

Responsible Sourcing Policy

EasyIoT Pty Ltd · ABN 57 641 992 716 · easyiot.com.au

EasyIoT designs and manufactures electronic products for Australian and international clients. This policy sets out how we source, what we expect of the suppliers we work with, and what we do when something is wrong.

EasyIoT is not a reporting entity under the Modern Slavery Act 2018 (Cth). We publish this policy because our clients are entitled to know how their products are made, and because the expectation should not depend on a revenue threshold.

How our products are made

Our manufacturing sits in Chengdu, China. We are not a design house that places an order and waits for a shipment. Our own manufacturing manager and engineers are employed by EasyIoT and are on the factory floor, directing the build. Surface mount and through hole assembly, firmware programming, functional and end of line testing, final assembly, sealing, labelling and packing are carried out under their direct supervision.

This matters for sourcing. Conditions in the place our products are assembled are something our people see in person while the work is being done, rather than something we take on trust from a form.

Work we do not carry out ourselves is placed with third party suppliers. That covers printed circuit board fabrication, injection moulding including tooling, and other mechanical parts. Each of these suppliers works under a written agreement with EasyIoT.

Prototyping is a shorter chain again. We build prototypes in house in Chengdu, buying in bare boards and printing enclosures on our own machines, so a client's early stage work stays with our own people and does not pass through a production supplier at all.

What we expect of suppliers

Our standards follow the fundamental conventions of the International Labour Organization and the law where the work is performed. Where the two differ, we apply the higher standard.

We expect every supplier who works on our clients' products to employ people lawfully and treat them decently. That means no forced, bonded or involuntary labour of any kind. No child labour, and no workers below the legal minimum age. No hazardous work for anyone under eighteen. No retention of identity documents, and no deposits or recruitment fees charged to workers. Wages and working hours that meet local law. No discrimination in hiring, pay or advancement. Freedom to associate and to raise workplace matters collectively, so far as local law allows, without penalty for doing so. Workers free to leave their employment and their accommodation. A safe place to work.

We apply the same expectation to labour hired through agencies or dispatch arrangements, and to any student or intern placed on a production line. Workers engaged this way are the ones most often left outside a factory's own protections, so they are the ones we ask about specifically.

Supplier commitments

By the end of 2026, EasyIoT will have a written supplier code covering these standards signed by the production suppliers we engage directly, including the Chengdu factory where our products are assembled, our injection moulder and our mechanical parts suppliers.

Some inputs are bought from large catalogue manufacturers on standard terms, printed circuit board fabrication among them. We are not in a position to impose our own code on a supplier of that scale and we will not claim that we do. For these suppliers we select manufacturers who publish their own commitments on labour standards, we keep a record of what they publish, and we check it when we review this policy.

The code applies to our direct suppliers. We do not claim visibility of every business further up the supply chain, and we will not represent otherwise. Where a client requires deeper traceability on a particular programme, we will work with them to obtain it.

Traceability and audit

Every component in a product we build traces back to its part, batch and supplier. We keep those records and make them available to the client whose product they relate to.

We are open to audit. Clients and their representatives are welcome to inspect our records and to visit the factory floor where their product is being built.

Raising a concern

Anyone who believes a person working on an EasyIOT product is being treated in a way this policy prohibits can contact us at info@easyiot.com.au. Concerns can be raised in English or Chinese, and can be raised anonymously.

We investigate every concern raised. Where we confirm a problem, we require the supplier to fix it and we verify that it has been fixed. Where a supplier refuses to address a confirmed problem, we stop giving them work.

Review

This policy is reviewed annually and was last updated in September 2026.

Edward Liu

Founder and CEO, EasyIOT Pty Ltd