MODERN SLAVERY STATEMENT
Glen Dimplex Australia Pty Ltd
Reporting Period: 1 Oct 2024 – 30 Sept 2025

1. Introduction

Glen Dimplex Australia Pty Ltd ("Glen Dimplex Australia") is committed to respecting and promoting human rights and to identifying, preventing, and addressing modern slavery risks across our operations and supply chains. This statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* and outlines the steps we took during the financial year ending 30 Sept 2025 to assess and mitigate modern slavery risks.

This statement has been approved/ signed by the Chief Executive Officer of Glen Dimplex Australia

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2. Our Structure, Operations and Supply Chains

Glen Dimplex Australia is part of the Glen Dimplex Group, a global manufacturer of electric heating, cooling, cooking, and laundry appliances. In Australia, we operate from three key sites in Scoresby (VIC), Somerton (VIC) and Cavan (SA), and our activities include:

- Manufacture and distribution of electric, gas, and wood fireplaces
- Portable heating and cooling appliances
- Cooking and laundry appliances
- Sales, marketing, and customer service support for the local market

Our supply chain extends across Australia, Asia, and Europe, comprising over 200 direct suppliers, including manufacturers, logistics providers, and contractors. Key categories include:

- Electronic components and raw materials
- Finished appliances and parts
- Warehousing, packaging, and transport
- Labour-hire and temporary services

We acknowledge that our supply chain extends into Tier 2 and 3 suppliers, some of whom are based in countries with lower regulatory standards and greater vulnerability to forced labour.

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3. Identifying Modern Slavery Risks

We recognise that modern slavery may occur in various forms, including forced labour, debt bondage, child labour, and deceptive recruitment practices. In FY2024–25, we undertook a structured risk-mapping exercise across our supply base, using:

- Geographic indicators from the Global Slavery Index
- Commodity-based insights from Verisk Maplecroft
- Internal procurement data and supplier engagement records

High-risk areas identified included:

- Electronic component manufacturing in Southeast Asia
- Raw material extraction (e.g. copper, steel) sourced indirectly through international suppliers
- Labour-hire and warehousing operations within Australia
- Freight and logistics partners operating regionally

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4. Actions Taken to Address Risks

To mitigate these risks, Glen Dimplex Australia implemented the following actions:

Policies and Governance

- Maintained and enforced our Supplier Code of Conduct, requiring adherence to human rights and labour standards
- Embedded modern slavery expectations in all new supplier contracts
- Reviewed internal procurement and sourcing policies to align with ESG and ethical sourcing objectives

Supplier Due Diligence

- Conducted supplier due diligence questionnaires for all new and high-risk suppliers
- Partnered with our global procurement team to align with Glen Dimplex Group's responsible sourcing strategy
- Commenced onboarding to a third-party due diligence platform (Sedex) for enhanced visibility of tier 2 risks

Training and Awareness

- Delivered modern slavery awareness training to 100% of procurement and legal staff
- Rolled out tailored training modules to selected suppliers in high-risk sectors

Whistleblower and Grievance Mechanisms

- Promoted our independent whistleblower hotline, available to employees and suppliers
- Reviewed our remediation framework to clarify escalation and resolution steps for potential incidents

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5. Assessing the Effectiveness of Our Actions

To ensure continuous improvement, we are developing key performance indicators (KPIs) to assess the effectiveness of our modern slavery risk management framework. In FY2024–25, we tracked:

- 76% of tier-1 suppliers assessed via due diligence
- 88% of suppliers signed the Supplier Code of Conduct
- Zero confirmed incidents of modern slavery reported through our grievance channels

In FY2025–26, we aim to:

- Expand our due diligence process to tier 2 suppliers in Southeast Asia
- Complete audits of 10 high-risk suppliers
- Establish KPIs tied to supplier onboarding, audit outcomes, and remediation cases

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6. Remediation Process

Should modern slavery risks be identified, we are committed to a responsible remediation process that includes:

- Immediate investigation by a cross-functional working group
- Engagement with the supplier to agree on corrective actions
- Reporting of serious violations to relevant authorities
- Monitoring outcomes to ensure sustained improvements

We are also exploring partnerships with industry groups and NGOs to support ethical remediation, where appropriate.

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7. Consultation and Collaboration

This statement was developed through consultation with Glen Dimplex Australia's procurement, operational teams and senior leadership group. We also engaged with Glen Dimplex Group's global sustainability and risk teams to ensure consistency with our group-wide approach.

Moving forward, we will continue to explore external consultation mechanisms, including dialogue with workers and other relevant organisations.

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8. Looking Ahead

In FY2025–26, Glen Dimplex Australia will continue to strengthen its approach to combatting modern slavery by:

- Expanding supplier due diligence to tier 2 and 3 suppliers
- Formalising a supplier audit schedule based on risk profiles
- Launching a supplier education program focused on ethical labour practices
- Publishing updated KPIs and year-on-year improvements in our next statement

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Signed,



David Woodward
Chief Executive Officer
Glen Dimplex Australia Pty Ltd