

- i)** We hereby declare we do not engage or support modern slavery in any form and will do our utmost to comply with the legislation set out in the Australian Government Modern Slavery Act 2018.
- ii)** We hereby declare that all raw materials and packaging are sourced from reputable suppliers who support the same corporate values regarding ethical sourcing and social responsibility. Where possible we source from renewable sources.
- iii)** We do not support or engage the use of child labour.
- iv)** We shall not support or engage in the discrimination of workers including religion, gender, sexual orientation, race, disability or union membership.
- v)** We shall not engage in forced labour or apply penalties against employees where payment or deposits are taken from employees for re-work or as means of repayment of debt for employment.
- vi)** We shall provide a safe work environment for employees and shall take adequate steps to prevent accidents and injuries during the normal course of work.
- vii)** We shall comply with applicable local laws in relation to wages and minimum working hours.
- viii)** We support a zero appetite towards bribery, corruption and facilitation payments.
- ix)** It is our responsibility to ensure these policies are upheld



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Certificate of Approval

This certificate confirms that the company below complies with the following standard:

<i>Company Name</i>	RBA Group	
<i>Company Other Name</i>	Windia Pty Ltd	
<i>Client ID</i>	100777	<i>Scheme</i> Quality Management Systems Scheme
<i>Certification Standard</i>	AS/NZS ISO 9001-2016: Quality management systems - Requirements	
<i>Scope of Certification</i>	Design, assembly, test and distribution of water control plumbing products and distribution of bathroom fittings, furniture and accessories	
<i>Type of Certification</i>	Management System	

CERTIFICATE DATES:

<i>Original / Initial</i>	31/05/2008	<i>Last Certificate update</i>	3/05/2023
<i>Certification / Re Certification</i>	30/04/2023	<i>Expiry</i>	25/05/2026
<i>Last Certification Decision</i>	3/05/2023		

APPROVED COMPANY/SITE ADDRESS(ES):

Level 1, 32 Frederick Street Oatley NSW 2223 Australia

The use of the Accreditation Mark indicates accreditation by the Joint Accreditation System of Australia and New Zealand in respect to those activities covered by JAS-ANZ accreditation. Refer to www.jas-anz.org/register for verification.

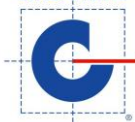
This certification remains valid until the above mentioned expiry date and subject to the organisation's continued compliance with the certification standard, and Global-Mark's Terms and Conditions.

This Certificate of Approval remains the property of Global-Mark Pty Ltd, Company Number: ACN.108-087-654



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Certification Manager

Unique Certificate Code: **A9101837746D0A6CCA258991001203E5**

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