



# **ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT**

Colourstone International Group Holdings Pty Ltd

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## Our Commitment

At Colourstone, we are committed to eradicating modern slavery, forced labour, and human trafficking in all aspects of our operations and supply chain.

We uphold the highest ethical standards, ensuring that neither our business nor our Tier 1 suppliers endorse, enable, or facilitate any form of slavery, human trafficking, or exploitative labour practices.

As a company engaged in global sourcing, we adhere to the Disney International Labor Standards (ILS), ensuring that all our suppliers comply with ethical manufacturing requirements.

We conduct regular audits, due diligence, and risk assessments to ensure that every stage of our supply chain aligns with fair labour practices and human rights protections.

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## Zero Tolerance for Modern Slavery

We do not tolerate any form of slavery, servitude, human trafficking, or forced labour within our business. This applies to:

### **Child Labour**

We strictly prohibit the use of child labour in any part of our supply chain.

### **Forced or Bonded Labour**

We do not allow any form of involuntary or debt-bonded labour, including withholding wages or identity documents.

### **Excessive Working Hours**

We ensure compliance with legal working hour limits and fair compensation for overtime.

### **Freedom of Movement & Employment**

Workers must have the right to freely enter and exit employment without coercion.

### **Fair Wages & Benefits**

We require that all employees and supply chain workers receive wages that meet or exceed legal minimums.

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## Supplier Code of Conduct & Compliance

We mandate that all Tier 1 suppliers and business partners adhere to our Supplier Code of Conduct, which aligns with Disney ILS requirements and international human rights standards, including:

- The Universal Declaration of Human Rights.
- The International Labour Organization (ILO) Conventions.
- The Modern Slavery Act 2018 (Australia).
- The UN Guiding Principles on Business & Human Rights.

All suppliers must undergo regular social compliance audits to verify that they meet the required ethical labour standards.

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## Risk Assessment & Due Diligence

### Supplier Screening

Conducting background checks and ethical sourcing verifications before onboarding new suppliers.

### Third-Party Audits

Partnering with recognised auditors to evaluate compliance with ethical labour practices.

### Whistleblower Protection

Establishing **\*\*confidential reporting channels\*\*** for workers to raise concerns about unfair labour practices.

### Corrective Action Plans

Working with suppliers to **\*\*address and rectify\*\*** non-compliance issues where identified.

## Employee Awareness & Training

We ensure that our employees and supply chain partners are fully educated on their responsibilities regarding anti-slavery and ethical labour practices.

Our initiatives include:

- Training programs for employees and procurement teams to detect and prevent modern slavery risks.
  - Supplier education on responsible business conduct and human rights protections.
  - Ongoing monitoring of emerging risks related to forced labour and trafficking in global supply chains.
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## Governance & Continuous Improvement

We commit to continuously improving our anti-slavery measures by:

- Reviewing supply chain risks and updating policies accordingly.
  - Strengthening supplier engagement programs to reinforce ethical sourcing.
  - Encouraging collaboration with industry bodies to drive best practices in responsible business conduct
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## Reporting & Transparency

We commit to continuously improving our anti-slavery measures by:

Colourstone upholds full transparency in its reporting on anti-slavery initiatives.

We publicly disclose our efforts to combat human trafficking in alignment with industry best practices and legal obligations.

We encourage whistleblower reports and supplier engagement to maintain an ethical supply chain.

This statement is reviewed annually to ensure it reflects the latest industry standards and regulatory changes.

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