ADVANCE DESIGN GROUP

MODERN SLAVERY STATEMENT

ADVANCE DESIGN GROUP PTY LTD (t/a Uniformity) ACN 052 124 188

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We believe the risk of Modern Slavery in our directly employed and contracted local workforce is very low. This is due to the regulated nature of the labour market in Australia, the presence of unions and our employees undertaking work in an environment where there are established practices and policies.

As a business group, we are committed to acting ethically and with integrity in all our business relationships, including taking reasonable steps to ensure that Modern Slavery does not exist in our business or supply chains.

Our management team undertakes to proactively identify, assess, and address the risks of Modern Slavery practices in our operations and supply chains used in the provision of uniforms.

Whilst not formally required under the Modern Slavery Act (2018) to report on the risks of modern slavery in our supply chain or operations, we have implemented the following criteria for ongoing assessment of our suppliers, and to govern our supply partnerships.

Our suppliers:

- Must be SEDEX members or WRAP certified.
- Have a meaningful Modern Slavery Policy, which their management and representatives can talk to in a practical way, indicating that the Policy does influence decisions and fosters better practices.
- Do not manufacture in countries of high risk as identified by sources including Global Slavery Index.org.
- Comply with standards and practices outlined by The Ethical Trading Initiative (ETI) for offshore manufacturing and contractor engagement.

Furthermore, we are motivated to deepen our business relationships with suppliers who make tangible and on-going improvements to workplace well-being, both domestically and overseas.

In 2023, Advance Design Group began issuing supplier self-assessment questionnaires that to enhance collaboration and encourage an education process to improve our confidence that our suppliers are assessing their own supply chains for the potential of Modern Slavery events.

We have published our Modern Slavery Code of Conduct on our website at: https://uniformity.com.au/modern-slavery-statement/.

A remediation procedure outlines the steps that Advance Design Group will take if action is required to rectify a Modern Slavery event.

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Remediation Procedure:

- Reported or suspected Modern Slavery events are to be escalated to the Managing Director (in writing).
- A corrective action plan is to be developed on a case-by-case basis.
- Implementing the corrective action plan, and remedies, with the supplier involved.
- Where there is limited willingness to implement remedies, ceasing or suspension of contracts or supply agreements.

We recognise that our decisions around supplier engagement can affect individuals and communities and believe that implementation of this policy will lead to better outcomes for people involved in the manufacturing of uniforms.

Ray Lehrer, Managing Directory

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2026-08-03
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