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MODERN SLAVERY STATEMENT

Furnx Pty Ltd
ABN: 80 111 723 829



FURNX
Commercial Furniture



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Introduction

As an advocate for equality, respect and fairness in the workplace, Furnx Pty Ltd is committed to promoting ethical practices, defending human rights, and protecting the well-being of all individuals across our business activities. Our *2023 Modern Slavery Statement* outlines our approach to addressing modern slavery and the steps we take to mitigate risks in our operations.

Modern slavery is conduct that exploits people or deprives them of their freedom through coercion, threat, or deception. Such practices include slavery,

human trafficking, servitude, forced labour, debt bondage, and child labour.

As a company, we believe in safe working conditions for all people regardless of location, industry, or supply chain of which they are a part of. In turn, we acknowledge the risks of modern slavery occurring within the industry, and we are actively taking action in addressing these risks within our company through thorough due diligence.



Furnx's approach to identifying and managing the risk of modern slavery is guided by our commitment to respect human rights across our operations and supply chain.

Organisational Structure

Furnx Pty Ltd is a leading commercial furniture wholesaler in Australia. Since its establishment in 2004, Furnx has expanded its operations and now maintains five stock holding locations. With warehouses situated across Queensland, New South Wales, Victoria, South Australia and Perth, we pride ourselves on offering fast, reliable furniture distribution across the country.

Under the leadership of Managing Director John Auld and Director Stephen O'Brien, Furnx's Senior Management Board oversees all aspects of the business operations. They contribute to the effective management and ethical operation of our company, and welcome the Modern Slavery Act with full support and understanding of its principles.

Our Senior Management Board is comprised of the following key roles:

General Manager:

The General Manager oversees all aspects of the business, providing strategic direction and ensuring seamless coordination between each of the departments. The

GM is responsible for optimising performance, driving growth, and upholding the company's values.

National Sales Manager:

The National Sales Manager leads the sales team, while focusing on the national and larger customer accounts. Responsible for devising sales strategies, nurturing client relationships, and achieving sales targets, the overarching role of the National Sales Manager is to support the company's growth and market expansion.

National Operations Manager:

The National Operations Manager is in charge of state-based customer service and operations. With a focus on streamlining processes, managing logistics, and enhancing operational efficiency to ensure smooth product distribution and customer satisfaction.

Product Development Manager:

The Product Development Manager oversees the introduction of new products into the market. Working closely with suppliers and internal teams to identify trends, develop innovative product lines, and maintain the company's reputation for high-quality office furniture.

HR & Compliance Manager:

The HR & Compliance Manager plays a crucial role in ensuring the company's adherence to relevant laws, regulations, and ethical standards. They manage human resources, implement fair employment practices, and oversee compliance with the Modern Slavery Act and other applicable legislation.

Procurement Manager:

The Procurement Manager is responsible for the strategic sourcing of materials and products from suppliers. They ensure ethical procurement practices, establish supplier relationships, and negotiate contracts to support the company's commitment to combating modern slavery in its supply chain.

The Senior Management Board members collectively contribute to Furnx Pty Ltd's success, integrity, and commitment to combating modern slavery, while driving the business forward in an ethical and sustainable manner. As a company, we have a clear understanding of modern slavery risks and are committed to doing our part to eliminate modern slavery across supply chains and industry partners.



This statement has been prepared by Furnx Pty Ltd to meet the requirements of Part 1 Section 6 of the *Australian Modern Slavery Act 201*. It details the actions taken to identify and reduce risks of modern slavery in our operations and supply chain.

This statement was approved and signed by John Auld as the Managing Director and principal governing body of Furnx Pty Ltd.

A handwritten signature in black ink, appearing to read 'John Auld', written over a light grey background.

John Auld
Managing Director of Furnx Pty Ltd
1st July 2024

Risk Assessment

Identifying Risks

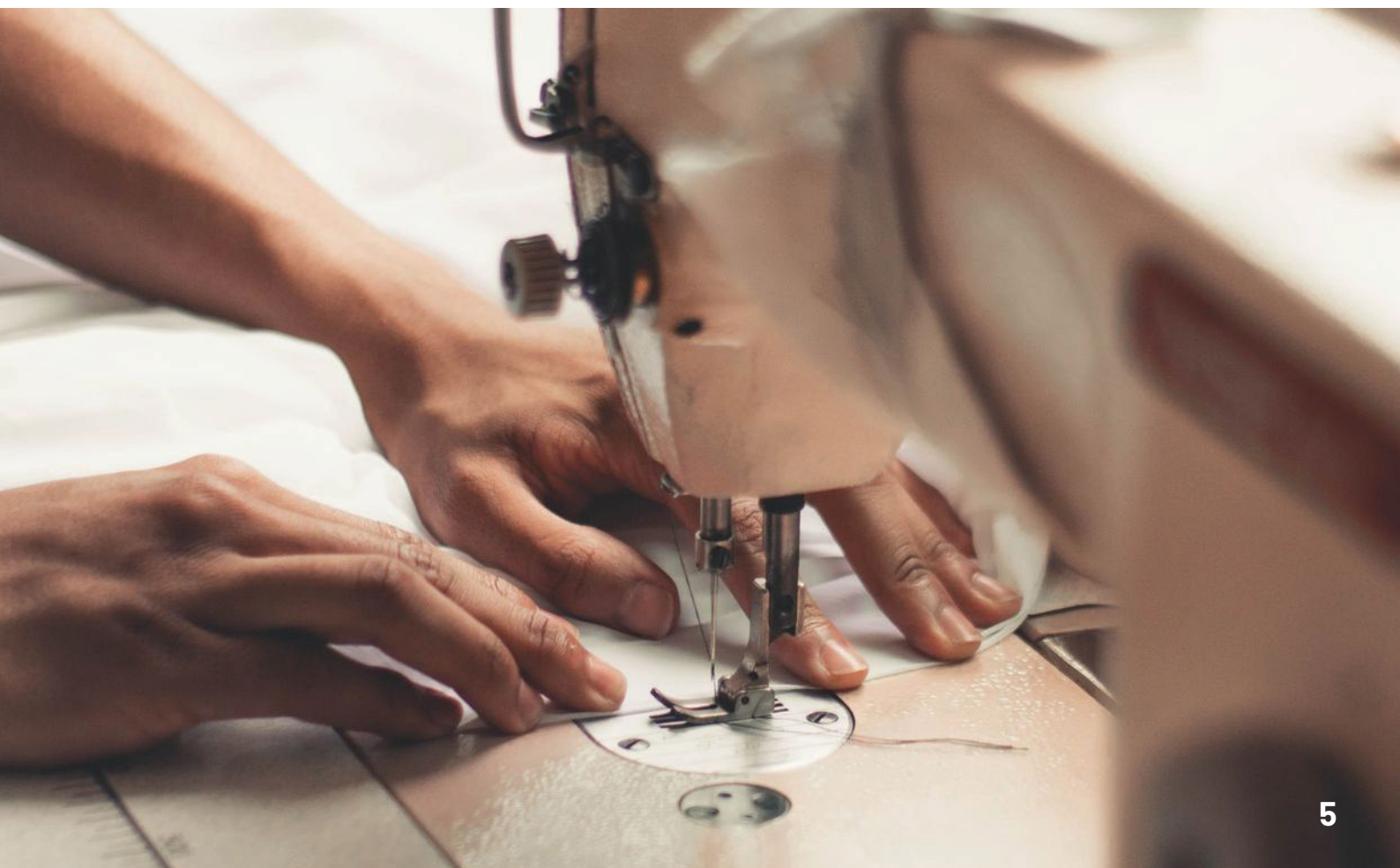
Furnx conducts regular and thorough modern slavery risk assessments within its operations and supply chain. These assessments are conducted through a structured auditing process by Sedex, a system which provides data on ethical and responsible practices to improve environmental, social and governance outcomes. An annual or bi-annual SMETA Pillar 2 audit is performed, which follows the Supplier Ethical Data Exchange (Sedex) methodology, focusing on Sedex Members Ethical Trade Audit (SMETA) Pillar 2. This audit covers important aspects related to working conditions, labor standards, and human rights. These robust assessments help identify any potential risks of modern slavery practices and human trafficking, ensuring we have a clear understanding of our supply chain's compliance with ethical standards.

Our identified risks mostly sit with suppliers and third party partners not complying with Furnx's sourcing standards. Mitigating risk with our international

manufacturers is therefore our highest priority, as well as the continued improvement of policies and procedures to reflect our values and set precedence for all areas of trade.

Through the review and assessment of Furnx Pty Ltd's business structure and operations, we have identified the following key modern slavery risks within our supply chain:

- Forced labour
- Deceptive recruitment
- Debt bondage
- Exploitation of migrant workers
- Unsafe working conditions
- Child labour



Risk Assessment

Managing Risks

Our ongoing commitment to addressing modern slavery risks long term extends to the regular review and improvement of our risk assessment processes. We continuously strive to enhance our understanding of evolving risks and adapt our strategies accordingly. This iterative approach ensures that our efforts remain proactive and aligned with best practices across the furniture industry.

Supplier Due Diligence

To combat modern slavery within our operations and supply chains, our top priority is to focus on our suppliers that have been identified as carrying a high modern slavery risk. Before engaging new suppliers from China, Malaysia, Taiwan, and the UAE, Furnx requires them to confirm their commitment to ethical practices and adherence to modern slavery regulations. Key factors such as illegal logging, asbestos contamination, worker accommodation facilities, workplace health and safety compliance, and ethical supply chain expectations are thoroughly assessed. All new and existing suppliers from these regions are required to be registered with Sedex and are subject to audits conducted by Furnx to ensure transparency and compliance.

Supply Chain Engagement and Due Diligence

At Furnx, our products are sourced and manufactured from regions such as China, Malaysia, Taiwan, and the UAE. We recognise the importance of collaborating closely with our suppliers to promote ethical business practices, and together managing any risks that may arise. We maintain a strong working relationship with each of our suppliers, and actively engage with them during their visits to Australia. Our Director personally knows each supplier's owners and key personnel, and we conduct regular visits to overseas factory sites in these countries to assess working conditions and ensure compliance with ethical standards.

We acknowledge that modern slavery is also present within our economy here in Australia, sometimes in services such as third-party labour hire, and toward minority groups such as migrants. Therefore, we recognise the importance of collaborating closely with our suppliers from all regions to mitigate any risks.

Employee Practices and Policies

Furnx maintains a culture that prioritises fair and equitable employment practices, fully complying with relevant state and federal legislation. Our commitment to employee well-being is reflected in our comprehensive staff handbook, which outlines both employer and employee expectations. The handbook places particular emphasis on complying with legislation, including the Modern Slavery Act, and offers guidance on various ethical matters, such as anti-bribery, anti-collusion, harassment prevention, and workplace bullying. We also have a Learning Management Program to further ensure that employees receive training on these critical issues, fostering a responsible and informed workforce.

As well as employees being advised of their rights through our company's Grievance Policy, we have also contracted a Wellness Facilitator to visit our site locations. All employees within Australia are provided with confidential and unrestricted meetings with the Wellness Facilitator to help negotiate obstacles or work through any issues they may face. Through formal and informal procedures, we can ensure that workers are provided with a safe and healthy workplace where they are free to openly discuss any concerns.

Assessing Effectiveness

We acknowledge that our ongoing assessment of our actions to detect and mitigate modern slavery risks within our operations and supply chain is a continuous and evolving effort. We will constantly monitor the effectiveness of our procedures, policies, programs and training to ensure they are working and remain current. We are committed to enhancing this process, collaborating with trusted auditing organisations like SEDEX and SGS to continually evaluate potential risks.

Our Commitment

We remain dedicated to the eradication of modern slavery in all its forms, including our international supply chain across China, Malaysia, Taiwan, and the UAE. Through communication and support, we will continue to strengthen our supplier awareness and compliance in regards to our ethical standards and human rights. We support government initiatives to combat this issue and continually work to improve our practices.

Respecting human rights across all business activities helps uphold Furnx's core values and helps us to achieve our vision of creating long term, sustainable value for society.

This statement has been prepared in accordance with the requirements of the Modern Slavery Act NSW 2018 and will be made available for public viewing as part of our commitment to transparency and accountability.





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