



ACOUSTIC & TEXTURAL CREATIVITY
Sontext P/L
47 Longford Road Epping
Victoria, 3076, Australia.
Phone:- +61 (03) 9432 2733
ABN:- 38090967815

Voluntary Modern Slavery Statement

Sontext Pty Ltd

Financial Year 2026-2027 Document title	Voluntary Modern Slavery Statement
Entity	Sontext Pty Ltd
Statement period	Financial Year 2026-2027
Prepared for	Gerald Hynes, Managing Director
Approval date	01/7/2026
Publication note	This document is drafted as a voluntary statement. Sontext Pty Ltd is well below the AUD \$100 million annual consolidated revenue threshold for mandatory reporting under the Commonwealth Modern Slavery Act 2018.



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1. Introduction

Sontext Pty Ltd is opposed to all forms of modern slavery, human trafficking, forced labour, debt bondage, child labour and exploitative employment practices.

Sontext is well below the AUD \$100 million annual consolidated revenue threshold for mandatory reporting under the Commonwealth Modern Slavery Act 2018. This statement is therefore a voluntary statement and is not lodged as a statutory modern slavery statement.

Sontext has prepared this statement because responsible businesses should take reasonable steps to understand and reduce modern slavery risks within their operations and supply chains.

Sontext's position is straightforward: people involved in the manufacture, supply, transport and installation of our products must be treated lawfully, fairly and with dignity.

2. About Sontext Pty Ltd

Sontext Pty Ltd is an Australian-owned company based in Craigieburn, Victoria. The company supplies and manufactures decorative acoustic products for commercial, education, hospitality, healthcare, public building and interior design projects.

Sontext operates from Australia and supports projects in Australia, the Middle East, the United States and other export markets.

Sontext's main product areas include:

- Serenity fabric acoustic panels
- Decrasound PET acoustic panels, baffles, clouds and acoustic screens
- Murano acoustic timber panels
- Sonofonic painted acoustic ceiling panels
- custom decorative and acoustic panel systems

3. Our Operations and Supply Chains

Sontext's operations include administration, sales, project coordination, product development, manufacturing, assembly, warehousing, dispatch, logistics coordination and supplier management.

Sontext's supply chains may include acoustic panel raw materials, polyester fibre and PET acoustic materials, fabric, timber, veneer, MDF, adhesives, coatings, finishing materials, packaging, freight, logistics and specialist manufacturing services.

Some supply chain activity involves overseas sourcing. Sontext recognises that international supply chains can carry higher modern slavery risks, particularly where there are multiple subcontractors, low visibility of labour practices or significant pressure on price and delivery timeframes.



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4. Modern Slavery Risk Areas

Sontext considers the following areas to require ongoing attention:

Overseas manufacturing and raw material sourcing

Some products, components and raw materials may be sourced from overseas suppliers. These supply chains can involve complex labour arrangements and reduced visibility beyond first-tier suppliers.

Freight, logistics and warehousing

Freight and logistics can involve subcontracted labour, temporary workers and overseas handling points. Sontext expects logistics suppliers to operate lawfully and responsibly.

Low-cost production pressure

Price competition can create pressure within supply chains. Sontext does not support purchasing practices that encourage unsafe, underpaid or exploitative work.

Subcontracting and secondary suppliers

Where suppliers use subcontractors, supply chain visibility can reduce. Sontext expects suppliers to remain responsible for their own labour practices and subcontracted supply chains.

5. Sontext's Commitments

Sontext is committed to:

- complying with Australian employment, workplace health and safety and fair work requirements
- dealing with suppliers who are expected to operate lawfully and ethically
- refusing to knowingly source from suppliers involved in forced labour, child labour or human trafficking
- taking reasonable steps to understand higher-risk supply chains
- raising concerns directly with suppliers where labour, safety or ethical issues are identified
- reviewing supplier relationships where serious concerns are not addressed
- supporting practical action against modern slavery through responsible business conduct and charitable support

6. Supplier Expectations

Sontext expects suppliers to:

- comply with all applicable labour, safety and employment laws
- ensure workers are employed freely and not under coercion
- prohibit forced labour, bonded labour and child labour
- pay workers lawfully and on time
- provide safe working conditions



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- avoid recruitment practices that trap workers in debt
- maintain reasonable employment and production records
- ensure subcontractors meet similar standards

Where appropriate, Sontext may request information from suppliers about employment practices, production sites, certifications, audit reports or other evidence of responsible conduct.

7. Due Diligence and Practical Controls

Sontext's approach is practical and proportionate to the size and nature of the business.

Current and intended controls include:

- selecting suppliers based on product quality, reliability and business conduct, not price alone
- maintaining direct relationships with key suppliers wherever possible
- reviewing supplier quality and performance issues as part of broader supplier assessment
- requiring suppliers to address serious quality, safety or conduct concerns
- using documented purchasing and supplier communication processes
- maintaining senior management oversight of key overseas supply relationships
- improving transparency in supply and freight cost information where appropriate
- favouring long-term supplier relationships where accountability can be built over time

Sontext will continue to develop its supplier review process so that modern slavery risk is considered alongside quality, certification, environmental performance, delivery reliability and product compliance.

8. Staff Awareness

Sontext will continue to build awareness of modern slavery risks with relevant staff involved in purchasing, supplier management, logistics, sales, project management and senior management decision-making.

The purpose is to help staff recognise warning signs such as unusual supplier behaviour, unexplained subcontracting, poor labour transparency, unrealistic pricing, unsafe production claims or reluctance to provide basic compliance information.



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9. Support for Anti-Trafficking Work

Sontext recognises that modern slavery is not only a supply chain issue. It is a human issue affecting vulnerable people across many countries and industries.

As part of its broader values, Sontext provides financial support to non-government organisations involved in anti-trafficking and recovery work, including Eden.

Eden works with people who have been trafficked for sexual exploitation and provides practical support through programs addressing physical, emotional, economic and social recovery. Further information is available at: thisiseden.org

Sontext's financial support for organisations such as Eden reflects our belief that businesses should not only avoid harm in their own operations, but also support practical efforts that assist people affected by exploitation.

10. Reporting Concerns

Sontext encourages employees, suppliers, contractors and business partners to raise concerns where they believe modern slavery, forced labour, child labour, unsafe work practices or serious exploitation may be present in Sontext's operations or supply chains.

Concerns may be raised with Sontext senior management. Sontext will consider concerns in good faith and take reasonable steps to review and address credible issues.

11. Measuring Effectiveness

Sontext will assess the effectiveness of its modern slavery approach by reviewing:

- whether key suppliers remain known and accountable to management
- whether supplier concerns are recorded and followed up
- whether supplier quality and conduct issues are considered together
- whether staff involved in procurement understand modern slavery risk
- whether purchasing decisions continue to reflect ethical and quality considerations, not price alone
- whether supplier relationships are reviewed when serious concerns arise

Sontext understands that modern slavery risk cannot be addressed by a statement alone. It requires continuing attention, practical judgement and responsible supplier management.



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12. Continuous Improvement

Sontext intends to continue improving its approach by:

- strengthening supplier onboarding questions
- adding modern slavery expectations to supplier communications
- reviewing higher-risk overseas supply arrangements
- improving documentation of supplier concerns and corrective actions
- maintaining awareness of Australian modern slavery guidance
- reviewing this statement periodically as the business grows3. Approval

This voluntary Modern Slavery Statement has been prepared for Sontext Pty Ltd and reflects the company's current position and intended approach to modern slavery risk management.

Sontext is not currently required to submit a Modern Slavery Statement under the Commonwealth Modern Slavery Act 2018 because its annual consolidated revenue is below the mandatory reporting threshold. This statement is issued voluntarily as part of Sontext's broader commitment to ethical business conduct.

Approved by:

Gerald Hynes
Managing Director
Sontext Pty Ltd
Date: 01/07/2026

A handwritten signature in blue ink, consisting of the initials "G H" followed by a long horizontal line.