

GERARD LIGHTING PTY LTD MODERN DAY SLAVERY STATEMENT 2021

Gerard Lighting Pty Ltd (ABN 71 115 184 999) has zero tolerance for slavery in all its forms. This Modern Day Slavery Statement is made in accordance with the *Australian Modern Slavery Act 2018* (Cth). It describes the steps taken by Gerard Lighting to seek to minimise the risk of modern slavery occurring in its business and supply chain.

GERARD LIGHTING STRUCTURE, OPERATIONS AND SUPPLY CHAIN

This statement covers the activities of Gerard Lighting and its controlled entities. For the purposes of this statement, Gerard Lighting's key operating entities is its Pierlite division.

Main Operations

Pierlite's main operations focus on the design and distribution of lighting solutions across the commercial, industrial and health sectors. Pierlite has more than 70 years of history being at the forefront of the latest lighting technologies. Its main functions include Sales and Marketing, Finance, Technology, Engineering and Operations.

Supply Chain

Gerard Lighting establishes and maintains a relationship of trust and integrity with all local and overseas suppliers. The selection of suppliers includes thorough due diligence of the supplier's reputation, quality, reliability, commercial products, respect for laws and compliance with health, safety and environmental standards.

CURRENT RISKS IN OPERATIONS AND SUPPLY CHAIN

Gerard Lighting has identified that the current risk of modern day slavery being prevalent in the business as being low. Gerard Lighting has in place policies and procedures such as its Code of Conduct to mitigate potential risks of modern day slavery. Employees are covered under Enterprise Agreements and individual common law contracts. Gerard Lighting complies with relevant minimum rates of pay and entitlements as per our legal obligations under the Fair Work Act.

Gerard Lighting has not been made aware of any allegations of modern day slavery practices against our local or overseas suppliers. If Gerard Lighting became aware of such allegations, these would be addressed and reported to the relevant authorities.

MITIGATING RISK/DUE DILIGENCE PROCESS

Gerard Lighting implements measures to identify and prevent modern day slavery practices in our operations:

Policies and Training

The Employee Code of Conduct reflects Gerard Lighting's commitment to the well-being of staff and outlines the expected actions and behavior of its employees. Grievance measures have also been established in order to investigate any breaches of policies and procedures. Training occurs regularly to ensure employees are up to date with changes to policies and procedures.

Supplier Audit / Assessment

Gerard Lighting conducts due diligence on all new suppliers and on existing suppliers at regular intervals. This includes auditing the suppliers and their supply chains with respect to health and safety standards as well as labour recruitment. Gerard Lighting regularly updates its supplier audit / assessment templates and supplier supply contracts to make explicit reference regarding prohibitions of modern day slavery.

Whistle-blower Policy

Gerard Lighting has an established Whistle-blower Policy in place whereby employees and third parties can report any concerns regarding unethical or illegal conduct without fear of repercussions. Gerard Lighting investigates all Whistle-blower allegations and action is taken if substantiated.

FUTURE COMMITMENTS

Gerard Lighting acknowledges that modern day slavery risk management requires continuous monitoring and management. The business is committed to continue to review current practices, update policies when necessary and monitor employee and supplier behaviours to ensure compliance with the Act.

This statement was approved by:



Gus Arianto
Chief Executive Officer | Pierlite
March 2021