

STATEMENT OF COMPLIANCE WITH THE MODERN SLAVERY ACT (2015)

Background

In November 2018 the Australian Parliament passed the *Modern Slavery Act* requiring companies with an annual consolidated revenue of more than \$100 million to report on the risks of modern slavery in their operations and supply chain, and their actions to address those risks.

Whilst our revenue is not over \$100 million, Aceit Sportswear Ltd (“Aceit”) is committed to running a safe and socially responsible business that protects human rights and has adopted the principles of the *Modern Slavery Act* 2015 to all its operations and supply chain.

Our Business

Aceit is a United Kingdom registered business that supplies high-quality branded apparel and merchandise. We have grown from humble roots as a small, family owned business to become an International award-winning supplier of complete end-to-end branded product solutions, from initial concept design through to delivery and ongoing supply management.

Excellence in producing and delivering quality products and services is achieved by the active participation and co-operation of everyone at Aceit. Our operations are conducted in accordance with legal and financial obligations and we are committed to limiting the risk of modern slavery occurring within our own business operations and supply chain.

Compliance with the *Modern Slavery Act*

Aceit chooses not to work with suppliers who do not meet our expectations, and this includes compliance with the provisions of the *Modern Slavery Act*.

We undertake due diligence of our supply chain to mitigate any risks into breaches of the *Modern Slavery Act* and have taken steps to ensure that relevant employees are trained and aware of the implications of the Act.

Our Managing Director has the primary day-to-day responsibility for ensuring compliance with this statement through the monitoring of both our own and our suppliers' processes and control systems.

All Aceit staff and suppliers are expected to co-operate to the fullest extent possible in any investigation into suspected breaches of the *Modern Slavery Act*

Employees

Communication and Employee Awareness Training of the *Modern Slavery Act* and its implications has been undertaken by Aceit.

The organisation has also raised awareness of modern slavery issues by circulating information to employees explaining the basic principles of the *Modern Slavery Act* and how to identify and prevent potential slavery or human trafficking issues to the relevant parties within the business and its supply chain.

Upon induction, new employees are also required to undertake this awareness training.

The Managing Director is responsible for the training of all relevant employees.

Suppliers

Aceit has long term relationships with its existing suppliers outside Australia and has undertaken due diligence checks with those suppliers to identify any potential breaches of the *Modern Slavery Act*. No potential breaches by those suppliers have been identified.

Aceit continues to undertake due diligence when considering new suppliers, and existing suppliers are reviewed on a periodic basis.

Our due diligence and reviews include:

- Evaluating the legal, ethical and commercial risks of each supplier including considering the broad product or geographical risks of modern slavery and human trafficking;
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified, and

- Not partnering with suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct by not meeting our expectations, including the termination of any pre-existing business relationship.

In addition, we are investigating the development of a reporting capability to the supplier database which will allow us to filter suppliers flagged as high risk and undertake annual checks in a more efficient manner.



Gino Arcella
Managing Director

Updated 13th May 2020