

Statement ▾	Modern Slavery
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1. Purpose

- 1.1. JasonL Pty Limited ("JasonL") ABN 27 138 695 404 is committed to eliminating the risks of Modern Slavery ("Statement") by acting ethically and with integrity in all its business dealings across the globe including USA, China, Malaysia, Nepal, South Africa, Argentina, Uruguay and Philippines.
- 1.2. This Statement applies to associated subcontractors and suppliers within the JasonL supply chain and within JasonL operations.
- 1.3. This Statement outlines JasonL's approach to reducing the risks of Modern Slavery Act practices within its supply chain and operations.
- 1.4. The reporting entity is a privately owned third generation, proprietary limited commercial furniture and office fitout supplier across Australia. JasonL import, design, manufacture, deliver and install products via our internal installs operations and our partnered subcontractor network installs teams along with our global supply chain including component and product manufacturers and furniture product suppliers.
- 1.5. This Statement affirms JasonL's commitment to supporting the intent of international conventions, treaties, and protocols relevant to combating modern slavery and the Modern Slavery Act 2018 (Cth) and covers the reporting period of 1 July 2022 to 30 June 2023.
- 1.6. This Statement affirms JasonL's commitment to ending all forms of modern slavery and our approach to reducing the risk of modern slavery practices within our operations, and supply chain.
- 1.7. JasonL upholds an ethical workplace and business practices and operates under an EOS Entrepreneur Operating System called Bloom Growth that includes shared values, ethical business practices, equal opportunity and anti discrimination legislation.

2. Scope

- 2.1. JasonL provides a tailored set of stocked products and services delivered at speed creating successful work environments, nationwide with a global supply chain network.
- 2.2. JasonL's head office based in Western Sydney with an attached Showroom and DC Warehouse with a national footprint of showrooms across Brisbane, Sydney, Western Sydney, Melbourne and Adelaide.
- 2.3. This Statement applies to all Workers of the Company, including persons working for or on behalf of, or providing services to, the Company in any capacity including consultants or third-party representatives.
- 2.4. Workers must comply with this Statement at all times.

3. Definitions

- 3.1. **Modern Slavery** describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute Modern Slavery can include, but are not limited to:
 - 3.1.1. human trafficking;
 - 3.1.2. slavery;
 - 3.1.3. servitude;
 - 3.1.4. forced marriage;
 - 3.1.5. forced labour;
 - 3.1.6. debt bondage;
 - 3.1.7. deceptive recruiting; or
 - 3.1.8. child labour

All forms of Modern Slavery involve the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain.

- 3.2. **Supplier** means a person who supplies goods or services to the Company (whether paid or unpaid) and any employees of the Supplier. JasonL operates and maintains a preferred supplier

listing. We conduct due diligence on all suppliers before allowing them to become preferred suppliers which includes investigations to ensure that they have not been convicted of any offenses relating to modern slavery and contraventions of the Fair Work Act 2009 (Cth).

Where a supplier is required to comply with the Modern Slavery Act 2018 (Cth), we will ensure that they have a Modern Slavery Statement in place and that their policies and procedures are Compliant.

For suppliers who fall below the requisite reporting threshold, we will wherever possible encourage them to comply with the Modern Slavery Act 2018 (Cth) of their own volition, as we do. JasonL actively engages with our clients to promote a fair workplace that is free of modern slavery and its related conditions. As a provider of outsourced services to our clients, we are conscious of the need to identify any practices that would signify modern slavery within the work site as a whole, not only the component managed directly by JasonL.

- 3.3. **Supply Chain** is defined as the products and services (including labour) that contribute to the Company's business. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers (as per above).
- 3.4. **Workers** refer to employees, directors, officers, agency workers, labour hire, service providers, consultants, third-party representatives, subcontractors, independent contractors and volunteers of the Company.

4. **Application of Statement**

- 4.1. This Statement may be varied from time to time by JasonL. This Statement does not form part of any employee's contract of employment.
- 4.2. We seek the cooperation of all workers, suppliers and our supply chain who work with our business. We encourage suggestions for realising our equal opportunity and anti-discrimination objectives to create a fair and tolerant working environment.

5. **Approver**

- 5.1. This statement was approved by our Co - Chief Executive Officers of JasonL, Marc Levin and Jason Levin on 17 November 2023.



Marc Levin
Director