

Modern Slavery Act

(NSW 2018 Act and Commonwealth 2018 Bill) Labour Rights and anti-Corruption

Winya has taken a Leadership position in managing its **Modern Slavery**, **Labour Rights and anti-Corruption** compliance.

As an SME we understand that our larger customers are going to have to report on their compliance, and as an SME we ask that our customers understand that we cannot possibly find the resources to fill out 100's of different company's different report formats, so we have provided this statement of both our position and compliance check methodologies.

Winya is Australia's leading **Supply Nation Certified** Indigenous owned office furniture company.

Winya started this process in 2018 with a view to providing compliance documentation not just for its own business but to provide a template to make it easier for other Aboriginal owned and SME businesses to map their supply chain compliance and take appropriate actions.

As an Aboriginal Owned SME, Winya is not owned or controlled by a large furniture company. So as an SME we developed systems to manage our supply chain in alignment with the **United Nations Sustainable Development Goals** (for which we have been awarded for Global Leadership).

In 2018 Winya became the only Australian company to be awarded by the United Nations for Leadership in Sustainable Development. Winya has won the Banksia Award, the Australian Sustainability Awards in both 2017 and 2018 for our industry leading products and also many other awards for leadership in Corporate Social Responsibility and Diversity.

Winya is also working with the **NSW Government Dept of Environment and Heritage** for ongoing compliance auditing of its supply chain, through their "**Sustainability Advantage**" program in order to meet the NSW Government **2018 Modern Slavery ACT**.

Winya's business model is unique. We place Indigenous people in apprenticeships and long-term rolls in our manufacturing around Australia. We work with remote communities as part of our supply chains to promote work where none exist and we work with prisons to create training and change to improve Indigenous outcomes.

Winya is a member of The **United Nations Global Compact** Australia and a signatory to the Global Compact to which we report our annual Commitment on Progress reports.

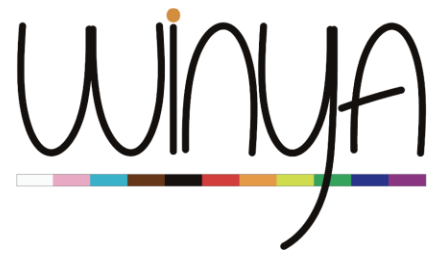


Winya is a member of **SEDEX** which we use to information in assess in supply chain partners with overseas factories in higher risk labour environments.



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Statement of policy Winya models its human rights policy around the United Nations Sustainable Development Goals and has examined and will continue to examine its supply chains. These acts are in place to assure Winya's best endeavour to establish and ensure that Modern Slavery does not exist in our supply chain.

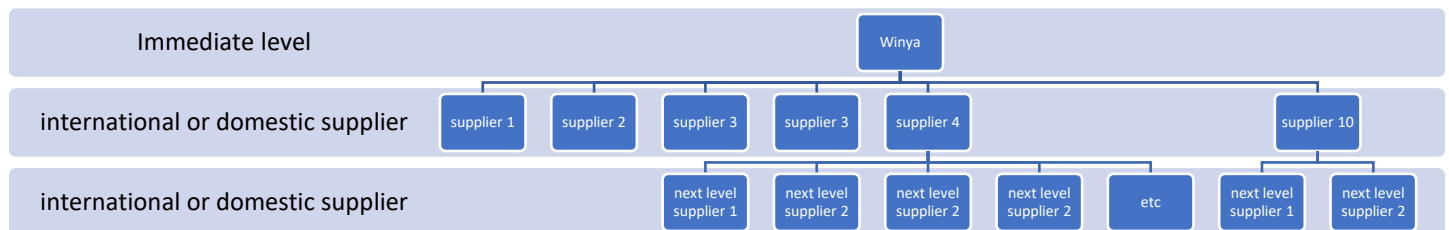
Process Winya clarifies its supply chain compliance down to two tiers using a combination of supplier questionnaires and manufacturing site visits.

Bribery and Corruption Winya seeks a statement of compliance from its suppliers, down two tiers in relation to eliminating bribery and corruption from our supply chain as well as utilizing a program of staff policy and training to ensure absolute integrity.

Human and Labour Rights Winya seeks to verify that all employees within its supply chain to 2 tiers have the ability to:

- Choose who they work for
- Work in safe conditions
- Are paid properly for their work and including additional pay for additional work
- Have no restrictions on their movement (passports and identity documents are not held by others)
- Child labour is not engaged

Supply Chain Compliance check checked to two levels Winya surveys both its local and International major suppliers for compliance and then asks these suppliers to do the same with their top 10 suppliers. We have gone to the efforts of having our Compliance survey documents supplied in Mandarin in order to ensure that these are answered without confusion caused by language issues. An excerpt from one of our international surveys is shown below.



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Winya's supply chain monitoring is not static. Winya supply chain grows and we will seek to verify compliance with Human Rights and Anti-Corruption legislations and measure our progress against the Global Compact and Sustainable Development Goals.

For Further questions please contact Greg Welsh: greg@winya.com.au Ph: 1300 184 6799



Anti-Corruption and Human Rights Compliance checklist

反腐败和人权检查清单

Modern Slavery Act (NSW 2018 Act and Commonwealth 2018 Bill) Labour Rights and Anti-Corruption.

现代奴隶制法案（新南威尔士州2018年法案和联邦2018年法案）劳工权利和反腐败。

Australia has introduced new laws that require large companies to ensure that they have no corruption or slave like work arrangements in their supply chain. As a supplier to large companies, Winya has to supply these large companies confirmations that our supply chain has no corruption or slave like work arrangements. We would ask that you answer and sign our checklist. We will do this each year. Thank you for your prompt assistance

澳大利亚制定了新的法律，要求大公司确保在其供应链中没有腐败或者类似奴隶般的工作安排。作为大公司的供应商，Winya必须向这些大公司提供确认我们的供应链没有腐败或者奴隶般的工作安排。我们请您用两分钟快速的回答并在我们的检查清单上签字。我们每年都会这样做。谢谢合作。

Greg Welsh (Director)
格雷格 威尔士 (董事)

Process

程序

Winya clarifies its supply chain compliance down to two tiers using a combination of supplier questionnaires and manufacturing site visits.

Winya通过供应商调查问卷和生产现场核实这两个层面证实Winya确实遵从了其供应链没有腐败或者奴隶般的工作安排。

Bribery and Corruption

贿赂和腐败

Winya seeks a statement of compliance from its suppliers, down two tiers in relation to eliminating bribery and corruption from our supply chain as well as utilizing a program of staff policy and training to ensure absolute integrity.

Winya要求其供应商提供一份合规声明以确保能消除供应链中的贿赂和腐败，以及在员工政策和培训中的廉洁。



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