

MODERN SLAVERY ACT 2018 COMPLIANCE STATEMENT

At DKM BLUE, we formally affirm our steadfast commitment to upholding the principles enshrined in the Modern Slavery Act 2018.

DKM BLUE is a trusted supplier of branded merchandise for companies across Australia and New Zealand. We hold ourselves to the highest ethical standards, particularly in our supply chain operations. We collaborate closely with our suppliers and manufacturers to ensure that all products are produced in an ethical and sustainable manner.

This encompasses:

1. responsible sourcing of materials
2. the fair treatment of workers, and
3. the adoption of environmentally sound practices.

Our supplier relationships are founded on trust, with a thorough evaluation of their business history and operational systems. We engage with suppliers who demonstrate both social and environmental compliance through certifications in their respective regions, as well as those subject to rigorous international scrutiny through specific audits.

In accordance with our commitment to social compliance, our factories in China are mandated to submit essential documentation, including SA8000, WRAP, BSCI, SMETA, and ISO-14001 certifications, every two years.

These certifications serve as tangible evidence of their adherence to critical aspects such as

- labour and human rights,
- health and safety,
- environmental stewardship,
- ethical practices.

We work with suppliers to implement corrective action plans where risks are identified and provide training on human rights and ethical labour practices. These initiatives ensure continuous improvement in working conditions.

In the past year, we have:

- Conducted visits of our top 3 suppliers in China
- Implemented a new supplier onboarding process with enhanced due diligence
- Became a Sedex member, enhancing our ability to implement responsible sourcing practices

The Modern Slavery Act 2018 underscores the imperative for businesses to scrutinise their social compliance practices, as well as those of their suppliers. We recognise this duty and affirm our dedication to addressing modern slavery in our supply chains. Through our established relationships with suppliers, we are confident that our operations align seamlessly with both the values of our company and the statutory requirements of the Act.

To this end, we insist that all suppliers associated with DKM BLUE to:

- a) Adhere to policies and all relevant laws in the regions of operation, prioritising the standard that affords the highest level of worker protection in instances of variance.
- b) Allocate necessary resources for the comprehensive implementation of social compliance.
- c) Communicate policies to all stakeholders in their supply chain, including employees, subcontractors, home workers, temporary and contract workers, and fellow suppliers.

- d) Foster transparent communication with DKM BLUE allowing access to sites and documentation as needed for evaluating performance against social compliance policies.
- e) Establish accessible grievance mechanisms for workers, enabling them to report concerns without fear of retaliation.
- f) Be open and honest about the challenges they face so we can work together to find practical solutions.

To further our commitment to ethical sourcing and supply chain transparency, ensuring adherence to social and environmental standards, DKM BLUE has become a member of Sedex. It enables us to access valuable tools and resources for responsible sourcing and fosters collaboration towards eradicating modern slavery and unethical practices.

We reaffirm our commitment to upholding the principles of the Modern Slavery Act 2018 and addressing modern slavery risks in our operations and supply chain.

Through monitoring and collaborative practices, DKM BLUE strives to lead by example in the fight against modern slavery. We will continue to work with and support suppliers who demonstrate a commitment to ethical sourcing and continual improvement and reserve the right to review or terminate contracts where continual non-compliance or lack of commitment is observed.

This statement covers our activities for the 2025 calendar year and has been approved by the DKM BLUE leadership team.

Should you require any additional information or documentation, please do not hesitate to contact me.

Yours sincerely,

The Compliance Team
compliance@dkmblue.com