



# Modern Slavery Statement

- FS.COM PTY LTD -

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 (Cth) (referred to as “the act”) and is published on behalf of FS.COM PTY LTD (referred to as “we” or “our”). The link to the statement on our website is [www.fs.com/au/](http://www.fs.com/au/)

The statement covers the information as required by section 16 of the act to meet the mandatory criteria. We are committed to the sustainable development of our business in Australia, which includes putting in place the right governance, policies and processes to help us understand and improve our impact on people and the planet.

We are committed to ensuring that human trafficking and forced, bonded or compulsory labor have no place in our business or our supply chain through implementing our controls in this area and for making sure that colleagues have the right resources and channels to report.

We are aware that the risk of exploitation is likely to rise during periods of political and economic uncertainty, especially for us as a part of a global corporate groups, so we will continue to review our controls and take fast action.

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## **The reporting entity:**

FS.COM PTY LTD (ACN 620 545 502) is an Australian Company registered on 19 July 2017. We provide leading communication systems integrators and optical solutions. We are dedicated to helping build, connect, protect and optimize the optical infrastructure from are dedicated to helping build, connect, protect and optimize the optical infrastructure from home to businesses and more. We are an online based company and sell data network, fibre products all around the world.

We target global professional customers in the communication industry and have established global warehousing and service centres in America, China, Germany, Australia, Singapore, the UK, and Japan to ensure timely and consistent order delivery. We provide multi-industry networking solutions including but not limited to networking equipment, optical modules, high-speed cables, and optical transmission equipment. In addition to selling goods, we also provide consultancy services, repair and maintenance, and customer services. In China, we have special research and development centres where our products are tested with great focus on quality control and product functions.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

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## **Risk management and due diligence:**

- To manage the risks of modern slavery in our supply chain we:
- issue our suppliers with a supplier code of conduct; and
- where possible, appropriate provisions around compliance with the Modern Slavery Act 2018 (Cth) and the Fair Work Act 2009 (Cth) are drafted into contracts.
- For all new suppliers during on-boarding and on existing suppliers at regular intervals.

This includes:

- Assessing risks in the provision of services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements
- Taking steps to ensure that each new supplier confirm the controls undertaken by it to combat slavery human trafficking in its organisation and supply chain, before that supplier is approved on our systems.
- Using a risk-based approach, taking steps to ensure that we monitor and audit existing suppliers Including in supplier contracts, where possible, appropriate provisions around compliance with the Modern Slavery Act 2018 and associated policy

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**We require all suppliers to confirm that:**

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

**Other Policies:**

We operate the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy

We encourage all employees, customers and suppliers to report any concerns about misconduct, unfair treatment, illegal activity and other related matters without fear of retaliation.

- Code of Conduct.

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Our code encourages employees to do the right thing by clearly stating the actions and behavior expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing our supply chain.

- Equal Opportunities Policy

Employees can be assured our work environment is inclusive and everyone is treated with respect. We adopt a zero-tolerance approach and acts of discrimination, harassment, bullying or victimization are not tolerated and can lead to disciplinarys or even dismissal.

- Corporate Social Responsibility (CSR) Policy.

This policy refers to our responsibility towards the community, environment and workplace and how we go beyond to give back to the community, protect our environment and promote human rights.

## **Awareness:**

We have raised awareness of modern slavery issues by putting up posters across our facilities and sending emails to our staff raising awareness which explains our commitment in fighting against modern slavery and how modern slavery/ human trafficking can be identified and reported.

In addition to the awareness program, we are committed to employee training to ensure they are knowledgeable about relevant areas regarding modern slavery and human

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trafficking. We want our employees to be able to recognize misconduct in the work place or within supply chains. We also want our employees to understand the risks of bribery, fraud and corruption and bring this to our attention if this occurs, so we can eliminate any inappropriate conduct. Our intensive training will provide our employees the skills to handle such situations.

We will also provide our employees with training on identifying modern slavery via e-learning courses which will cover:

- Various forms of modern slavery in which people can be held and exploited
- The size of the problem and the risk to our organization
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organization
- What external help is available for the victims of slavery
- What terms and guidance should be provided to suppliers in relation to slavery policies and controls
- What steps we will take if a supplier fails to implement anti-slavery policies or controls
- A confirmation from employees that they will abide by our anti-slavery policy

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## **Our Performance:**

We are in the process of:

- Requiring staff to complete training on modern slavery
- Developing a system for supply chain verification
- Reviewing our existing supply chains
- Checking that our employees are all being paid fairly and not working excessive hours
- Making sure our facilities are safe to work in

## **Application:**

This statement relates to the financial year from 2024 to 2025, and applies to FS.COM PTY LTD and all other entities of FS.COM registered within Australia.

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*Wei Xiang*

Signature of the Director

Print name: Wei Xiang

Date: 01.07.2024

*Xuekun Li*

Signature of the Director

Print name: Xuekun Li

Date: 01.07.2024

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