

Modern Slavery and transparency in supply chains statement

This statement has been prepared for the year ending 30 June 2025 and taking into account Australian Government guidance. This statement has been approved by the Artedomus (Aust) Pty Ltd ("Artedomus") Board of Directors and is applicable to all Artedomus business units and subsidiary companies.

In accordance with Australian Government guidance, this statement reports on our:

- Organisational structure, business and supply chain
- Policies in relation to slavery and human trafficking
- Due diligence processes in relation to slavery and human trafficking
- Risk management and assessment processes
- Staff training and capacity building
- Organisational effectiveness in preventing slavery and human trafficking.

Our organisational structure, business and supply chain

Artedomus is based in Australia and does business predominantly in Australia on a national basis. As at 30 June 2025 it had 4 subsidiaries. A list of Artedomus subsidiaries can be found at the end of this statement.

Artedomus is a market leader in the importation and supply of ceramic tiles and slabs, stone tiles and slabs, and bath ware in addition to the manufacture of housewares and furniture.

We value our workforce highly, employing over 80 people of diverse backgrounds. We have a compact and global supplier base with the majority of our products coming from approximately 15 suppliers, located in 6 countries being Italy, Japan, Spain, Portugal, Turkey and Greece.

Our policies and principles

We operate to high ethical business, employment and recruitment standards across all our operations.

Our business reputation, together with the trust and confidence of the people and organisations with whom we do business, is one of our most valuable assets and one which we strive to protect. High ethical standards also make good business sense; they create value for our company, our shareholders and ultimately for society as a whole.

Artedomus opposes all forms of slavery and forced labour. We are committed to supporting the dignity and human rights of our employees and working collaboratively with our supply partners to ensure our business is conducted in an honest and ethical manner.

We promote the aims of the California Transparency in Supply Chains Act of 2010 and the Australian Modern Slavery Act. Furthermore, we support the UN Guiding Principles on Business and Human Rights throughout all our operations. Our global policies uphold the requirements of the UN Universal Declaration of Human Rights and the Convention on the Rights of the Child.

Our Operations

Our Director Brad Hancock is responsible for overseeing human rights compliance and risk, including modern slavery, whilst our Managing Director, Phil Brenton deals with all labour issues from an employment perspective.

The Artedomus Values Statement and Policy sets out the minimum ethical and fair business principles and standards to which we expect all our employees, contractors and partners to adhere. We adopt a zero tolerance approach to the use of slavery or forced labour, both within our own operations and in our supply chain.

Individuals can report on any ethical issue, including modern slavery. We also have a zero tolerance approach towards any form of whistleblower retaliation, including actions that compromise the confidentiality of the complaint or the whistleblower's identity. Strict disciplinary action will be taken against individuals involved if retaliation is proven. Reporters can remain anonymous, however those who do provide contact details receive an update on the outcome of their complaint.

Employees receive awareness-raising materials tailored to develop their knowledge and skills, enabling them to promote awareness of the ethical standards that apply across our business.

Our Supply Chain

Whilst we have very good visibility for our internal operations, visibility on our suppliers is less. We do however, have a very close relationship with our suppliers given their relatively small number, with regular visits to their facilities and factories. We have also analysed risk factors by reference to factors such as nature of the goods or services supplied and value of purchases of relevant goods and services by country, and mapped that against the Global Slavery Vulnerability Index. This has shown that a small proportion of our relevant global purchases are made in countries that are high risk on that index.

Our only direct supplier in Turkey, which is listed high risk for modern slavery on the Walkfree Modern Slavery Index Map regularly visits their suppliers, has high visibility over their supply chain and has assured us that they are not aware of any modern slavery practices.

They said in their reply to our recent questionnaire:

"Marble production industry in Turkey is considered to be a high worker risk industry, because of the dangerous environment in the quarries and the factories with heavy machinery. For this reason it is strictly controlled by the government agencies that all workers are employed within the legal requirements. The employers are also concerned about the risks of the workers and are very strict about employing people with legal age and necessary insurance and protection. For this reason, we have never encountered a situation suspect of child workers or slavery."

Of the other countries of our main suppliers Japan is very low risk whilst Italy, Spain and Greece are low to moderate risk.

Our only supplier in Greece is a small family owned company over which we have very good visibility and we are confident they do not engage in any modern slavery practices.

One of our suppliers in Italy is a family company which supplies natural stone slabs. This supplier sources their material from all over the world, and has identified a number of countries that they source from that are identified as high risk for modern slavery on the Walkfree Modern Slavery Index Map.

That supplier said in response to our questionnaire”

“We mostly buy raw material (blocks) where it gets extracted. We are at the source most of the time. We are in touch with local cultures all over the world. We see in person with our team what is happening when we visit the sites.”

And in response to the question about what they would do if they became aware of Modern Slavery:

*“We would not work with this company/supplier and inform them clearly the reason why
We would change the supply chain to avoid this supplier.”*

Our other suppliers in Italy are predominantly large and very sophisticated companies who have their own modern slavery policies in place.

Supplier Audits

During 2025 most of our suppliers completed a questionnaire designed to decipher their approach to Modern Slavery. They all have moderate to high or developing visibility over their supply chains. None of them are aware of any Modern Slavery, all of them are against Modern Slavery and would not continue to do business with a supplier that engaged in that. Our larger suppliers have Codes of Conduct which prohibits Modern Slavery.

In addition, our staff travel to our suppliers regularly and we have a good insight into their operations.

Future Plans

We understand that the risks to our business from Modern Slavery are in constant evolution and we therefore need to continuously review and adjust our approach to tackling the issue.

In the next 12 months we will:

Our Operations

Review and refresh our Values Statement and Policy to further refine the guiding principles that define how we do business and behave. This will involve external customer and supplier research conducted by external consultants, and an offsite meeting of the leadership team over several days.

Our Supply Chain

Continue our programme of engagement with suppliers to support them on their sustainability journey, focussing on managing Modern Slavery risk.

Work closely with those suppliers that have identified countries in their supply chain which are identified as high risk for Modern Slavery on the Walkfree Modern Slavery Index Map to develop strategies to train staff to identify Modern Slavery.

Develop a Code of Conduct to distribute to our suppliers to set out the standards we expect and make it clear on what basis we are prepared to do business with them.

By doing so, we strive to maintain a fully ethical ecosystem in both our own operations and our supply chain, ensuring not only compliance with the standards contained in this statement but also deep alignment with our ethical values. This approach ensures that we are proactive in addressing risks and dedicated to promoting transparency and integrity throughout our business practices.

This statement will be updated annually to reflect our ongoing focus on this critical part of our business.

A handwritten signature in black ink, appearing to read 'Phil Brenton', with a stylized, flowing script.

Phil Brenton
Managing Director, Artedomus

Subsidiaries

Artedomus (Brisbane) Pty Ltd
Artedomus (Perth) No2 Pty Ltd
New Volumes Pty Ltd
Domus Ceramics (Aust) Pty Ltd