



MODERN 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 across our global operations and supply chain.

We uphold the highest ethical standards, ensuring that neither our company nor our Tier 1 suppliers engage in or indirectly enable any form of forced labour, servitude, or exploitative practices.

As a company engaged in global sourcing, we adhere to the **Disney International Labour Standards (ILS)**, ensuring that all approved factories undergo rigorous audits covering labour conditions, working hours, worker documentation, compensation, and health & safety.

We conduct ongoing due diligence, supplier engagement, and compliance monitoring to identify, assess and mitigate modern slavery risks to ensure fair labour practices and human rights protections at every stage of production.

Zero Tolerance for Modern Slavery

We do not tolerate any form of:

Child Labour

The use of child labour is strictly prohibited across our operations and supply chain.

Forced or Bonded Labour

Workers must not be subject to forced overtime, debt bondage, coercion, or threats.

Excessive Working Hours

We uphold legal limits and ensure overtime is voluntary and compensated.

Freedom of Movement & Employment

Workers must be free to commence and terminate employment voluntarily in accordance with applicable labour laws and without coercion, financial penalty or retaliation.

Fair Wages & Benefits

All employees and supply chain workers must receive compensation meeting or exceeding legal minimums and industry expectations.

Supplier Code of Conduct & Compliance

We require all Tier 1 suppliers and business partners to comply with:

- Disney ILS Standards
- International Labour Organisation (ILO) Conventions
- Australian Modern Slavery Act 2018
- United Nations Guiding Principles on Business & Human Rights
- Colourstone Supplier Code of Conduct (where implemented)

Suppliers must undergo **regular third-party social compliance audits**, maintain complete employment documentation, and promptly implement corrective action plans where required.

Risk Assessment & Due Diligence

Our due diligence processes include:

Supplier Screening

Ethical sourcing checks and labour documentation verification prior to onboarding.

Third-Party Audits

Annual Disney ILS audits assess working conditions, worker treatment, pay accuracy, and safety.

Confidential Reporting Channels

Ensuring workers have access to safe, protected, anonymous grievance systems.

Corrective Action Plans

Suppliers must immediately address any non-compliance identified through audits

Worker Protection Requirements

1. Workers must not pay recruitment fees.

No labour agent, contractor, or supplier may charge workers any fees related to recruitment, hiring, placement, contract termination, or relocation.

2. Workers must retain their own passports and identity documents.

Suppliers **must not** hold or store:

- Passports
- Work permits
- National ID cards
- Bank cards

3. Workers must receive contracts in a language they understand.

Colourstone China Co LTD issues **bilingual Mandarin/English employment agreements** for all staff hired through our approved labour agency.

4. Workers must be free to terminate employment.

Employment must be voluntary; workers may end employment in accordance with local labour laws without penalty or withholding of wages.

Migrant & Foreign Worker Safeguards

Our policies require that:

- All migrant workers receive equal treatment and protection.
- No restriction is placed on workers' movement, communication, or access to personal belongings.
- Migrant recruitment agencies must be licensed and audited.
- Migrant workers must not be subject to deception or contract substitution.
- All labour contracts must accurately reflect pay, hours, and duties.

Grievance & Whistleblower Channels

Workers may report concerns via:

- Anonymous email: compliance@colourstone.com
- China office management team
- Secure WeChat reporting channel
- Physical anonymous drop boxes located within facilities

All reports are confidential, and retaliation is strictly prohibited.

Reporting & Transparency

Colourstone is committed to transparency and will continue to publicly report on our anti-slavery efforts, supplier compliance, and risk management initiatives.

This statement is reviewed annually, or earlier where required due to legislative changes, customer requirements or changes to Colourstone's operations.

Colourstone communicates this policy to relevant employees and business partners and expects suppliers engaged on its behalf to support its principles and comply with applicable labour and human rights legislation.

Colourstone does not knowingly source goods or services from organisations that engage in modern slavery, forced labour, child labour or human trafficking.

