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W [www.designtec.com.au](http://www.designtec.com.au)

## **HUMAN RIGHTS / MODERN SLAVERY POLICY**

### **Introduction**

Designtec is committed to conducting business ethically, responsibly and with respect for human rights across our operations and supply chain.

We recognise the importance of identifying and addressing risks relating to human rights, labour standards and modern slavery. Designtec is committed to continuous improvement in these areas and to fostering a workplace and business culture built on integrity, accountability and respect.

This policy outlines Designtec's commitment to respecting internationally recognised human rights and supporting ethical business practices throughout our operations and supply chain.

### **Our Commitment**

Designtec is committed to respecting human rights and maintaining ethical and responsible business practices.

We expect high standards of human rights performance across our operations, suppliers, contractors and business relationships. Respecting human rights across all business activities supports Designtec's values and our commitment to creating long term sustainable value for our employees, customers, suppliers and broader community.

Designtec recognises its influence and impact as a commercial furniture manufacturer and employer. We are committed to working with stakeholders to identify, understand and manage risks relating to human rights and modern slavery.

Designtec is committed to complying with the intent and requirements of the Australian Modern Slavery Act 2018 (Cth) and to taking reasonable steps to identify, assess and address modern slavery risks within our operations and supply chain.

Our approach is guided by internationally recognised human rights principles including the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

### **Modern Slavery**

For the purpose of this policy, modern slavery includes conduct that would constitute:

- trafficking in persons;
- slavery;
- servitude;
- forced labour;



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- debt bondage;
- deceptive recruiting for labour or services;
- forced marriage; and
- the worst forms of child labour,

as defined under the Modern Slavery Act 2018 (Cth).

Designtec prohibits all forms of modern slavery, forced labour and child labour within its operations and supply chain.

### **Our Approach**

Designtec seeks to identify and manage human rights and modern slavery risks through reasonable and proportionate due diligence processes.

Our approach includes:

- maintaining ethical workplace policies and practices;
- promoting fair and lawful working conditions;
- engaging with suppliers and business partners regarding ethical expectations;
- encouraging the reporting of concerns or grievances;
- reviewing and improving policies and procedures over time.

Designtec does not tolerate retaliation against individuals who raise genuine concerns relating to human rights, workplace conduct or modern slavery risks.

### **Labour Rights**

Designtec is committed to supporting fair, lawful and safe working conditions.

Designtec is committed to the following principles:

- employment is freely chosen;
- no forced labour, child labour or exploitative labour practices are used;
- workers receive fair wages and lawful employment conditions;
- work hours comply with relevant legislation and industrial requirements;
- workers are free to exercise lawful workplace rights including freedom of association and collective bargaining;
- workers are treated fairly and with respect;
- discrimination, harassment, intimidation and coercion are not tolerated; and
- workers are provided with a safe and healthy workplace.

### **Discrimination and Inclusion**

Designtec is committed to promoting inclusion, diversity and equal opportunity.



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We do not condone discrimination on the basis of race, religion, national or ethnic origin, citizenship status, political opinion, age, marital or relationship status, carer responsibilities, sex, sexual orientation, gender identity, intersex status, pregnancy, parental status, breastfeeding, disability, veteran status, trade union activity or any other protected attribute under applicable legislation.

We expect the same standards from our suppliers, contractors and business partners.

### **Supplier Expectations and Due Diligence**

Designtec expects suppliers, contractors and business partners to comply with applicable workplace, labour and anti slavery laws and to operate in an ethical and responsible manner.

Designtec expects suppliers to:

- prohibit forced labour, child labour and exploitative practices;
- provide safe and fair working conditions;
- comply with applicable employment and workplace laws; and
- cooperate with reasonable requests relating to ethical sourcing and modern slavery risk management.

Designtec may undertake reasonable due diligence activities including:

- supplier onboarding reviews;
- supplier questionnaires or declarations;
- review of supplier certifications or policies;
- risk based assessments of supply chains; and
- discussions regarding corrective actions where concerns are identified.

### **Grievance Mechanisms**

Designtec acknowledges that grievance mechanisms should be accessible, fair and appropriately communicated to workplace participants and stakeholders.

Concerns relating to human rights, workplace conduct or modern slavery risks may be reported to Designtec Management and/or Company Directors.

Reports may also be made:

- by email to [admin@designtec.com.au](mailto:admin@designtec.com.au);
- by phone on (08) 9303 3600; or
- by mail to 111 Inspiration Drive, Wangara WA 6065.

Reports will be handled sensitively and, where reasonably practicable, confidentially.

Designtec is committed to addressing concerns appropriately and continuously improving its grievance and remediation processes over time.

## **Remediation and Response**

Where Designtec identifies actual or potential human rights or modern slavery concerns within its operations or supply chain, we will seek to:

- investigate the issue appropriately;
- engage with relevant stakeholders;
- support lawful and ethical remediation outcomes where possible;
- review whether ongoing business relationships remain appropriate; and
- implement corrective actions to reduce future risk.

## **Training and Awareness**

Designtec is committed to promoting awareness of human rights and modern slavery risks within the business.

Relevant employees may receive training, guidance or information relating to:

- recognising indicators of modern slavery;
- ethical sourcing expectations;
- workplace rights and responsibilities; and
- reporting concerns or grievances.

## **Monitoring and Continuous Improvement**

Designtec supports continuous improvement in ethical business practices and human rights due diligence across our operations and supply chain.

Designtec is a Sedex member and participates in independent SMETA ethical audits every two years. These audits assist in assessing and improving standards relating to labour practices, health and safety, environmental management and business ethics.

Designtec will continue to review and strengthen its policies, procedures and supplier engagement processes to support the identification and management of modern slavery and human rights risks.

## **Governance and Review**

Responsibility for implementation and review of this policy sits with Designtec Management and Directors.

All employees, contractors and workplace participants are expected to comply with this policy and report concerns in good faith.

This policy will be reviewed at least every two years or earlier where required due to legislative, operational or business changes.