



RSEA

/// SAFETY

**MODERN SLAVERY
STATEMENT FY25**





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RSEA Safety has built a trusted reputation as Australia’s leading safety business, dedicated to helping our customers create and maintain safer workplaces. Our commitment to safety extends beyond physical protection - it encompasses the dignity, rights, and well-being of every individual connected to our operations.

We are committed to conducting business with integrity, transparency, and respect for human rights. RSEA Safety maintains a zero-tolerance approach to modern slavery in all its forms. We actively work with our employees, supply partners, and customers to prevent exploitation and promote ethical conduct across our global supply chain.

As both a manufacturer and distributor, we recognise our responsibility to ensure that every product we deliver is sourced and produced under fair and safe conditions. Our team applies deep knowledge of our global supply network to identify, assess, and mitigate modern slavery risks. We choose our supply partners with care, prioritising those who share our values and uphold the same high ethical standards we set for ourselves.

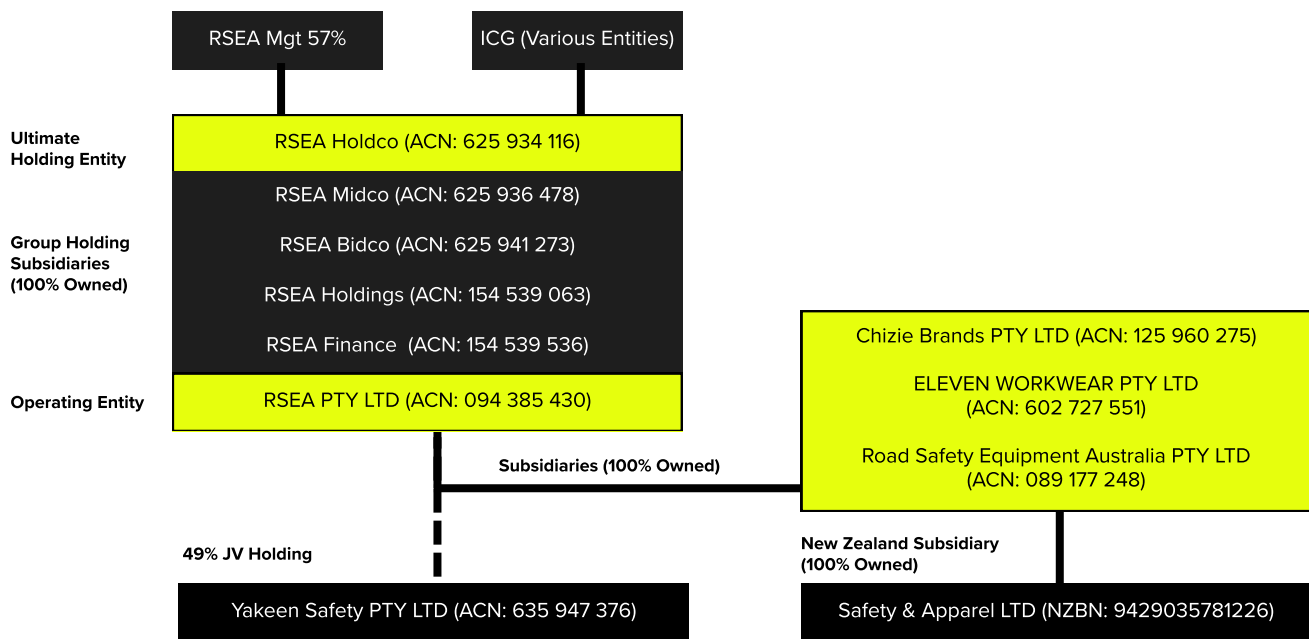
Since our inaugural submission under the Modern Slavery Act 2018 (Cth), RSEA Safety has made measurable progress in strengthening governance, increasing transparency, and embedding responsible sourcing practices across our business. We acknowledge that eradicating modern slavery is an ongoing journey — one that demands vigilance, collaboration, and continuous improvement.

As we continue to grow, our focus remains clear: to lead with integrity, protect the welfare of all people in our value chain, and make a lasting, positive impact on the communities we serve.

This statement was approved by the Board of RSEA Safety on 21st November 2025.

Brandon Chizik
Managing Director
RSEA Pty Ltd

Reporting Criteria 1 & 2: RSEA Safety Structure & Operations



RSEA Pty Ltd is an Australian Private Company limited by shares, first registered in 2000. RSEA has a head office at Ground Floor, 1601 Malvern Road, Glen Iris VIC 3146, and currently trades in Australia and New Zealand providing safety products and apparel.

We operate across 96+ safety superstores, 6 distribution centres and 6 road safety hire locations. The organisation directly sources products from local and overseas manufacturers as well as procurement of products from wholesalers for distribution.

Corporate Governance

RSEA Safety is committed to maintaining governance structures that align with generally accepted principles. Our governance framework is built on the following foundations:

1. Implementing solid foundations for management and oversight.
2. Structuring the board to be effective and add value.
3. Instilling a culture of acting lawfully, ethically, and responsibly.
4. Safeguarding integrity in corporate reports.
5. Recognising and managing risk.

In all our actions, we aim to meet these standards and hold ourselves accountable to the outcomes. As part of our commitment to transparency and ethical business practices, we ensure that our financial statements are audited annually and published with ASIC. This audit process evaluates all aspects of our operations to ensure the processes and structures in place are appropriate for an organisation of our size.





Areas of Operations

RSEA Safety

RSEA Safety is a leading, geographically diverse provider of safety supplies and road safety hire services. We offer customers an omni-channel shopping experience through our retail superstores, online platform, and direct business-to-business relationships. Our extensive range includes quality Australian and globally recognized brands, complemented by our own designed and manufactured products.

In addition to our product offerings, RSEA provides value-added services such as:

- Uniform branding and Embroidery
- Road safety equipment hire
- Vending solutions for personal protective equipment (PPE)

Yakeen Safety

RSEA Safety is a 49% shareholder in Yakeen Safety, with 51% being held by Onabac Pty Ltd, a 100% indigenous-owned business. Yakeen Safety operate in the same market with a similar product offering to RSEA Safety, and largely utilise the same infrastructure and supply chain.

Our Product Categories

	<p>WORKWEAR</p> <p>Apparel including shirts, pants, and jackets for both work and casual wear, as well as high-visibility safety gear. Often produced with customer-specific branding.</p>
	<p>FOOTWEAR</p> <p>Protective footwear designed for industrial environments.</p>
	<p>PPE</p> <p>A comprehensive range of safety products for hand, eye, head and face, hearing, body, and respiratory protection, as well as height safety, welding, confined space, and hydration solutions.</p>
	<p>WORKPLACE SAFETY</p> <p>General safety equipment including first aid supplies, fire extinguishers, spill kits, safety barriers, lockout/tagout systems, health and hygiene products, safety hardware, and containment and storage solutions.</p>
	<p>SAFETY SIGNAGE</p> <p>Workplace signage provides clear communication of potential hazards and safety procedures. Our range includes Mandatory, Prohibition, Warning, Danger, Caution, Fire, First Aid, and HAZCHEM signage. Custom signage can also be arranged to meet specific requirements.</p>
	<p>ROAD SAFETY</p> <p>Our road safety range includes a wide selection of traffic management solutions such as safety bollards and cones, road signage, traffic mirrors, vehicle warning systems, and vehicle safety equipment. RSEA also offers road safety equipment hire.</p>

Reporting Criteria 3: Modern Slavery Risks in Operations and Supply Chain

Operational Risks

RSEA Safety employs a diverse team of professionals across Australia and New Zealand, with approximately 65% of our employees identifying as female and 35% identifying as male. Both Australia and New Zealand are classified as low-risk countries for modern slavery, with rates of 1.6 individuals per 1,000 people affected¹.

The heavily regulated labour markets in both countries contribute to this low risk, and RSEA Safety maintains an unblemished record of meeting worker rights and entitlements.

We ensure compliance with local employment laws through robust internal governance, guided by policies such as the RSEA Safety Equal Opportunity & Privacy Policy. Our commitment to upholding the highest standards of employment practices is integral to maintaining a fair and ethical workplace.

Over the past 12 months, RSEA Safety has occasionally engaged external labour hire organisation to support staffing needs in our distribution centres. We have implemented stringent processes to monitor the use of labour hire personnel, ensuring that all agencies we work with undergo rigorous assessments to ensure compliance with local labour laws.

Given these efforts, RSEA Safety has assessed the risk of modern slavery within our operational areas as low.



Supply Chain Risks

RSEA Safety acknowledges the potential to cause, contribute to, or be directly linked to modern slavery through our supply chain. We recognise that the most significant risks stem from our overseas manufacturers and extended supply chains, primarily due to their geographical distance from RSEA Safety’s management, coupled with the inherent challenges in these regions. These factors make direct engagement with suppliers more complex, increasing the importance of robust monitoring and compliance measures.

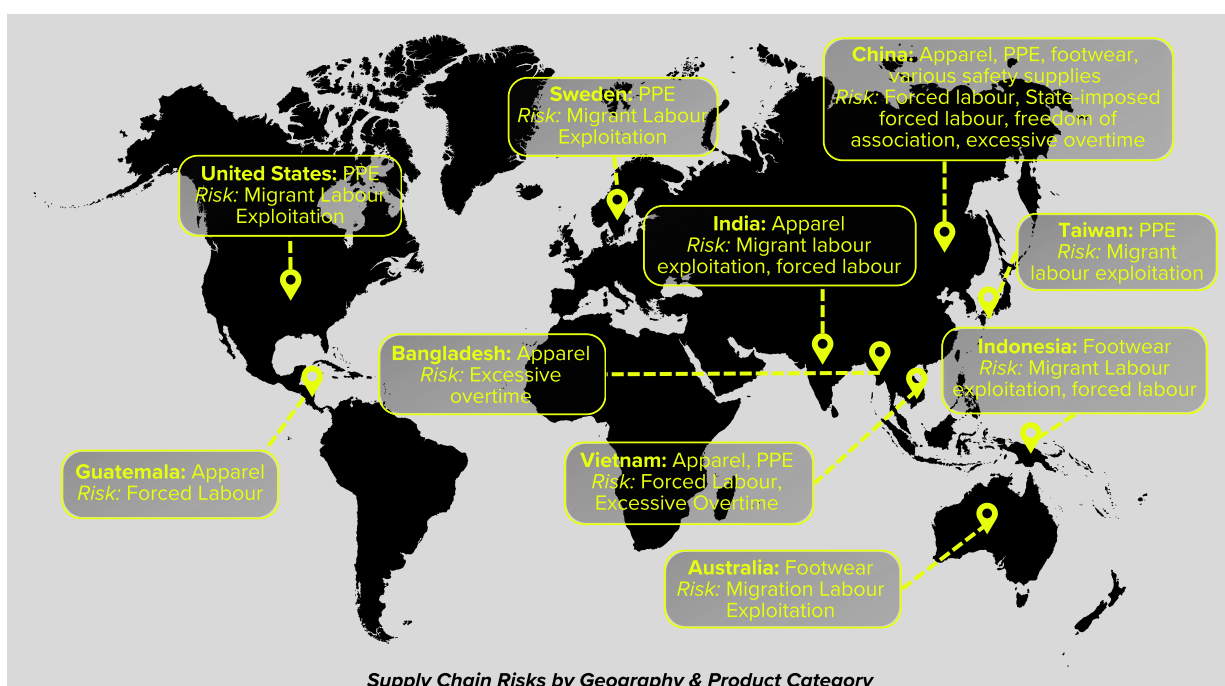
The 2018 Global Slavery Index (GSI) identifies apparel and footwear as high-risk industries for modern slavery. These industries, where garments and other PPE products are central to our business, necessitate heightened scrutiny in supply chain management.

The production of apparel and PPE often involves multi-tiered supply chains, including international transportation, logistics, and raw material sourcing—all of which increase the risk of modern slavery. Specific high-risk agricultural commodities such as cotton are also a concern. In particular, cotton sourced from the Xinjiang Uyghur Autonomous Region (XUAR) in China poses significant risks, leading us to be highly vigilant about the sourcing of this material.

To mitigate these risks, we have established direct relationships with key manufacturers and engage in regular supplier audits to ensure they meet ethical standards. We also invest in improving supply chain transparency through digital tools that track product origin and labour practices.

¹ Walk Free. (2023). Global Slavery Index: Australia and New Zealand Country Studies

² Walk Free Foundation. (2018). Global slavery index. <https://www.globalslaveryindex.org/2018/findings/country-studies/australia/>



Reporting Criteria 4: Actions to Assess and Address Risk

Comprehensive Sales and Operational Planning (S&OP)

Leveraging our longstanding relationships with overseas supply partners, RSEA Safety has conducted supplier workshops to enhance organisational practices. Feedback from these sessions highlighted that two of the greatest pressures on supply chains are unrealistic lead times and unsustainable pricing. Such pressures can increase the risk of unsatisfactory practices as suppliers attempt to meet nonviable deadlines or cost targets.

To mitigate these risks, RSEA Safety has invested significantly in Sales & Operations Planning (S&OP) resources, including enterprise resource planning (ERP) software, an experienced S&OP team, and robust processes. These measures ensure our manufacturing and supply partners are not pressured to compromise standards.

RSEA Safety has also deliberately over-invested in stock holdings, maintaining up to 10–12 months of inventory in some cases. This approach enhances customer experience while accommodating extended lead times and logistical challenges, reducing the likelihood of urgent demands that could undermine modern slavery protocols.

Commercial Responsibility

Ethical sourcing takes priority over cost minimisation at RSEA Safety. We focus on building long-term, responsible relationships with suppliers and addressing supply chain pressures that could contribute to unethical practices. Through responsible purchasing and timely payments, we support our suppliers in maintaining high ethical standards.

	Poor Purchasing Practices	Consequences	Improvement Goals
	<ul style="list-style-type: none"> Excessive sample requests 	<ul style="list-style-type: none"> Sampling cost Decrease in supplier profit Working hours and health and safety 	<ul style="list-style-type: none"> Aim to reduce and/or coordinate number of samples Implement virtual sample software
	<ul style="list-style-type: none"> Labor costs are usually not itemized in the FOB. Overtime and social benefits are not calculated into the labor cost 	<ul style="list-style-type: none"> Increased risk for suppliers cutting labor costs. Can result in lower wages, no overtime pay and no social benefits. 	<ul style="list-style-type: none"> Encourage transparency and dialogue about price engineering and decent work accounting.
	<ul style="list-style-type: none"> Lack of forecasting and information sharing delay suppliers' ability to effectively plan production. Unplanned order placement and unrealistic delivery. 	<ul style="list-style-type: none"> Difficult for suppliers to schedule production and capacity. Increased risk of overtime (working hours), consequently risk for accidents and injuries. 	<ul style="list-style-type: none"> Improve internal forecasting process and inform suppliers as early as possible to facilitate sound production and capacity planning.
	<ul style="list-style-type: none"> Incorrect product specification. Lack of technical knowledge of production. Delays from material and component suppliers. 	<ul style="list-style-type: none"> Delays production start-up and decreases actual production time. Working hours and health and safety. 	<ul style="list-style-type: none"> Control of commercial targets, design and technical specifications before product development requests are sent to suppliers. Take responsibility for on-time delivery from material or component suppliers.

Policy Controls

RSEA Safety views the prevention of modern slavery as a collective responsibility involving both employees and suppliers. Our Ethical Sourcing and Modern Slavery Policy establishes clear guidelines for supplier conduct, including the prohibition of modern slavery, human trafficking, child labour, and forced labour. Suppliers are required to adhere to a code of conduct which includes the following principles:

1. Anti-Corruption
2. Preferred Suppliers
3. Labour expectations
4. Freedom of Association
5. Child Labour
6. Wages and Benefits
7. Working Hours
8. Human Rights
9. Safe and Hygienic Conditions
10. Non-Discrimination
11. Regular Employment
12. Environment Compliance

As RSEA Safety continues to mature and grow, we remain committed to refining and developing these policies to uphold our global standards and reduce the risk of modern slavery.

Enhanced Due Diligence

RSEA Safety conducts ongoing supplier evaluations, including on-site visits, third-party audits, and digital assessments, to monitor compliance with ethical standards. We work with organisations such as Amfori BSCI and SMETA to conduct audits on our behalf, ensuring suppliers adhere to international labour standards.

SMETA Partnership

To offset this risk, RSEA Safety engages SMETA (Sedex Members Ethical Trade Audit) which is an ethical audit methodology that encompasses all aspects of responsible business practice. SMETA provide detailed post-audit reporting over some 80 pages, covering the following modules.

- Labour Standards
- Health and Safety
- Additional Elements:
 - Management Systems
 - Entitlement to Work
 - Subcontracting and Homeworking
 - Environmental assessment



Amfori BSCI Partnership



RSEA Safety is a proud partner of Amfori BSCI, facilitating audits at our manufacturing sites conducted by their expert team. These audits aim to continuously improve suppliers' social performance and enhance working conditions. The assessments are based on the labour standards of the International Labour Organisation (ILO) and international regulations, including the Universal Declaration of Human Rights.

The broader Amfori BSCI Code of Conduct draws from key international conventions such as the Universal Declaration of Human Rights, the Children’s Rights and Business Principles, the UN Guiding Principles for Business and Human Rights, the OECD Guidelines, the UN Global Compact, and ILO Conventions and Recommendations. These frameworks collectively aim to improve working conditions across the supply chain.

RSEA Safety endorses the Amfori BSCI Code of Conduct and, with their support, remains fully committed to upholding these principles.

Selective Partnerships

RSEA Safety values long-standing relationships with trusted manufacturers and approaches new supply agreements with careful consideration. Our team conducts thorough inspections of all prospective factories, with several suppliers rejected for failing to meet required standards. Additionally, all wholesale suppliers are subject to compliance checks by our procurement team to ensure adherence to our high standards.



Reporting Criteria 5: Effectiveness Assessment

Ongoing Monitoring of Risks and Opportunities

In FY22 RSEA Safety established an Environment, Social and Governance Committee (ESG) to enhance focus on these critical areas. The Committee’s objective is to assess material environmental, social, and governance issues related to RSEA Safety’s business activities and support the organisation in delivering improved ESG outcomes. Relevant to this Modern Slavery Statement, the ESG Committee plays a crucial role in reviewing the effectiveness of initiatives and policies that uphold human rights, including measures to combat modern slavery within RSEA Safety’s operations and supply chain. The Committee has contributed to the development of this statement and will continue to oversee and assess related activities to ensure adherence to best practices.

Rating Definitions		
Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A A B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A A B B B B B B B B B A A A A A A B B B B B B B B C B B B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A A C C C C A A A A A A B B B B C C C D C C C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D D E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
Zero Tolerance	A Zero Tolerance Issue was Identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

Figure 1 - Amfori BSCI Rating system

Audit and Compliance Program

A robust third-party audit program forms a critical foundation of RSEA Safety's ethical sourcing strategy, employing best-in-class methodologies to assess the effectiveness of policies and procedures. Every manufacturing factory engaged by RSEA Safety undergoes third-party audits and, when possible, is visited by suitably qualified RSEA Safety personnel.

The audit program incorporates both Amfori BSCI and SMETA assessments:

- **Amfori BSCI Audits:** These audits include a mix of fully announced, semi-announced, and fully unannounced visits to ensure transparency in factory operations. Audits are comprehensive and cover aspects such as:
 - Time-tracked inspections to the minute.
 - Detailed employment structure reviews, including demographic and job category data.
 - Assessment across 13 performance areas, evaluated using a structured rating system.
 - Documentation of critical areas, with non-conformances supported by photographic evidence.
- **SMETA Audits:** These assessments encompass similar areas but also involve randomised employee interviews to gain deeper insights. Auditors pay close attention to management behaviours, including attempts to influence interview outcomes and general attitudes towards the audit process.

Since FY2022, RSEA Safety has been pleased to report that partner factories have complied with legal requirements and exceeded minimum standards for pay and working conditions. No breaches of modern slavery protocols or RSEA Safety policies have been identified from FY2022 onwards. With improved access to overseas suppliers, direct engagement is expected to increase, further strengthening our oversight and commitment to ethical sourcing.

Remediation

Although no breaches or significant non-conformances have been identified, RSEA Safety maintains comprehensive remediation processes to address potential issues should they arise. These procedures, include supplier re-audits, implementation of corrective action plans, and ongoing monitoring aligned with Amfori BSCI and SMETA frameworks.

RSEA Safety remains committed to continuous improvement in monitoring and addressing human rights risks, reinforcing ethical practices across its operations and supply chain.

Reporting Criteria 6: Consultation Process with owned or controlled entities

RSEA Safety is managed by one executive team and board. As we are effectively a single entity business, all entities have been consulted and are actively involved in ensuring alignment with our ethical sourcing and modern slavery practices.