

Modern Slavery Statement

Austaron Surfaces

Date: August 2025

Introduction

Austaron Surfaces is committed to ethical and responsible business practices. We oppose all forms of modern slavery, including forced labour, human trafficking, bonded labour, and child labour.

As a small business with fewer than 20 employees, we recognise our responsibility to ensure that our operations and supply chains remain free from these practices.

Our Workforce

All employees of Austaron Surfaces are directly employed under Australian law. Roles within our company require adult qualifications such as:

- A valid open driver's licence
- Licensed forklift operation
- Bookkeeping and financial training
- Professional marketing and design experience

This ensures our workforce is made up of qualified adults working legally and safely.

Our Supply Partners

Our supply partners are located in South Korea, Italy, Germany, Austria, New Zealand, and California. They include both boutique businesses and larger established companies such as Lotte (Staron®), with whom we have maintained a trusted relationship for over 20 years. Other supplier relationships have continued for 15, 12, 5, and 3 years respectively.

Each supplier has provided assurance, either through formal company statements or direct confirmation, that they are not involved in modern slavery or related practices.

Austaron Surfaces Pty Ltd

17 Maxwell Street
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1300 782 766 (1300 STARON)

ABN: 53 104 756 925



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How We Address and Prevent Modern Slavery Risks

While we acknowledge it is not always possible to have complete visibility across complex global supply chains, Austaron Surfaces takes reasonable steps to reduce risks and ensure we are not knowingly involved in modern slavery. This includes:

- Direct employment of staff under Australian workplace law.
- Seeking and retaining assurances from suppliers that they do not use forced or trafficked labour.
- Working with trusted suppliers, many through long-term relationships built over decades.
- Maintaining ongoing communication with all partners, ensuring transparency in our relationships.
- Committing to investigate and, if necessary, cease supply arrangements where credible concerns are identified.

Reporting and Review

Any concerns regarding modern slavery may be reported directly and confidentially to the Company Directors.

Austaron Surfaces will continue to maintain awareness of modern slavery risks within our operations and supply chains. We remain committed to ethical business practices and will take action if any concerns are identified.

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