



Modern Slavery Statement

November 2023

Modern Slavery

'Modern Slavery' is used to describe all human trafficking, slavery and slavery-like offences in Divisions 270 and 271 of the Criminal Code Act 1995 (Cth) (Criminal Code). These offences include trafficking in persons, slavery, and servitude, forced labour, deceptive recruiting for labour or services, debt bondage, and forced marriage. Modern slavery is also used to describe the worst forms of child labour, including the commercial sexual exploitation of children and the exploitation of children for illegal activities such as drug trafficking.

Every person has the right to be free from slavery. This is enshrined in international law, which recognises freedom from slavery as a fundamental right that applies without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Nevertheless, modern slavery practices persist and are serious crimes and grave violations of human rights.

An estimated 40.3 million men, women, and children were victims of modern slavery on any given day in 2016. Of these, 24.9 million people were in forced labour and 15.4 million were in forced marriage.

Women and girls are vastly over-represented, making up 71 per cent of victims. Modern slavery is most prevalent in Africa, followed by Asia and the Pacific region.¹

About this statement

Acoufelt's Modern Slavery Statement reports the activities of Acoufelt for the calendar year ending 30 June 2023 and has been prepared in accordance with the Modern Slavery Act 2018 (Cth).

This Statement covers Acoufelt Pty Ltd
(ABN 95 157 835 679)

Our approach to ensuring we carry out all activities and comply with modern slavery reporting is to implement (across the whole of Acoufelt) policies, procedures and systems that guide our staff through understanding and developing appropriate best practices in the areas of supply chain management, contracting, purchasing, and people, culture and safety.

¹Australian Border Force Website – Addressing Modern Slavery in Government Supply Chains and e-learning modules
modernslaveryregister.gov.au

About Acoufelt

We are a privately-owned Australian company, established in 2016. The responsible persons are the Director and CEO. Acoufelt leads the development of acoustic textile manufacturing and technology, with worldwide talent and expertise. Acoufelt creates holistic soundscaping solutions with architectural interior acoustic products.

In 2023, we employed over 25 people across locations in Melbourne, Adelaide and Sydney. We are driven by our purpose to foster pleasant acoustic environments and accommodating the people within them.

Soundscaping adds value through improved productivity, improved communication, reduced stress level, improved mental health and better privacy. For more information about Acoufelt, please visit our website at acoufelt.com.au.

Our business and operation

Acoufelt transform spaces through creating holistic soundscaping solutions with architectural interior acoustic products, where leading, designing, innovating and humanising are integral to Making Quiet™ for the ears and eyes. We offer acoustic products for the floors, walls and ceiling, including but not limited to acoustic carpet tiles, acoustic wall panels, acoustic ceiling clouds and acoustic ceiling baffles.

We provide an Australia-wide service offering, including delivery and installation of all products. Our FilaSorb™ felt products come in around 40 colours and a variety of printed designs and patterns. Our carpet tiles are available in over 100 colours across each collection, offering flexibility in design layouts.

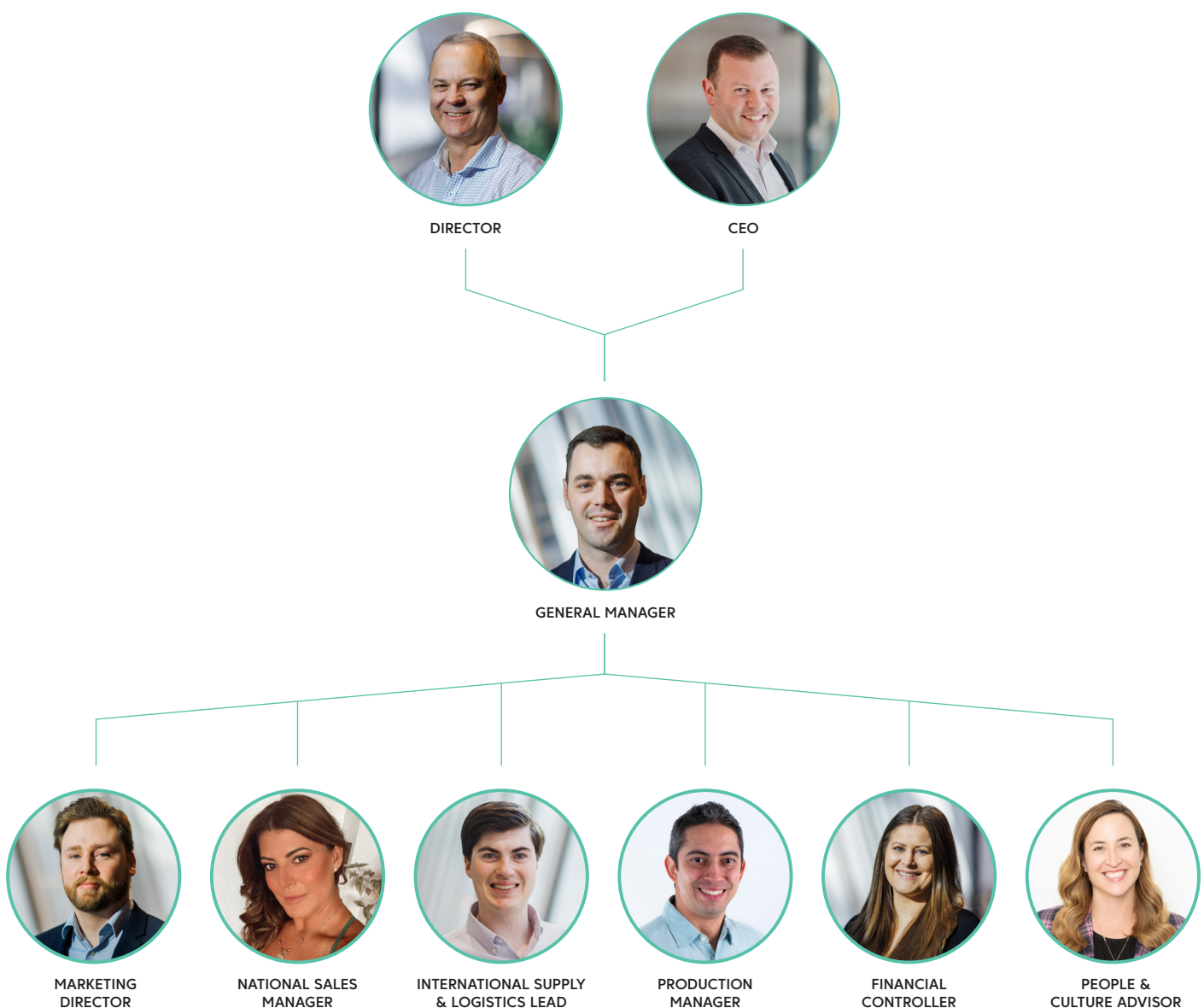
Acoufelt is committed to social and sustainable business initiatives. In practice, this means we consider using recycled content in our products, use renewal energy in our manufacturing processes, certify our materials with eco label verification. We also support our workers health and wellbeing with staff ERP programs, and give back to the community through regular donations to community groups, and up to 3 days paid volunteering a year.

Acoufelt's structure

Acoufelt is a privately-owned Australian entity with offices located in Victoria, New South Wales and South Australia. Acoufelt is also associated with global entities including Acoufelt USA and Acoufelt UK. These associated entities are separate standalone businesses, registered and operating in their own countries and are not grouped with Acoufelt Pty Ltd (ABN 95 157 835 679).

Acoufelt prides itself on its flat management structure, enabling all business area managers to effectively collaborate on reducing risk to the business. Acoufelt's Director and CEO take all reasonable steps for the advancement of business objectives, while operating in an economic, environmental, sustainable and socially responsible way.

ACOUFELT MANAGEMENT STRUCTURE



Our values

ACCOUNTABILITY



Get stuff done

- Client first
- Passion for results
- We get stuff done in a timely manner
- Be outcome focused and help others achieve

AGILITY



Look around the corner

- Be agile, quick to understand, anticipate, think and act
- Keep it clean, simple and easy for your colleague and client

DIVERSITY



Drive diversity in life and thought

- Listen, understand and respect others' views
- Think linear and lateral – share and embrace others' experience
- Connect ideas and ways of work to Mission, Vision, Strategy, Goals & Values

INTEGRITY



Do what is right even when on one is watching

- Do the right thing, every time, at all costs
- Speak up; tell the truth; ask for help early and help others
- Be true to your word and honour your commitments

CHANGE



Change every day

- Be comfortable with being uncomfortable
- Embrace change and progress to improve
- Park your ego! Recognise and celebrate others' efforts and achievements

LEARNING



Learn to fail fast

- Grow self, others and Acoufelt
- Adapt quickly to improve and develop for the better
- Challenge legacy ways of working - always be better

Our vision and mission

Vision

To make it easy for interior designers, architects, and installers to create stunning spaces that make a profound difference to how we live, learn and work.

Mission

Drawing on our deep understanding of the textiles, acoustics, design and manufacturing industries, our mission is to create innovative, environmentally sustainable, fully integrated Acoustic Solutions that sound, look and feel even better than you imagined.

Our approach to modern slavery risks

We have adopted a risk-based approach to managing potential modern slavery vulnerabilities within our business operations and our supply chain. Whilst we consider the risk of modern slavery within our direct business operations to be low, we recognise that through our supply chain, and our client engagements, we may be exposed to modern slavery and human trafficking.

We have used available internal resources and externally published sources, such as the International Labour Organisation (ILO), the International Organization for Migration (IOM), and the Walk Free Human Rights group, to inform our risk assessment approach.

Procurement and supply chain

Acoufelt engages with numerous suppliers and third parties for the manufacturing, storage, distribution and installation of our products. Acoufelt expects all of its suppliers, and their suppliers, to act in an ethical and compliant manner with integrity in relation to human rights issues including but not limited to the provisions of the Act.

We have long term relationships with our suppliers and are committed to ensuring that all of our products are responsibly and ethically sourced. Acoufelt only engages reputable suppliers and third parties. If we find evidence of modern slavery occurring within our supply chain, we will immediately require the supplier to implement appropriate actions or otherwise terminate our relationship with that supplier.

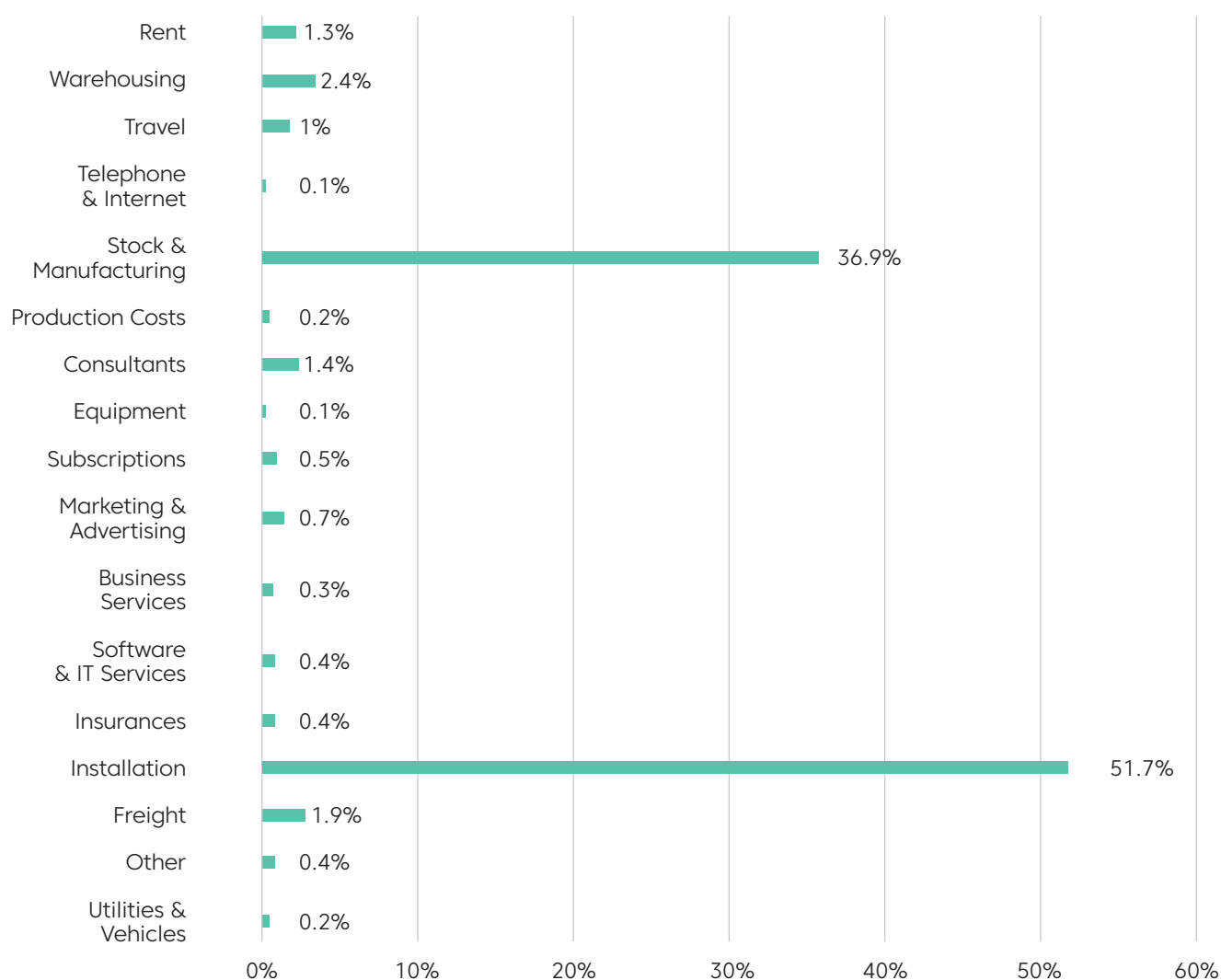
The majority of our suppliers are based in Australia, however our acoustic carpet tiles and panel products are manufactured in Thailand, supplemented with a smaller manufacturing operation out of Acoufelt's Melbourne facility. Our supplier of non-acoustic commercial carpet tiles is located in Japan.

Based on our risk assessment, we believe our most significant risks are likely to be present in our supply chains. Under the 2023 Global Slavery Index, our supplier operations in Australia and Thailand are considered low-risk countries based on prevalence scores of 1.6 (Australia) 1.1 (Japan) and 5.7 (Thailand)*.

*source: walkfree.org/global-slavery-index/map/#mode=data:dimension=p

Spend categories we operate in

Acoufelt has completed an analysis of its group spend for the year ended 30 June 2023.
Acoufelt's spend categories are:



Executive approval

In accordance with section 13(2) of the Modern Slavery Act 2018 (Cth), the Acoufelt executive team approved this Statement on 24th August 2023.

Yours sincerely,



Phil Grace
Director
Acoufelt

Yours sincerely,



Ben Grace
Global CEO
Acoufelt