



ABN: 29 682 112 625
Suite 110/147 King Street
Sydney, NSW, 2000

Modern Slavery Policy

AMESA Interiors Pty Ltd

January 2025

In accordance with the Modern Slavery Act 2018 (Cth)

1.0 Policy

AMESA Interiors Pty Ltd is committed to protecting the rights and wellbeing of all people connected to our operations, both in Australia and globally. As a responsible employer and corporate citizen, we recognise our legal and moral obligations to ensure that all workers—whether employed directly or engaged through our supply chain—are protected from exploitation in line with the Modern Slavery Act 2018 (Cth).

Modern slavery includes slavery, servitude, forced labour, debt bondage, deceptive recruiting, forced marriage, trafficking in persons, and the worst forms of child labour as defined under Australian legislation. These severe human rights violations deprive individuals of their freedom and exploit them for commercial or personal gain.

AMESA Interiors Pty Ltd maintains a zero-tolerance approach to modern slavery.

We commit to acting ethically and with integrity in all business dealings, and to implementing effective systems and controls to help ensure that modern slavery does not occur within our organisation or supply chains. We expect the same high standards from all employees, suppliers, contractors, business partners and associated organisations. Our contractual arrangements require compliance with this policy and the Modern Slavery Act 2018 (Cth), and we expect our suppliers to hold their own suppliers to the same high standards.

2.0 Scope

This policy applies to AMESA Interiors Pty Ltd in Australia, including all:

- Employees
- Labour-hire and agency workers
- Contractors and subcontractors

- Volunteers, interns and apprentices
- Consultants and third-party representatives
- Business partners and supply chain organisations

3.0 Directors Responsibility

The Directors of AMESA Interiors Pty Ltd have overall responsibility for ensuring compliance with this policy and for meeting the company's reporting obligations under the Modern Slavery Act 2018 (Cth).

However, every person working for or on behalf of AMESA Interiors Pty Ltd shares responsibility for supporting our commitment to preventing modern slavery. Leaders across all business units are responsible for encouraging vigilance, ensuring training is completed, and embedding our risk-management processes.

This policy was approved by the Directors in January 2025.

4.0 Policy Commitments

AMESA Interiors Pty Ltd is committed to achieving the following objectives:

1. **Transparency and Reporting:** Ensuring transparency in our operations and supply chains, in accordance with the reporting requirements of the Modern Slavery Act 2018 (Cth).
2. **Annual Modern Slavery Statement:** Preparing and publishing an annual Modern Slavery Statement approved by the Directors and signed by the Managing Director (as required for entities meeting the reporting threshold).
3. **Right to Work Verification:** Ensuring all personnel have the legal right to work in Australia, in line with Australian immigration and employment laws.
4. **Supply Chain Due Diligence:** Working with our suppliers to ensure compliance with Australian legislation and international human rights standards. This includes the right to audit, undertake supplier assessments, and conduct investigations where risks or concerns are identified.
5. **Eliminating Forced, Compulsory and Child Labour:** Identifying and addressing risks of modern slavery across our operations and extended supply chain through training, due diligence, consultation, and procedural controls.
6. **Confidential Reporting and Protection:** Providing safe and confidential reporting channels for raising concerns, including internal reporting mechanisms and external options such as the Australian Government's support services.

5.0 Compliance Obligations

Preventing, detecting, and reporting modern slavery is the responsibility of everyone working for or on behalf of AMESA Interiors Pty Ltd. All persons covered by this policy must:

- Read, understand and comply with the policy
- Avoid any conduct that may lead to a breach
- Report concerns promptly
- Participate in training where required

Our zero-tolerance approach will be communicated to all employees, suppliers, business partners and other stakeholders to ensure alignment across our value chain.

If you have information or concerns relating to modern slavery, you may contact:

- Australian Government: Support for Trafficked People Program — 1800 041 884
- Australian Federal Police — 131 237
- Fair Work Ombudsman — 13 13 94

These external channels are available in addition to internal reporting and provide confidential assistance.

This policy is not part of any employment contract.

Any suspected breach must be reported in accordance with our Labour and Human Rights Policy or internal whistleblower channels.

6.0 Breaches of Policy

Any employee found to have breached this policy may face disciplinary action, up to and including termination of employment. We reserve the right to terminate relationships with contractors, suppliers or other third parties who breach this policy or fail to demonstrate adequate efforts to prevent modern slavery in their operations.

7.0 Review and Revision

The policy is designed to provide guidance rather than prescriptive instructions, allowing flexibility in how commitments are achieved while maintaining adherence to the principles outlined herein.

This policy is reviewed annually to consider supply chain progress, changes in industry practice, and customer requirements.

Signed for and on behalf of AMESA Interiors Pty Ltd:

Name: Ricky Levy

Position: Director

Date: 25/01/2025

Signature: RBL

Name: Simon Reed

Position: Director

Date: 25/01/2025

Signature: SR