



Winya Indigenous Office Furniture Pty Ltd

ABN 97 604 704 065

1300 184 799

info@winya.com.au

www.winya.com.au

Upper Ground Floor, 435a Kent St, Sydney NSW 2000

Winya Modern Slavery Statement 2025

Issued under the Commonwealth Modern Slavery Act 2018 (Cth) and the NSW Modern Slavery Act 2018 (NSW)

1. Introduction

Winya Indigenous Commercial Furniture is committed to the highest standards of ethical conduct and human rights. As a proudly Aboriginal-owned Australian profit-for-purpose company, we acknowledge the responsibility we hold — not only as a commercial furniture supplier but as a leader in Indigenous employment, sustainable development, and socially responsible business practices.

Our mission is to create meaningful, long-term change for Aboriginal and Torres Strait Islander communities through employment, training, and economic opportunity. In parallel, we recognise the importance of ensuring that our operations and supply chains are free from modern slavery, forced labour, child labour, and human trafficking.

This Modern Slavery Statement outlines the steps Winya has taken during the 2024–2025 financial year to assess, mitigate, and address the risks of modern slavery in our business and supply chain. It also outlines our commitment to continuous improvement and transparent reporting in line with the expectations of the Modern Slavery Acts of Australia.

2. About Winya

Winya Indigenous Furniture is a Supply Nation certified, majority Aboriginal-owned business specialising in the design, manufacture, and supply of commercial furniture to the public and private sectors. With operations across Australia, Winya combines sustainable manufacturing practices with a unique social enterprise model that places Indigenous employment and community partnerships at its core.

Our key activities include:

- Designing and supplying furniture for offices, workplaces, and public spaces
- Employing Aboriginal and Torres Strait Islander people through structured apprenticeships and permanent roles
- Partnering with remote Indigenous communities to produce furniture components and art-driven products
- Running skill-building and work-readiness programs within correctional facilities to improve post-release employment outcomes for Aboriginal Australians



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Winya operates independently, with no ownership or control by larger multinational manufacturers. This structure enables us to maintain close oversight of our procurement processes and supplier relationships.

3. Our Commitment to Human Rights and Ethical Conduct

Winya's ethical foundation is grounded in the United Nations Sustainable Development Goals (UN SDGs), particularly those concerning decent work and economic growth, reduced inequalities, responsible production, and peace, justice, and strong institutions.

We are also signatories to the United Nations Global Compact (UNGC), through which we report annually on our progress toward the Ten Principles, including human rights, labour rights, environmental responsibility, and anti-corruption.

In 2018, Winya became the only Australian company to receive a global award from the United Nations for Leadership in Sustainable Development — a recognition that reflects our continued investment in ethical governance, innovation, and community development.

4. Our Supply Chain

Winya's supply chain is diverse and includes a mix of local, regional, and international suppliers. These suppliers provide materials, components, manufacturing services, and logistics support for our furniture and fit-out projects. Our supply chain spans:

- Australian manufacturers and Indigenous partner workshops
- Overseas factories, primarily in Asia, producing components such as steel frames, mechanisms, and foam
- Community-based production in remote Aboriginal communities
- Correctional services providing vocational training and assembly
- Logistics providers and fabric, timber, and packaging suppliers

We recognise that certain aspects of our international supply chain present a heightened risk of modern slavery due to systemic issues such as weak labour protections, limited oversight, and varying levels of governance.

5. Mapping and Monitoring: Two-Tier Supply Chain Approach

Winya uses a structured two-tier approach to map, monitor, and mitigate modern slavery risks in its supply chain:

Tier 1 – Direct Suppliers This includes all suppliers with whom Winya holds a direct contractual relationship. These are generally our local manufacturing partners, community workshops, and overseas factories. We assess Tier 1 suppliers through annual due diligence surveys, declarations of compliance, and — where possible — site visits and verbal audits. We request transparency on their employment practices, health and safety procedures, and grievance mechanisms.

Tier 2 – Sub-tier Suppliers We ask our Tier 1 suppliers to identify and engage their own top 5–10 key suppliers, particularly those who provide labour-intensive or high-risk materials. This includes fabric mills, foam producers, and raw material processors. We provide translated supplier surveys (e.g., in Mandarin) to ensure clarity and consistency in data collection. Tier 2 responses are reviewed for red flags, inconsistencies, or areas that require follow-up.

Ongoing Review We recognise that supply chain transparency must evolve over time. In 2025, we have committed to moving beyond static Tier 2 mapping by identifying risk-based pathways for deeper due diligence, prioritising high-risk geographies, low-visibility suppliers, and raw material sources.



6. Labour Rights and Workplace Standards

Winya requires all suppliers — domestic and international — to comply with minimum labour rights and workplace standards that align with international conventions and Australian expectations. Specifically, we seek confirmation that all workers:



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- Have freely chosen their employment and are not subject to coercion
- Work in safe, hygienic, and lawful conditions
- Are paid at least legal minimum wages and compensated appropriately for overtime
- Retain full access to their passports, identification, and personal belongings
- Are not subject to physical punishment, verbal abuse, or harassment
- Are not underage and meet the legal working age of their jurisdiction

These conditions are essential and non-negotiable. Where breaches are identified or suspected, Winya will engage suppliers to investigate, remediate, or terminate the relationship as required.

7. Anti-Bribery and Corruption Measures

Winya enforces a strict anti-bribery and anti-corruption policy both internally and externally. We seek written statements from our suppliers confirming that no form of bribery, kickbacks, or facilitation payments occur within their operations.

Internally, Winya trains staff involved in procurement and project delivery on ethical conduct, gift acceptance, and conflict of interest management. These policies are reviewed annually and escalated to leadership when concerns are raised.

8. Governance, Accountability, and Remediation

The responsibility for managing modern slavery risk lies with Winya's executive leadership team, overseen by our General Manager. Key personnel across procurement, production, and social impact initiatives are involved in implementing and maintaining our compliance processes.

We are currently developing a formal remediation procedure to guide our response in the event that modern slavery indicators are identified. This process includes supplier engagement, third-party investigation (where appropriate), corrective action, and follow-up auditing.

9. Continuous Improvement and Future Steps

Winya understands that modern slavery prevention is not a fixed outcome but an ongoing process. In 2025–2026, our priorities include:



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- Increasing visibility and traceability beyond Tier 2 in high-risk regions
- Integrating supplier scorecards and risk-weighted dashboards
- Exploring external auditing partnerships to strengthen overseas supplier monitoring
- Formalising whistleblower pathways and grievance mechanisms for supplier workers
- Continuing staff training on identifying and escalating modern slavery risks

10. Consultation and Endorsement

This statement was prepared through consultation across Winya's leadership, operations, and community engagement teams. It reflects our values as a social enterprise and our responsibilities as a supplier to major government and corporate clients.

This Modern Slavery Statement has been approved by Winya's General Manager and is signed on behalf of Winya by:

Ben Jacka
General Manager
Winya Indigenous Furniture
ben@winya.com.au | 0437 288 862

Dated: June 2025