



Sustainability: Human Rights Modern Slavery Policy Statement 2026

This statement applies to 3MMM Pty Ltd Trading as DASX Australia and is made pursuant to The Modern Slavery Act 2018 (Cth) 'Act'. It constitutes DASX Australia current **Modern Slavery Policy Statement**.

This policy reflects DASX Australia's commitment to ensure to the best of our ability that there is no modern slavery in any part of our business operations. We are committed to acting ethically and with integrity in all business dealings and relationships, and where possible, to ensure modern slavery is not taking place in our own business or supply chain.

As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

Our business also expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

About the Company

DASX Australia is an Australian privately owned company operating for over 35 years. Specialising in the design, manufacture and installation of highly engineered furniture solutions for Banking institutions (Trading Floors) and Emergency Services, Mining and Infrastructure (Control Rooms). DASX Australia are a Partner to DAS Business Furniture (UK) based in London, and DAS USA in New York, with further partners in Asia, and the Middle East.

Our structure

Due to the nature of our business, we operate a centralised procurement model. Our staff are engaged on full-time, part-time, casual or flexible working arrangements and are appropriately remunerated and incentivised. Contractors may be employed from time to time, but these are largely professional workers for specific projects.

Modern slavery

DASX Australia remains committed to being a responsible business and recognising the importance of tackling the risk of modern slavery in our business.

We are committed to the welfare of all our employees, including in terms of pay, working hours, environment, health & safety and wellbeing. We will not tolerate violations of basic human rights or employment practices by or against any employees, or within our supply chain.

We adhere to the highest standards of human rights and labour rights, ensuring fair and ethical treatment of all our employees and stakeholders.

Definitions The term 'modern slavery' describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom. Coercion, threats and deception can be explicit or implicit. The Modern Slavery Act 2018 (Cth) 'Act' defines modern slavery as including eight types of serious exploitation; trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services. The worst forms of child labour means extreme forms of child labour that involve the serious exploitation of children, including through enslavement or exposure to dangerous work. The worst forms of child labour does not mean all child work. Under Australian law, modern slavery is defined in the Act. In the event of any inconsistency, the definitions in the Act take precedence over this policy.

DASX Australia

Training

Training is available to staff members to understand the risks of modern slavery and human trafficking in our supply chains and business. This training covers an explanation of: what constitutes modern slavery and high-risk areas; warning signs to be aware of; and what action or steps to take in response. The company continues to roll out the modern slavery module of this through compliance training for their employees.

Recruitment and selection

The company has appropriate controls in place to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports.

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for a period of sickness
- The freedom to complain directly or via our whistleblowing policy.

The above are monitored by the respective Officers, ensuring that all employees have access to the whistleblowing policy and phone number should they believe that they are not being fairly treated or have any other concerns.

Whistleblowing

The company encourages all of its employees, third parties or counterparties (e.g. 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 any individual to make disclosures without fear of reprisal. Employees who have concerns can use the confidential helpline through Red Cross Work Right Hub. <https://www.redcross.org.au/workrighthub>

This independent reporting line is promoted in office, inductions, tool box talks and on the website and monitored by our Officers. Across all disclosure routes, no calls or direct disclosures were made in 2025-2026 in relation to modern slavery and trafficking.

Looking forward

As we grow as a business, the importance, number and scale of relationships in our supply chains grow too. We continue to take steps to assess areas where modern slavery could be a possibility and look at the best and most effective mechanisms to manage these risks.

Sincerely,



Annie McDonald
General Manager
Director, DASX Australia

30th May 2026