

Zenith RBA specialise in:

- Design, manufacture and distribution of high quality commercial workstations, seating, storage and loose furniture;
- Project management of commercial furniture interiors installation into fit-out projects.

Zenith RBA is committed to ensuring that its business dealings are carried out in compliance with the relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited.

The Company has an explicit commitment to respect all human rights which refers to international human rights. This includes preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

The Company operates a number of policies that mitigate the risk of modern slavery and set out steps to be taken to prevent slavery and human trafficking in its operations.

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Workers, customers or others who have concerns can use our confidential helpline.

Zenith RBA are mindful that others may not always uphold standards to the same level as we do. Consequently, workers responsible for managing suppliers and others involved with Zenith RBA are, themselves, responsible for ensuring that our values and ideals are upheld. This continues to be a work in progress and we are strengthening our controls as new contracts are agreed. For example, serious violations by suppliers will lead to the termination of the business relationship.

Zenith RBA only uses specified, reputable employment agencies to source labour. All entities in Zenith RBA ensure appropriate controls are in place to ensure workers have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports.

Zenith RBA does not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers.

Basic rights which we expect all workers to enjoy, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for period of sickness
- The freedom to complain directly via our whistleblowing policy free of charge, if they believe that they are not being fairly treated or have any other concerns.

Over recent years, Zenith RBA's charitable activities have supported organisations that strengthen the communities in which we live and work, both in Australia and Internationally.

All Zenith RBA locations are subject to periodic audits. These audits include an assessment of the basic working conditions of our workers and consideration of our ability to oversee controls discharged by third party suppliers.



Greg McDonell

Group Managing Director

Date: 22/06/2022

Next Review: 01/07/2023