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# Modern Slavery Statement

FY 2021

## 1. Introduction

Lovelight Pty Ltd (Lovelight) is opposed to slavery in all its forms, including: slavery; servitude; forced labour; human trafficking; deceptive recruiting for labour or services; debt bondage; forced marriage; and the worst forms of child labour. This statement describes the steps taken by Lovelight during the financial year ending 30 June 2021 to assess and address the risk of modern slavery occurring in our operations and supply chains.

Despite not being mandated to do so, Lovelight has elected to prepare a voluntary statement that meets the reporting requirements of Australia's Modern Slavery Act 2018 (Cth) and associated guidelines.

## 2. Our Structure, Operations and Supply Chains

Lovelight was established in 2011 with a vision to offer high quality, affordable window furnishings to custom Australian homes and commercial spaces. We have since developed a dependable reputation and are proud to have achieved sustainable growth on a national scale.

Lovelight's head office is located in Melbourne. We have a total of 70 team members located across Victoria, Queensland, Tasmania, South Australia and New South Wales.

Lovelight provides specialist window furnishings for architects and designers, volume builders, owner and small builders, developers, investors, custom homes and homeowners.

The products we supply to our clients and customers are produced in third party owned supplier factories. Lovelight has four registered supplier factories located in China and Vietnam. In addition, we also source product from approximately 20 local suppliers, which produce product in their own, or contracted third party, supplier factories located in Australia and overseas.

In addition to our window furnishing products, Lovelight offers a range of complementary design services and business solutions.

## 3. Modern Slavery Risk

Lovelight has assessed its modern slavery risks with reference to a number of modern slavery risk indices, including the Walk Free Foundation Global Slavery Index, and information supplied to us through our extensive stakeholder networks (e.g. customers, suppliers, licensors, industry associations and governments).

### 3.1 Operations

In FY 2021, Lovelight assessed the risk of modern slavery in our direct business operations to be low. Lovelight has a robust system of HR policies and procedures that ensure compliance with legally mandated employment entitlements and awards across our workforce. The policies apply to all Lovelight operated offices and facilities in Australia.

### 3.2 Supply Chains

Lovelight recognises that through the window furnishing products we source from our third party supplier factories and local suppliers, we can be exposed to the risk of modern slavery in the manufacturing process both in Australia and overseas.

The Global Slavery Index has identified a shortlist list of 15 imported products common in G20 countries, such as Australia, which present a heightened risk of forced labour. While Lovelight's primary product (window furnishings) does not appear on the list, raw materials and components used in window furnishings relate to three products on the short list as set out in the table below.

<b>Global Slavery Index: Products at Risk of Forced Labour</b>	<b>Potential Lovelight Supply Chain Product Exposure</b>
Electronics	Electronic components used in motorised window furnishings
Cotton	Cotton fabric used in manufacturing of window furnishings (eg curtains)
Timber	Timber based window furnishings

#### 4. Risk Mitigation Actions

The need to manage the risk of modern slavery in our supply chain is a key consideration behind the design of the Lovelight Ethical Sourcing Program. The program is applicable to all Suppliers including Suppliers of the products we sell to our clients and customers, the goods we use in our own operations and our service providers.

Key elements of the program include:

- A comprehensive Lovelight Supplier Code of Conduct, which includes the minimum sourcing standards that all Suppliers must meet as a condition of doing business with Lovelight. The Code contains specific wording prohibiting conduct associated with modern slavery, including child labour, forced labour, human trafficking, non-compliance with local wage laws and unauthorised subcontracting.
- Code compliance declarations that must be signed by all Suppliers.
- A whistleblower line (compliance@lovelight.com.au) through which any person, including workers of a Supplier, may report actual or suspected Code violations.
- A robust audit and monitoring program that requires Lovelight supplier factories to have an approved ethical sourcing audit prior to onboarding and renewed at least every two years.
- Due diligence processes applicable to onboarding new local Suppliers, designed to ensure their factories comply with ethical sourcing standards that, at a minimum, meet the Lovelight standards.
- Staff training.
- A Standard Operating Procedure documenting the Lovelight Ethical Sourcing Program's governance structure, program objectives, and internal roles and responsibilities.

#### 5. Assessing Effectiveness

Responsibility for assessing and addressing Lovelight's modern slavery risks occurs under the direct oversight of the Managing Directors. Lovelight's overall modern slavery risk management approach is reviewed at least annually.

#### 6. Consultation with Entities Owned or Controlled

Lovelight consulted with the relevant companies it owns or controls in the development of this statement

This Statement was approved by the board of Lovelight Pty Ltd, on 16 October 2021.

**J.L**

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Jason Lewis, Managing Director

16 October 2021

**R.L**

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Ryan Lewis, Managing Director

16 October 2021