

Modern Slavery Transparency Declaration



Overall Weighted Score			
0.53			
Data Quality Score		Risk Assessment Results	Average Score
1	DECEPTIVE RECRUITING	0.5	0.67
1	TRAFFICKING	0.5	0.67
1	SERVITUDE	0.5	0.67
1	FORCED LABOUR	0.5	0.75
1	FORCED MARRIAGE	0.5	0.67
1	DEBT BONDAGE	0.5	0.67
1.33	CHILD LABOUR	0	0.67
0.25	DISCRIMINATION	0.83	0.49
-2	EQUAL REMUNERATION	0	-0.8
0.75	FREE ASSOCIATION + COLLECTIVE BARGAINING	1.33	0.83
Weight Total			0.53
Compliance			

Autex Industries Ltd / Autex Pty Ltd | Embrace Wool Felt Panels

Embrace™ Stretch Wool is a carbon sink textile fabric made with Rubisco® natural materials from New Zealand strong wool. The product is suitable for internal applications such as walls and screen furnishings. Embrace Stretch Wool is manufactured using New Zealand strong wool sourced from a single NZFAP+ certified farm.

Products Covered:

Embrace - Stretch Wool - 4mm, various colours and 1.65m x 24m size

Licence Site/s: Auckland, New Zealand
Licence Number: AUT:AN01:2025:MS
Verification Date: 16 May 2025
Valid to: 16 May 2026

This declaration is a part of company's Modern Slavery Statement and hence it is to be read in conjunction with other documents.

Company Structure Description:

Autex Acoustics is a family founded company originating in New Zealand, with established operations in New Zealand, Australia, the United States, and the United Kingdom. Autex is committed to supporting environmental stewardship and social responsibility. Autex maintains a sustainable procurement programme that includes a Supplier Screening Questionnaire, a Supplier Code of Conduct, and Anti-modern Slavery Policy. This programme prioritises suppliers who actively promote environmental protection, human health, and ethical labour practices.

Company MS Statement: Yes Company MS Policy: Yes

Overview Of Product Supply Chain Assessment

2	100%	100%
Of direct suppliers	Of suppliers evaluated	Suppliers risk assessed/ desktop assessed
0	100%	0
No of suppliers at High Risk	Suppliers audited (announced/ unannounced)	Cases of non-conformance/ modern slavery

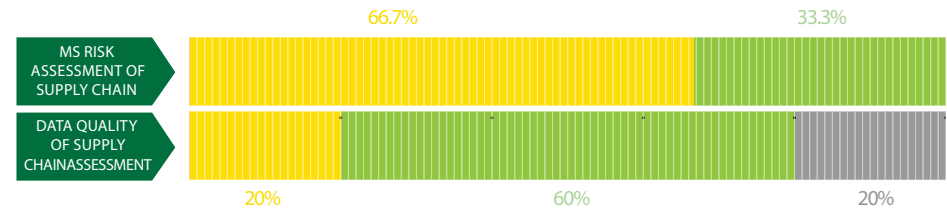
Content Declared Accurate for and on behalf of:
Autex Industries Ltd / Autex Pty Ltd

Jonathan Mountfort
Creative Director



Content Verified by:
Global GreenTag International Pty Ltd

Risk Assessment & Data Quality Summary



ASSESSMENT BASED ON 1% INCREMENTS ACCORDING TO COLOUR CODE KEY ON PAGE 2 & 3.

Dr Nana Bortsie-Aryee
Program Director

David Baggs
Chief Executive Officer

Verification Methodology

1.0 Scope

The Global GreenTag's Modern Slavery Product Declaration is a facilitation service designed to provide the subject company with an additional level of robustness to their declaration in compliance with Modern Slavery Acts that:

- Provides a third party verified Modern Slavery assessment of product supply chains to the extent possible;
- Provides assessment transparency and gives a quick evaluation overview;
- Uses simple easy to understand colour keys to explain risks;
- Identifies Modern Slavery risks and how they are mitigated (or not);
- Promotes and recognises manufacturers and suppliers willing to be 100% transparent as the Leaders they are;
- Provides plain language explanations of any recognised or assumed Modern Slavery in the supply chain;
- Provides guidance on the 'level of reliability' attached to risk assessments undertaken from 'onsite audit' to 'research based' verification;
- Provides reporting suitable for aggregating into company level reports for companies caught by relevant Acts, especially for companies with large procurement portfolios and mandatory legislative reporting requirements.

The GreenTag MSD is ultimately the subject Company's Modern Slavery declaration on their product Supply chain and is declared as such by a competent public officers of the subject company.

2.0 Preparing MSD

GGT MSD are prepared after reviewing numerous documents including, but not limited to, the Australian Government's guidance for reporting entities, UK Modern Slavery Act, QLD HRA, Australian Council of Superannuation Investors' (ACSI) Modern Slavery Risks, Rights & Responsibilities, and ETI and ERGON's Managing Risks Associated with Modern Slavery: A Good Practice Not for the Private Sector. Verifications are undertaken by GGT Qualified Exemplar Global Lead Auditors and are reviewed by both the GGT Program Director (also a Qualified Exemplar Global Lead Auditor) and the subject Company's Executive Management.

3.0 Assessment

Global GreenTag will map product supply chain and collect evidence from the supply chain to the extent possible. Company and its suppliers are requested to submit their procurement policies, quality statements, corporate policies, employment policies and contracts, Non-conformance registers, Human Resource policies, Modern Slavery policy, etc. These documents are reviewed and an explanation on any identified MS issues is requested from company/supplier. Based on the information and further evidence received from Company and its suppliers, Global GreenTag will verify each supplier and determine their compliance to MS from 'Low Risk to 'Undetermined Risk', see table 1 for 5 scale code. The data quality of the supply chain assessment will be classified from 'Onsite audit' to 'No data available or Obscure Supply Chain', see table 2

Table 1: MS Risk Assessment of Supply Chains

Risk Identified	Colour
Best Practice Performance - Supplier has really strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Suppliers have demonstrated history of strong positive performance outcomes achieved. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts.	+2
Low Risk - Supplier has strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts.	+1
Compliance - Supplier have no conflicting policies related to Modern Slavery. Suppliers are compliant to local laws and international ILO core 8 conventions. Any identified 'Modern Slavery non-conformances'* has been actioned and are committed to put stronger policies in place.	0
Medium Risk - Suppliers have commitment to avoid Modern Slavery. The identified local law non-conformances has been actioned and are committed to put stronger policies in place. The policies are improving.	-1
High Risk - Suppliers identified with conflicting Modern Slavery policies in place and has high risk of potential MS activities or identified MS activities without any further actions to prevent it. Identified non-conformance to local law or MS without any actions to improve the situation.	-2
Undetermined Risk (Risk Indeterminable) - No or insufficient data to conclusively determine Modern Slavery	-2

Table 2: Data Quality of Supply Chain Assessment

Criteria	Data Source		Timeliness	Representativeness
Score	Primary Data	Secondary Data		
+2	Audit – Onsite	Report from well-established, well-documented reliable sources	Data from current period	Data directly from the company/ source/ supplier
+1	Audited – Desktop. Statutory declarations with supporting documents as evidence	Report from a well-established, well-documented reliable source	Data from previous year	Data from other sites of the company in same region
0	Statutory declarations cross-checked with region based research/ secondary reports	Independent but similar claims made by various sources	Data from 2 years ago	Data from other sites of the company in other regions
-1	Research based data	Research based data. Unverifiable claims found on websites, twitter, social media, etc	Data from 3 years ago	Data from other companies in same region/ area/ production conditions
-2	No data available or Obscure supply chain. Assumption based	No data available or obscure supply chain. Assumption based	Timeline unknown or more than 3 years ago	Average country data / average industry data / data from third parties

Above tables 1 and 2 are adapted and adopted from Social LCA methodology.

Executive Summary

Tier 1 (Direct) Suppliers

2 Tier 1 Suppliers out of 2 have publicly available policies or statements addressing modern slavery. The majority of the documentation found addresses modern slavery in the context of the New Zealand Employment Legislation and best practice through global legislation such as UK Modern Slaver Act (2015) or the California Transparency in Supply Chains Act (2010). Both suppliers have code of conduct that specifically address modern slavery. For more information, assumptions were made based on the geographical location of the suppliers.

No relevant data was found on forced marriage however this aspect is not considered applicable here.

Both Tier 1 Suppliers have publicly available policies regarding discrimination. For the insufficient data to conclusively determine the risk of discrimination is based only on geographical location.

For the 2 Tier 1 Suppliers there is insufficient data regarding equal remuneration policies. Assumptions were made to conclusively determine the risk of discrimination based only on geographical location.

Both Tier 1 Suppliers have policies addressing freedom of association and collective bargaining rights. For more information to conclusively determine the risk of discrimination based only on geographical location.

Tier 2+ (Indirect) Suppliers

No relevant data was found from Indirect suppliers and hence the assessment was done based on assumptions and third party articles/data.

Actions Taken as a result of investigations:

High Priority Tasks

- Obtain data and documentation from Tier 1 Suppliers for which no data was available on forced labour, trafficking in persons, servitude, debt bondage, deceptive recruiting labour or services, worst forms of child labour.
- Obtain data and documentation from Tier 1 Suppliers for which no data was available on discrimination, equal remuneration, freedom of association and collective bargaining.

Whistleblower Provisions? No

GGT disclaimer: As required by various legislation this document constitutes risk assessment and as such does not guarantee that Modern Slavery does not occur in the supply chains described herein. It is issued in good faith and is determined to be as accurate as possible at the date of issuance and is part of a continuous improvement and reporting process and will vary overtime with ongoing consultancy with supply chain.

Global GreenTag provides supply chain verification and research services for manufacturers providing product level declaration for customers asked to provide responses to MS Act & QLD Human Rights. GGT MSD document is a product level declaration.

The document is owned by the subject company. The IP inherent in the document is owned exclusively by Global GreenTag International Pty Ltd.

As a product level statement, this document is issued in support of those companies undertaking required or voluntary Modern Slavery reporting or publication.

Appendix 1:

Table 3: Product Factory Assessment

Slavery Type	Suppliers Assessed	Full Compliance	Risk Assessed Outcome		Data Quality Outcome		Commitments/ goals
Deceptive recruiting for labour or services; Trafficking in person; Servitude; Forced Labour; Forced Marriage; Debt Bondage	100%	Y	1	The company has a PDCA system in place and can provide an evidence that there is no 'Slavery'. Secondary data available in reliable sources (ILO C029 is in force in NZ)	1.33	Primary data and it is Statutory Declaration (0), Primary Data directly from the Applicant (+2), Current data (2)	Y
Worst Forms of Child Labour	100%	Y	0	Strong secondary Data from ILO (C182 is in force in NZ) and company has mentioned it as unlawful discrimination in their Equal Opportunities policy. Completed CSC declaration.	1.33	Primary data and it is Statutory Declaration (0), Primary Data directly from the Applicant (+2), Current data ; policy validity April 2025 (2)	Y
Discrimination	100%	Y	0	Strong secondary Data from ILO (C111 is in force in NZ) and NZ Govt. website and company has a non discrimination policy in place. Completed Compliant Supply chain.	1.33	Primary data and it is Statutory Declaration (0), Primary Data directly from the Applicant (+2), Current data ; policy validity April 2025 (2)	Y
Equal Remuneration	100%	Y	0	Strong secondary Data from ILO (C100 is in force in NZ) and Fair work practices NZ and company has a unlawful discrimination policy in place.	-2	The data is secondary data but no data available(-2), data timeline unknown (-2), average country data (-2)	Y
Freedom of Association & Collective Bargaining	100%	Y	1	Company supports relations with employee union as per Employee Relation Act 2000. Completed Compliant Supply chain. ILO website and Fair work practices NZ	1.33	Primary Data and it is statutory declaration (0), directly from Company (2), current policy validity April 2025 (2)	Y

Table 4. Tier 1 DIRECT SUPPLIERS: Embrace Wool Felt Panels

4.1 Assessment for Slavery (Including deceptive recruiting for labour or services; trafficking in person; servitude; forced labour; forced marriage; debt bondage).

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Flame retardant	1	100%	0 The company has a policy in place and strong secondary data available in reliable sources (ILO C029 is inforce in NZ) and Govt. website	0 Data is primary and is Statutory declarations (0), Timeliness unknown(-2), data from Applicant (+2)	Y
Others - wool, dyes, mothproof, finishing	1	100%	0 The company has a policy in place and strong Secondary data available in reliable sources (ILO C029 is inforce in NZ) and Govt. website	1.33 Data is primary and is Statutory declarations (0), Current data (+2), data from Applicant (+2)	Y

4.2 Assessment for Worst forms of Child Labour

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Flame retardant	1	100%	0 Company has a policy in place. Completed CSC declaration. Strong secondary Data from ILO (C182 is inforce in NZ) and fair work practices NZ	1.33 Primary data and it is Statutory Declaration (0), Primary Data directly from the Applicant (+2), Current data (2)	Y
Others - wool, dyes, mothproof, finishing	1	100%	0 Company has a policy in place and Strong secondary Data from ILO website (C182 is inforce in NZ) and fair work practices NZ	1.33 Data is Primary and it is statutory declaration (Mentioned in their ethical labour policy) (0), Current policy(+2), Directly from the applicant (+2)	Y

4.3 Assessment for Discrimination

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Flame retardant	1	100%	1 Strong secondary Data from ILO (C111 is inforce in NZ) and company has a non discrimination policy in place. PDCA in place	0 Data is Primary and statutory declaration (0), Data Timeliness- 2019 data (-2), Directly provided by the company (2)	Y
Others - wool, dyes, mothproof, finishing	1	100%	1 Company has a policy in place. Secondary data available in ILO website and Govt. website as per Human rights Act	0.66 Data is primary and is company policy (0), Directly from the company (2), data from 2023 (0)	Y

4.4 Assessment for Equal Remuneration

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Flame retardant	1	100%	0 The company has a non-discriminating remuneration policy. Strong secondary Data from ILO (C100 is in force in NZ)	-2 The data is secondary data but no data available(-2), data timeline unknown (-2), average country data (-2)	Y
Others - wool, dyes, mothproof, finishing	1	100%	0 The company has a non-discriminating remuneration policy. Strong secondary Data from ILO (C100 is in force in NZ)	-2 The data is secondary data but no data available(-2), data timeline unknown (-2), average country data (-2)	Y

4.5 Freedom of Association and Collective Bargaining

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Flame retardant	1	100%	1 Company has a policy in place. Completed Compliant Supply chain. Secondary data available in ILO website and Govt. website	1.33 Data is Primary and it is statutory declaration (0), Current Data (2), Directly provided by the company (2)	Y
Others - wool, dyes, mothproof, finishing	1	100%	0 Company has a policy in place. Completed Compliant Supply chain. Secondary data available in ILO website and Govt. website	1.33 Data is Primary and it is statutory declaration (0), Current Data (2), Directly provided by the company (2)	Y