

## Modern Slavery Statement 2024

Planex Sales Pty Ltd strives to continuously improve and exceed our obligations under the Modern Slavery Act 2018.

(A) Reporting Entity	Planex Sales Pty Ltd												
(B) Structure, Operations, and Supply Chains	<p>Planex designs and manufactures specialised steel storage systems. The operations have been carried out since 1973. A purpose-built manufacturing facility and showroom in Hallam, Victoria, shows environmental commitment to the 40 staff and interested parties.</p> <p>Certifications continue with ISO 9001 Quality Management and ISO 14001 Environmental Management Systems, GECA Ecolabel, Furntech-AFRDI Blue and Green Tick, and membership to UNGC as a Participant.</p> <p>Planex services multinational, corporate, educational, Local, State and Federal Governments and residential markets.</p> <p>Our products are made from steel presenting unique desirable properties such as strength and longevity with attention paid to modularity, reuse, re-purpose and ultimately disassembly for full recycling.</p> <p>Key supply chains supporting operations are those for:</p> <ul style="list-style-type: none"> <li>• Material inputs to production. These are predominantly Australian-made Bluescope sheet steel, surface treatment and coating supplies, welding supplies, followed by high-quality imported components such as slides, locks, etc.</li> <li>• Subcontracted work services include: maintenance of plant equipment such as water, plumbing, trade waste, IT, energy supplies, heating/air conditioning, powder coating facilities, cleaning and waste disposal, testing, certifications, delivery and installation of Planex furniture.</li> </ul>												
(C) Risks of modern slavery practices in operations and supply chains	<p>Risks of modern slavery are assessed as follows for the supply chains above:</p> <table border="1" data-bbox="454 1299 1436 1568"> <thead> <tr> <th data-bbox="454 1299 1308 1332"><u>Supply Source</u></th> <th data-bbox="1308 1299 1436 1332"><u>Risk</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="454 1344 1308 1377">Production inputs and subcontract services from Australian manufacturers and suppliers</td> <td data-bbox="1308 1344 1436 1377">Low</td> </tr> <tr> <td data-bbox="454 1388 1308 1422">Work services sourced in Australia</td> <td data-bbox="1308 1388 1436 1422">Low</td> </tr> <tr> <td data-bbox="454 1433 1308 1467">Production inputs and work services from overseas countries with similar labour laws</td> <td data-bbox="1308 1433 1436 1467">Low</td> </tr> <tr> <td data-bbox="454 1478 1308 1512">Production inputs and work services from countries with less stringent labour laws</td> <td data-bbox="1308 1478 1436 1512">Moderate</td> </tr> <tr> <td data-bbox="454 1523 1308 1556">Production inputs from countries overseas with a history of labour abuses</td> <td data-bbox="1308 1523 1436 1556">High</td> </tr> </tbody> </table>	<u>Supply Source</u>	<u>Risk</u>	Production inputs and subcontract services from Australian manufacturers and suppliers	Low	Work services sourced in Australia	Low	Production inputs and work services from overseas countries with similar labour laws	Low	Production inputs and work services from countries with less stringent labour laws	Moderate	Production inputs from countries overseas with a history of labour abuses	High
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(D) Actions to assess and address risks (including due diligence and remediation)	<p>Our Business Partner Code of Conduct and our Modern Slavery Statement outline Planex’s position on slavery. They apply to all persons working for us or on our behalf in any capacity. The Code of Conduct encompasses the first six of the UNGC Ten Principles, which are -</p> <p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> Make sure that they are not complicit in human rights abuses.</p> <p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> The elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> The effective abolition of child labour; and</p> <p><b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation.</p> <p>Continued...</p>												

(D) Actions to assess and address risks (including due diligence and remediation)	<p>In encompassing these principles, suppliers of materials and services to Planex are expected to demonstrate that they have processes in place to guard against modern slavery in their supply chains.</p> <p>Our requirements for procurement prohibit dealing with suppliers who cannot provide reasonable assurances that their supply chains are free of modern slavery. We consult with our suppliers on the issues related to slavery in Australia and overseas, including recognition of its existence, and awareness that it may be present unknowingly or not in supply chains. For the suppliers from overseas countries that could pose a moderate to high risk, we also speak frankly with their management about Planex's actions that could result in termination of relationships.</p> <p>More broadly, any Planex employee who breaches Planex's Modern Slavery Statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.</p> <p>As part of the consultations with suppliers, Planex requests the mutual exchange of each company's Modern Slavery Statements and Business Partner Code of Conduct.</p> <p>We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings to ensure that modern slavery has no place in our own business or our supply chain.</p>
(E) Assessment of effectiveness	<p>Planex Management has reviewed the systems and confirm that they will meet the objectives, namely:</p> <ul style="list-style-type: none"> <li>• Evidence has been collected from major suppliers that they are committed to modern slavery prevention. Collection of information from new suppliers is done as a continuing practice.</li> <li>• Modern slavery requirements and general knowledge are communicated to all employees with purchasing authority. We provide training and resources to our employees to increase awareness of modern slavery risks and empower them to identify and report any suspicious activities.</li> <li>• No modern slavery cases have so far been identified and therefore no remedial action was required.</li> </ul>
(F) Consultation with subsidiary entities	<p>Not applicable because Planex does not have subsidiary entities.</p>
(G) Other relevant Information	<p>Planex has mapped its main supply chain with respect to Modern Slavery Statements and Business Partner Code of Conduct. The process continues with the aim of mapping the majority of suppliers.</p>



Jean-Pierre Jardel  
 Managing Director  
 20.06.2024