

Darkon Modern Slavery and Responsible Sourcing Statement

Financial year ended 30 June 2026 | Voluntary public statement

Our commitment

Darkon is committed to respecting human rights and conducting business ethically. We do not tolerate modern slavery in our operations or supply chains, including forced labour, debt bondage, human trafficking, servitude, deceptive recruitment, the worst forms of child labour or forced marriage.

Darkon does not currently meet the mandatory reporting threshold under the Modern Slavery Act 2018 (Cth). We publish this statement voluntarily to explain our approach to identifying and addressing relevant risks and to support transparent engagement with our employees, customers, tendering authorities, suppliers and business partners.

1. Our business and supply chain

Darkon is a 100% Australian-owned architectural lighting designer and manufacturer established in 2007. From our Melbourne facility, we design, engineer, fabricate, finish, assemble and supply architectural luminaires, lighting systems, bespoke solutions and related fabrication services.

Darkon's entire workforce and all manufacturing operations are based in Australia. Darkon does not offshore its manufacturing activities. All raw materials used in fabrication and finishing are sourced locally through approved Australian suppliers selected for their established business practices and compliance with Australian laws. Limited overseas sourcing relates only to specialised electronic components that are not manufactured locally to the required specifications.

2. Where modern slavery risks may arise

Darkon considers the modern slavery risk within its Australian-based workforce, Australian manufacturing operations and locally sourced raw-material supply chain to be comparatively low. These activities are conducted in Australia and are subject to Australian employment, workplace and safety laws. We nevertheless recognise that local sourcing does not eliminate all risk. Our principal potential exposure is limited to the upstream supply chains of the small number of overseas suppliers providing specialised electronic components.

- multi-tier electronics manufacturing where the source of labour, raw materials and components may be less visible;
- subcontracting or the use of migrant, temporary or otherwise vulnerable workers within upstream manufacturing; and
- changes to manufacturing sites, ownership, subcontracting arrangements or supplier standards that may alter the risk profile.

3. Actions taken to assess and control risks

Darkon applies a proportionate, risk-based approach focused on imported electronic components.

1

Source raw materials locally and responsibly. All raw materials are sourced through approved Australian suppliers. Darkon considers supplier reputation, compliance with Australian laws, ethical business practices and the supplier's ability to provide supporting information when requested.

2

Select responsible electronic component suppliers. Darkon only approves overseas electronic component suppliers that demonstrate established sustainability, ethical sourcing, human rights and modern slavery controls through current policies, statements or reports.

3

Use contracts and disclosure requirements. Contracts require compliance with applicable labour and modern slavery laws, prompt disclosure of actual or suspected concerns or material changes, cooperation with enquiries and appropriate corrective action.

4

Review supplier evidence and risk. At onboarding, at least annually and when material changes occur, Darkon reviews supplier location, manufacturing and subcontracting arrangements, together with current policies, statements, certifications and compliance reports.

5

Respond and improve. Concerns and information gaps are assessed promptly. Darkon may seek further evidence, require corrective action, apply additional monitoring or suspend or end a relationship where serious risks remain unresolved.

4. Reporting concerns

Employees, suppliers and other stakeholders may raise concerns confidentially and without retaliation through Darkon management at **[INSERT REPORTING EMAIL]**. Relevant employees must escalate suspected issues promptly. Darkon will protect anonymity as far as reasonably practicable and lawful.

5. Assessing effectiveness

Darkon reviews these controls at least annually and assesses effectiveness by confirming that:

- all raw materials remain sourced through approved Australian suppliers;
- each overseas electronic component supplier has current contractual commitments and sustainability, ethics, human rights and modern slavery information on file;
- all new or materially changed overseas suppliers are reviewed before approval; and
- supplier information is reviewed at least annually, and concerns, information gaps and corrective actions are recorded, escalated and closed, with risk ratings updated when circumstances change.

6. Governance and approval

This statement applies to Darkon's operations and is owned by **[INSERT RESPONSIBLE ROLE]**. It has been reviewed and approved by Darkon's principal governing body and will be made available on our website and for customer and tender enquiries.

Legal entity and ABN	DARKON PTY. LIMITED ABN: 29 123 822 533
Approved and signed by	Dean Phillips - CEO
Approval date	1 July, 2026