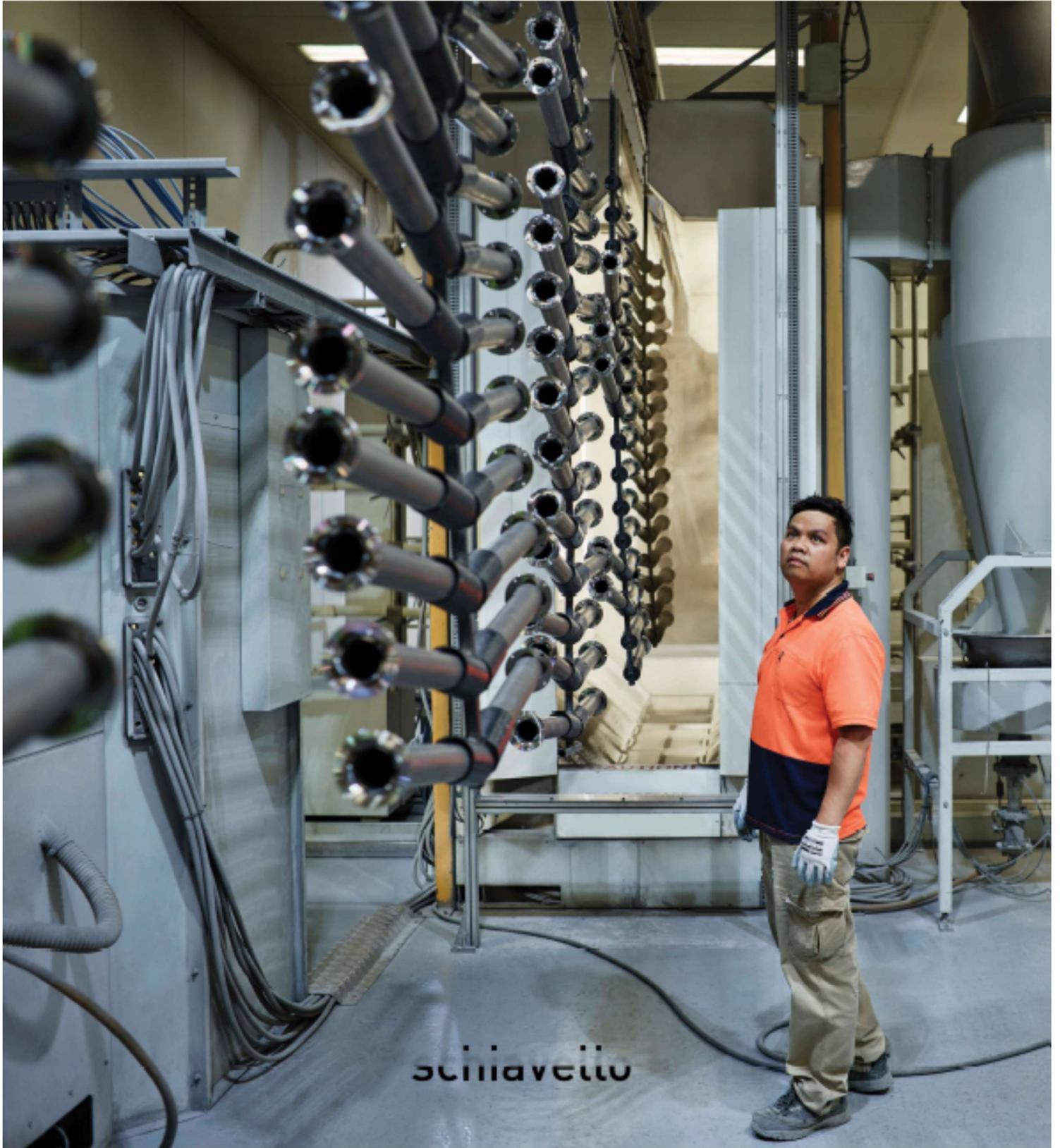


# Schiavello International Modern Slavery Statement 2024–2025



**sch** **iavello**

# Our Commitment

This statement pursuant to S6(1) of the Modern Slavery Act 2018, sets out the actions taken by Schiavello International to minimise the risk of modern slavery in our operations and supply chain.

This is the sixth Modern Slavery Statement generated by Schiavello, as informed by the Modern Slavery Act 2018.

At Schiavello, we recognise that slavery can occur in many different forms. Our commitment to respect and support human rights is aligned to our social responsibility policy. We support the UN Sustainable Development Goals with one of our priority goals being (goal 8): Decent work and economic growth. Schiavello supports this goal and the commitment to eradicate any form of modern slavery – such as forced labour or child labour.

Since established in 1966, Schiavello has grown to become a respected multidisciplinary property and accommodation group encompassing the activities of property development, construction services, design and manufacture of advanced workplace furniture products and prefabricated building elements.

We operate across multiple industry sectors including commercial, retail, healthcare, education, accommodation, hospitality, and multi-level residential with activities spanning across Australia, South-East Asia, China, Middle East and the US.



This Statement is approved by the *Schiavello International* Board of Directors.



Peter Schiavello  
Managing Director of Schiavello Group



# Structure and Framework

## Organisational Structure

We currently operate from various locations across Australia, including manufacturing plants and an award-winning headquarters based in Tullamarine. As part of Schiavello’s integrated international network, we have offices and representatives across South-East Asia, China, the Middle East, and the United States of America.

Our service network is the largest and most experienced in the industry, supporting companies and individuals as they move and grow.

## Social Responsibility Framework

Schiavello recognises the importance of socially responsible behaviour with our prime objective being to make decisions and act in such a way that benefits society and contributes to sustainable development. Schiavello is committed to the 5 pillars indicated in our Social Responsibility Policy, which include:

- Governance – a structured approach to making and implementing decisions in pursuit of our objectives – ensuring our decision-making processes are aligned to our cultural beliefs and value systems;
- People - a commitment to exercising due diligence in providing a workplace and work practices that maintain and support basic human rights;
- Customers – a commitment that our products and services have been ethically and legally manufactured and supplied;
- Environment – assuming responsibility for the environmental impacts cause by our activities; and
- Community – supporting and fostering relationships in our community that allows us to contribute to sustainable development.



# Behavioural Standards and Risk Management

Schiavello’s core values and our Code of Conduct set behavioural standards for everyone who works for, or on behalf of Schiavello.

Our values describe what we stand for and guide the way we do things. At Schiavello we have 5 core values:

- Integrity above all;
- The pursuit of excellence;
- Our word is our bond;
- Ambitiously innovative; and
- Live with passion.

Our core values and code of conduct help Schiavello to take a consistent, global approach to important ethical and compliance issues. Our code covers a range of important elements on how we intend to conduct business in the most ethical and lawful way.

Our whistle blowing approach is our commitment to calling out any behaviour classified as “unethical” – essentially any contravention to our core values, code of conduct or modern slavery expectations.

## Our principles

We have developed the following principles underpinned by our values:

- We act in the best interest of the company and our stakeholders;
- We compete fairly and comply with the law in the countries we operate;
- We maintain a safe work environment where we treat others with respect and promote consultation and participation practices;
- We aim to make a positive and sustainable economic, environmental and social contribution in all areas where we operate;
- We secure and protect the property of Schiavello including company and personal information;
- We take our code of conduct seriously and encourage calling out behaviour that appears unethical or simply not right.

We have examined our human rights risks to identify our key risks:

- Labour Rights (Human Rights) including
  - Forced labour
  - Wages and benefits
  - Work hours
  - Child labour
-  Health and Safety
- Anti-Discrimination
-  Privacy and Data Security
- Freedom of Association
-  Anti-Bribery and Corruption

## Supply Chain

We have continued to make our expectations of our suppliers clear through the development and continuous improvement of our procurement processes pertaining to “prequalification” and “monitoring and evaluation of supplier performance”. Our suppliers are expected to;

- Ensure compliance with all applicable modern slavery laws;
- Provide confirmation that they have not been convicted or investigated for any modern slavery related offences;
- Take all reasonable steps to ensure that their supply chain have adequate processes in place to prevent in acts of modern slavery; and
- Agree to allow Schiavello (upon request) to undertake audits of their activities or those of their suppliers.

### Assessing the effectiveness of our actions

Risks of modern slavery in our supply chain are assessed on an annual basis through our review of the supplier self- assessment pre-qualification criteria.

During the reporting period 1<sup>st</sup> July 2024 to 30<sup>th</sup> June 2025, completed supplier self-assessments did not reveal any risks of modern slavery.

The ongoing commitment to review the effectiveness on our pre-qualification criteria annually will assist Schiavello achieving stronger risk management practices to further develop our process in tackling modern slavery risks.

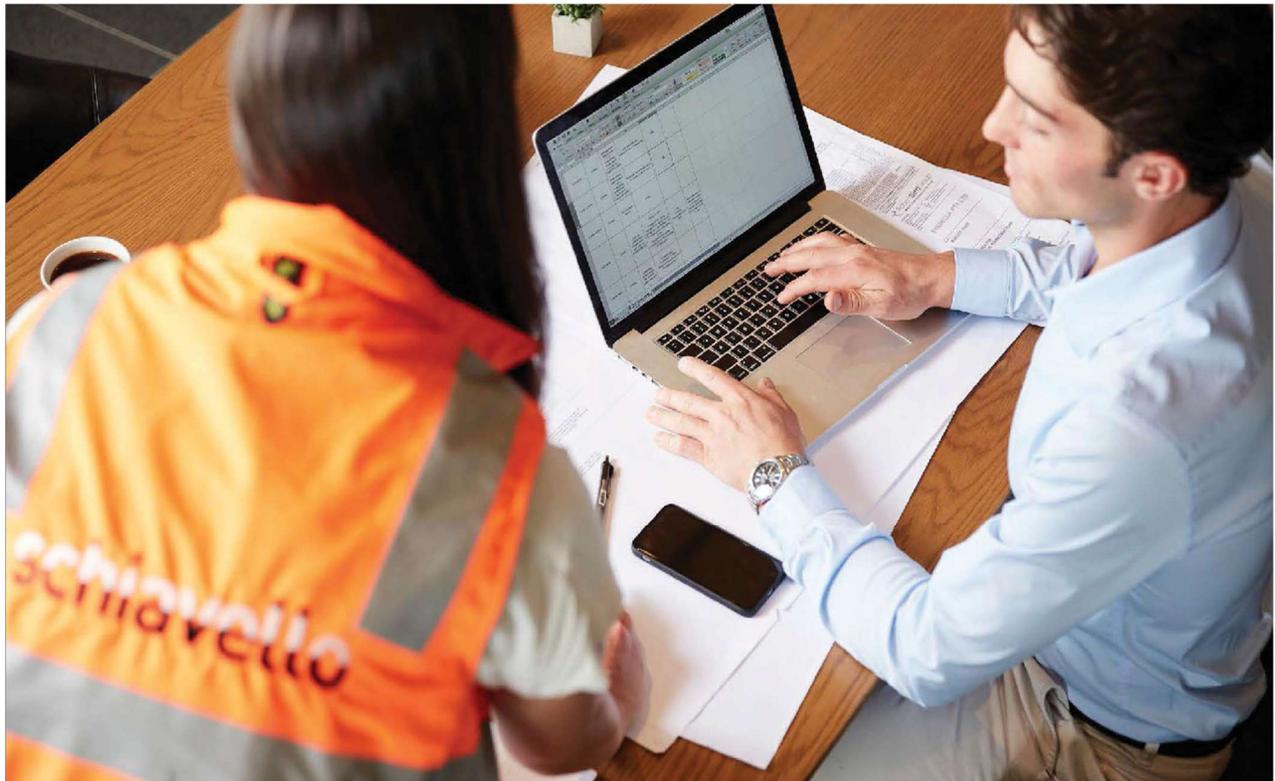
### Consultation and Awareness

During the reporting period, we actively engaged all Schiavello International-owned and controlled entities through targeted meetings to develop this statement. These meetings covered the Modern Slavery Act 2018 reporting requirements, our planned actions, and relevant updates and materials.

Schiavello International-owned and controlled entities include:

- Schiavello Systems (ACT) Pty Ltd
- Schiavello Systems (QLD) Pty Ltd
- Schiavello Systems (NSW) Pty Ltd
- Schiavello Systems (SA) Pty Ltd
- Schiavello Systems (VIC) Pty Ltd
- Schiavello Systems (WA) Pty Ltd

We continue to deliver modern slavery awareness sessions to new and existing staff, reinforcing Schiavello’s human rights policies and procedures. Modern slavery compliance obligations are also communicated through subcontract agreements and contractor onboarding processes.



# Achievements & Beyond

## Modern Slavery achievements 2024–2025

1

Reviewed HR Policies and updated including Anti-Corruption, Diversity and Inclusion and Grievance Procedures

2

Undertaken Audit and Review of pre-qualification assessment, documentation and approval processes

3

Modern Slavery Training Package updated and rolled out to Internal and External stakeholders.

## Looking ahead 2025–2026



### Documentation

To ensure that key suppliers and contractors are assessed against new criteria and formally submit a response to Schiavello outlining their commitment to Modern Slavery Act 2018



### Auditing

Assessment of suppliers using improved pre-qualification and supplier evaluation processes using expanded criteria including Tier 1 and Tier 2 mapping



### Training and Awareness

Increase awareness to all new and existing Schiavello Staff, Suppliers Contractors of Modern Slavery risks ensuring they understand how to identify, prevent, and report potential modern slavery risks within our operations and supply chains