the preparation of this statement. We have prepared a joint statement for ABI Interiors Pty Ltd and ABI Interiors International Limited as we share the same policies, processes, and supply chain. Continued dialogue between our entities ensures alignment and strengthens our collective commitment to eradicating modern slavery.

Future Steps

ABI Interiors has taken steps to minimise modern slavery risks since the company's beginnings, and we recognise that our global supply chain and diverse use of raw materials continue to present inherent risks. This is our second report, but we remain focused on phase one, reflecting the scale and complexity of being a product-based business. We have set a long-term blueprint to guide our risk-reduction activities over the next five years.

A key focus of this phase is strengthening the foundations of our tier one supplier relationships. By ensuring this level of our supply chain is well understood, closely monitored, and aligned with our standards, we place ourselves in a stronger position of influence as we progress to later phases. A robust tier one framework allows us to extend expectations further down the supply chain with greater authority, improving our ability to drive meaningful change across the more complex and less visible tiers of production.

Blueprint Plan	Supply Chain Level	Risk Influence Matrix
Stage 1	Tier 1 Direct product suppliers	Full compliance
Stage 2	Tier 2 Suppliers to tier 1	Influencing decisions and improving compliance
Stage 3	Tier 3 Raw materials	Gaining transparency