



Modern Slavery Statement

HOW Group Pty Ltd
July 2025

Modern Slavery Statement



This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 and outlines the actions taken by HOW Group to assess and address the risk of modern slavery in our operations and supply chain for the financial year ending 30 June 2025.

HOW Group is a privately owned Australian business based in Melbourne. We provide commercial furniture solutions for offices, education spaces, hospitality venues, stadiums, and more.

Our supply chain includes:

- Furniture manufacturers and suppliers based in Australia and overseas
- Local makers, upholsterers, and fabricators
- International component and materials suppliers (e.g., textiles, metals, foam, timber)
- Service providers including logistics, IT, marketing, cleaning, and labour hire

Our Commitment

At HOW Group, we are committed to ethical and responsible business practices that uphold human rights and prevent the risk of modern slavery. We recognise that, as a provider of commercial furniture solutions across Australia, we have a responsibility to manage and reduce the risks of modern slavery across our operations and supply chain.

While HOW Group is not formally required to publish a modern slavery statement, as we don't meet the minimum turnover threshold, we have chosen to report voluntarily under the Modern Slavery Act, as we view this as an opportunity to formalise our approach to ethical sourcing and reinforce our values around integrity, accountability, and sustainability.

Our Position

Modern slavery refers to situations where coercion, threats, or deception are used to exploit people and deprive them of their freedom. It encompasses practices such as forced labour, child labour, debt bondage, human trafficking, servitude, and other serious forms of exploitation. These abuses can occur in both formal and informal labour arrangements and often exist deep within complex international supply chains.

We recognise that the risks of modern slavery are heightened in supply chains involving:

- The manufacture of goods in countries with limited labour protections or enforcement
- The use of low-skilled, migrant or vulnerable workers
- Labour-intensive processes such as textile production, foam processing, and component assembly
- Outsourced logistics, warehousing and cleaning services
- Subcontracting arrangements where there may be limited transparency over employment conditions.

At HOW Group, we do not tolerate any form of modern slavery or human rights abuse within our business or among those we work with. We are committed to upholding the rights and dignity of all people, and expect our suppliers, contractors, and service providers to operate in a manner consistent with these values.

We understand that identifying and addressing modern slavery risks is not a one-off task, but a continuous process that requires transparency, collaboration, and vigilance. As our business continues to grow and evolve, we are committed to building the systems, relationships and accountability mechanisms necessary to prevent and respond to these risks over time.

Our Next Steps

In the 2025–26 financial year, HOW Group intends to undertake the following foundational actions as part of our commitment to responsible sourcing:

- Develop and implement a Supplier Code of Conduct that outlines our expectations in relation to labour rights, safe working conditions, and ethical business practices
- Distribute a Modern Slavery Self-Assessment Questionnaire to key suppliers, focusing initially on major and higher-risk suppliers
- Review our supplier agreements and internal procurement processes to align with these commitments
- Conduct internal staff training around modern slavery and our evolving policies and practices

These actions will support our aim to embed human rights considerations into our daily operations and purchasing decisions over time.



Paul Howard
Director
Date: 29/07/2025
Next Review: 01/07/2026



Faith Sun
Director
Date: 29/07/2025
Next Review: 01/07/2026