

Communication on Progress United Nations Global Compact

Period of Communication

November 2020 to November 2021

we are stylecraft[•]

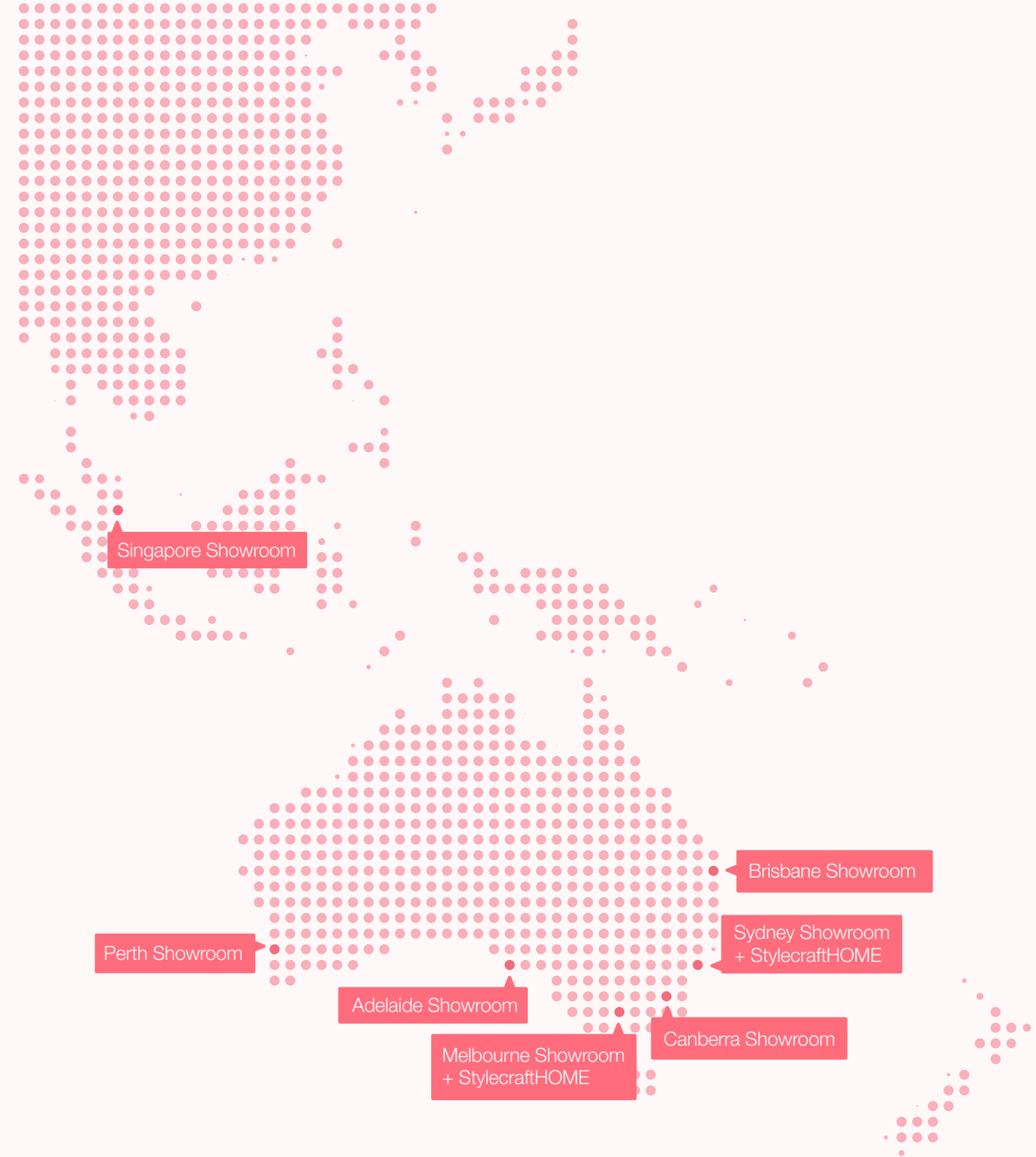
Introduction

Stylecraft has been providing furniture of original, contemporary design for over 65 years. First established in Melbourne, Australia in 1953 primarily as a commercial workstation provider, Stylecraft now has **9 showrooms** around **Australia and Asia**, and represents over 26 exclusive European and Australian brands.

We prioritise suppliers and manufacturers who are committed to sustainable practices, those with **ISO14001** certification and products carrying European and Australian **Eco Label** accreditation which contributes towards **Greenstar, LEED & IWBI WELL** certification schemes.

Stylecraft value decisions leading to good practice for the environment and the world we live in, and we aim to be transparent with reporting our sustainability practices.

In our fourth year as a signatory to the **UN Global Compact**, we're committed to continuing our annual reporting on our progress.



Letter of Commitment to Our Stakeholders

To our stakeholders,

24.11.2021

I am pleased to confirm that Stylecraft reaffirms its support of the **Ten Principles of the United Nations Global Compact** (UNGC) in the areas of Human Rights, Labour Standards, Environment & Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely,



Anthony Collins
Managing Director



Covid-19 Impact Statement

In 2020 and 2021, we have been faced with an unprecedented challenge in Covid-19. The affect it has had on our staff, business, suppliers and our overall industry has been significant. As the pandemic continues to evolve we have adapted to times where the majority of our staff have been working from home, navigated disrupted supply chain, reorientated product offering and addressed the impact to our business as a whole. While our commitment and overall strategy has not waived, our priority has been the health and wellbeing of our staff.

Our Covid-19 response can be broken into three categories of immediate impact, medium-term initiatives and long-term goals.

Immediate Impact

Staff health and wellbeing;

- Health, Wellness and Mindfulness workshops facilitated by EQ Minds founder, Chelsea Pottenger offered to all staff and key clients.
- Regular communication from Managing Director with staff to ensure they were informed of impact to business.
- Facilitation of staff check-ins by management through regular video calls.
- Provision of ergonomic seating for use when working from home.
- Provision of a 'Reset Day' to staff in the form of a free leave today to use when it suited each State.

Medium-term Initiatives

Safe return to work when advised by relevant State Governments;

- Provision of temperature checks for all staff and clients on entry into Stylecraft showrooms and offices.
- Provision of hand sanitiser.
- Ability to adjust to combination of working from home and from the office.
- QR code check-in process implemented in each showroom and warehouse, in line with State Government guidelines.

Long Term

Stylecraft continues to ensure the safety of all staff, clients and visitors to our showrooms, by adhering to local government restrictions and health advice.

Stylecraft joined as signatory to Global Compact Network Australia letter to Australian Prime Minister. This letter called for the Government to use the United Nations Sustainable Development Goals (SDGs) as a framework for policies that would encourage a socially just and green pathway out of the pandemic.

Human Rights

UN Global Compact Principles

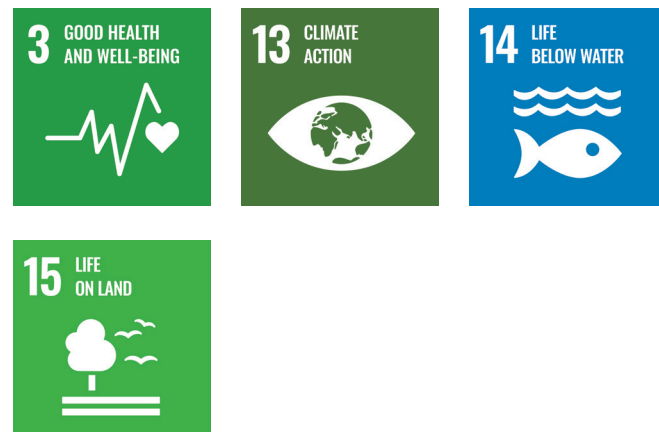
Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2

Make sure that they are not complicit in human rights abuses.

Targeted SDGs



Assessment, Policy & Goals

Stylecraft respects and supports social justice and all internationally recognised human and labour rights. We operate in compliance to the **International Labour Organisation (ILO) Conventions**, and work to ensure human rights are implemented within our own company and those we do business with and/or have influence on.

Stylecraft is committed to providing a safe and healthy workplace for all employees, visitors and contractors and recognises the responsibilities and requirements placed on it by work health and safety legislation and codes of practice as set out in our **Work Health & Safety Policy**.

Stylecraft have an awareness of the impact the Covid-19 pandemic is having on suppliers and as result we have a responsibility to manage our clients expectations to ensure minimum human rights are met by our partners.

Fair working conditions and wages are implemented throughout the company in line with the **Fair Work Act 2009**.

Implementation

We have successfully developed our **Human Rights policy**, together with our **Supplier Questionnaire, Code of Conduct and Scorecard**. We are in the process of developing our Anti-Corruption Policy. We have been distributing our Supplier Questionnaire and

Implementation (cont.)

recording and measuring the results in our Supplier Scorecard. This allows us to assess the risk of modern slavery within our supply chain, and to take steps to remediate where necessary.

Stylecraft have previously undertaken a **Social & Environmental Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **Commonwealth Modern Slavery Act 2018**, and to support Stylecraft in meeting regulatory requirements and longer term customer expectations. **Modern Slavery** can include human trafficking, servitude, child labour, sex trafficking, forced marriage, forced labour and debt bondage.

The risk assessment was conducted using a **Life Cycle Assessment (LCA)** approach that analysed the social impact across our suppliers, their products, materials and countries from which we procure. The final risk assessment results provided an overview and prioritisation of risk in our supply chain with detailed information on high risk suppliers, materials and countries.

We have completed a Modern Slavery Supplier Assessment on Australia's first shared Modern Slavery Platform for The Property Council of Australia (PCA).

Implementation (cont.)

Over the past year we engaged the services of a Sustainability Consultant to complete projects that were delayed due to Covid-19.

This included Modern Slavery training with the Executive Team and Senior Management to ensure full understanding of the core requirements of meeting Modern Slavery legislation and stakeholder expectation in regards to addressing Human, Labour Rights and Modern Slavery risks.

Stylecraft submitted our first voluntary **Modern Slavery Statement** to Australian Border Force in 2020, in line with the seven mandatory criteria of the Commonwealth Modern Slavery Act.

(Measurement of Outcomes over page.)

Human Rights

UN Global Compact Principles

Principle 1
Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2
Make sure that they are not complicit in human rights abuses.

Targeted SDGs

3 GOOD HEALTH AND WELL-BEING



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to Human Rights in the past 12 months.

We have successfully completed Third Party Environmental certification for several product ranges and work closely with our suppliers and manufacturers, both locally and internationally, to grow the collection of certified product.

The Australian Ecolabel Program is based on the international standard **ISO14024**; ‘**Environmental Labels and Declarations – Type 1 Environmental Labelling**’.

The standard has been established to assess product environmental criteria and product function characteristics, and for assessing and demonstrating social, environmental and legal compliance. This includes the elimination of ingredients, designs, defects or side effects that could harm or threaten human life and health during manufacturing, usage or disposal of products. The standard contributes towards **SDGs 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land)**.

We remain committed to education and training around Human and Labour Rights and continue to engage with our suppliers both locally and internationally and use our influence where possible to ensure minimum human rights are met.

Labour

UN Global Compact Principles

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labour;

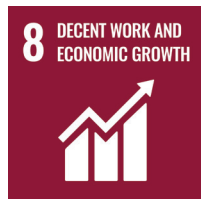
Principle 5

The abolition of child labour;

Principle 6

The elimination of discrimination in respect of employment and occupation.

Targeted SDGs



Assessment, Policy & Goals

Stylecraft is committed to upholding the rights of our employees in relation to freedom of association and collective bargaining, forced, compulsory or child labour and understands the importance of having a diverse workforce.

We are proud to be an equal opportunity employer, facilitating an inclusive environment for all current and future employees where diversity is celebrated.

We are committed to providing opportunities to the best candidates regardless of race, gender, culture, religion, sexual preference and age.

We believe in treating people with respect and dignity and do not tolerate acts of sexual harassment, intimidation or discrimination, whether direct or indirect.

Our expectations and policies for the above are set out in our **Equal Opportunity and Anti-Discrimination Policy**.

We have successfully launched an Intranet where current and new Stylecraft employees can access all relevant policies and procedure documentation together with training guides.

Charity Leave Day Entitlement

Stylecraft employees are entitled to two days leave annually to support a charity of their choice. In prior years we have volunteered at charities such as **Dementia Australia, Fred Hollows Foundation, and the Asylum Seeker Resource Centre**.

Assessment, Policy & Goals (cont.)

In 2020 and 2021 the ability of staff to utilise their volunteer days has been impacted by Covid-19 restrictions however we have continued our support of numerous charities through monetary donations as listed below.

In lieu of physical client Christmas Gifts in December 2020, Stylecraft committed a donation of \$20,000 to **Reach Out**, a mental health initiative for Australia's youth. This was in addition to \$20,000 donated to **The Kids Cancer Project** as a result of a percentage of sales from our online store, StylecraftNOW, going towards the charity in late 2020.

Implementation

Over the past year we engaged the services of a Sustainability Consultant to complete projects that were delayed due to Covid-19.

This included Modern Slavery training with the Executive Team and Senior Management to ensure full understanding of the core requirements of meeting Modern Slavery legislation and stakeholder expectation in regards to addressing Human, Labour Rights and Modern Slavery risks.

Stylecraft submitted our first voluntary **Modern Slavery Statement** to Australian Border Force in 2020, in line with the seven mandatory criteria of the Commonwealth Modern Slavery Act

Over the past year, Stylecraft have successfully developed, implemented and had certified an Integrated Management System, covering three internationally recognised standards. ISO 9001 - Quality, ISO 14001 - Environment, and ISO 45001 - Occupational Health & Safety for Australia and Singapore.

The Integrated Management System is a framework of processes, systems and policies that aims to promote continual improvement for our business.

Labour

UN Global Compact Principles

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

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The elimination of all forms of forced and compulsory labour;

Principle 5

The abolition of child labour;

Principle 6

The elimination of discrimination in respect of employment and occupation.

Implementation (cont.)

Stylecraft have been working towards the development of our Reconciliation Action Plan. The aim of Reconciliation is to promote and facilitate respect, trust and positive relationships between Aboriginal and Torres Strait Islander people and the wider Australian communities. For businesses, the aim is to provide opportunities through training/employment, through our supply chain operations or strategic business partnerships to build positive relationships within the communities in which we work.

Over the past year, Anthony Collins, our Managing Director, and team have been working with Head Tutors and the TAFE Aboriginal Education and Engagement Officer at Enmore Design School to implement an annual Scholarship.

The Stylecraft First Nations Scholarship will provide opportunities for First Nations students to complete an Interior Design degree at Enmore TAFE, and is set to be launched in time for the first student intake in January 2022.

Although physical events were not possible during Reconciliation Week this year, we shared resources with all staff, including virtual cinema events and educational documentaries, through to website resources, webinars and books, and encouraged staff to engage across all levels.

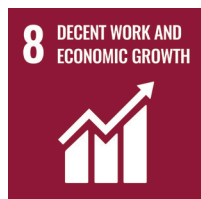
Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to labour, anti-discrimination and/or safety regulations in the past 12 months.

Stylecraft is proud to employ a diverse workforce, employing staff of various age groups, cultures and ethnic backgrounds. We believe in gender equality, and currently have 57% women in the workforce, with 48% of women holding senior management and executive positions.

Fair working conditions and wages are implemented throughout the company in line with the **Fair Work Act 2009**. We provide training and upskilling for employees currently in our teams.

Targeted SDGs



Environment

UN Global Compact Principles

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility;

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Targeted SDGs



Assessment, Policy & Goals

Stylecraft are committed to being a leader of sustainable practice within the furniture industry. We understand our social and environmental responsibilities and are constantly working to develop more sustainable and responsible production of our products. Our mission and initiatives are set out in the **Stylecraft Environmental and Social Responsibility Policy** and include waste minimisation and energy management, supplier management and product certification.

Stylecraft launched ecommerce platform StylecraftNOW, further enabling us to ensure our Product Stewardship commitment by selling a combination of brand new, ex-showroom samples and discontinued range.

Implementation

Over the past year, Stylecraft have successfully developed, implemented and had certified an Integrated Management System, covering three internationally recognised standards. ISO 9001 - Quality, ISO 14001 - Environment, and ISO 45001 - Occupational Health & Safety for Australia and Singapore.

The Integrated Management System is a framework of processes, systems and policies that aims to promote continual improvement for our business.

Implementation (cont.)

Stylecraft gives priority to companies with **ISO14001** certification, and products carrying independent **Eco Label** accreditation. Stylecraft and a number of our suppliers have successfully completed **Third Party Environmental** certification such as **GECA**, **AFRDI Green Tick**, and **Ecospecifier Global Green Tag** for several product ranges and we continue to work closely with our suppliers and manufacturers, both locally and internationally, to grow our collection of certified product.

The Australian Ecolabel Program is based on the international standard **ISO14024**; **‘Environmental Labels and Declarations – Type 1 Environmental Labelling’** which contributes towards SDGs 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land). Third Party Environmental certification includes verified evidence of reduction of emissions, hazardous materials and pollutants, details of product stewardship and end of life, and ensures social, legal and environmental compliance for both the manufacturer and applicant company.

We continue to collaborate with our International and local brands that focus and lead the industry in innovation. Many seek to push the boundaries of sustainable product design through the use of recycled content and environmental product declarations. We encourage ongoing development and seek to highlight such innovation in marketing campaigns.

Implementation (cont.)

In addition to the above, we have developed a **Sustainable Procurement Policy** and **Supplier Questionnaire** in line with **ISO20400** to ensure we continue to maintain sustainable design and production. We continue to seek opportunities to collaborate with suppliers and designers on new product designs using new environmental technologies and innovative materials.

Measurement of Outcomes

The Brand Co-ordinator in collaboration with the Managing Director and Brand Director within Stylecraft focus on corporate and social responsibility, sustainable procurement and supply chain due diligence. This supports Stylecraft’s sustainable, ethical and environmental commitments to third party product certification, the United Nations Global Compact Ten Principles and Global Goals, and more recently to ensure we meet their requirements for the NSW / Commonwealth Modern Slavery Act 2018. Internally, the team’s role involves the education of Stylecraft team members regarding our sustainability mission, and to help educate the Sales team to disseminate information within our industry.

In addition, we have engaged an external consultant, Sustainable Business Matters, to assist in project managing our core responsibilities in sustainability with corporate and social responsibility.

Environment

UN Global Compact Principles

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Targeted SDGs



Measurement of Outcomes (cont.)

Carbon Neutrality

Over the past 14 years we have been neutralising our carbon emissions by purchasing green energy credits through South Pole Group (formerly Climate Friendly™). Since 2007 Stylecraft has offset a total of 6,703 tonnes of CO2e. We have worked to reduce our carbon emissions over this period and over the past 7 years our emissions have reduced by 35%. In 2020, our carbon emissions reduced by 22%. Our figures for 2021 are currently being calculated.

In 2020 we have moved forward with Eco Australia credits. Ultimately providing us with the opportunity to work toward being certified carbon neutral. We have chosen to support the Mount Sandy Conservation project in Australia and the Changbin and Taichung Wind Project in Taiwan.

Australian Furniture Design Award

Our long-standing support of Australian designers and manufacturing was enhanced in 2014 with the launch of the Australian Furniture Design Award. Previously in partnership with the Jam Factory, the award is now in its fourth iteration and is presented by Stylecraft and the National Gallery of Victoria (NGV) as part of Melbourne Design Week 2022. The award is aimed at encouraging innovation in furniture and lighting design and fostering new opportunities for furniture manufacturing in Australia. The winner receives \$20,000, a 2 week residency

Measurement of Outcomes (cont.)

at the Jam Factory Furniture Studio and the opportunity to design a commercial range or product with Stylecraft for distribution across Australia and Singapore. The 2022 winner will be announced during Melbourne Design Week in March 2022.

The most recent AFDA winner was James Walsh with his submission 'Anthropic Bench.' The piece explored the growing global issue of the vast amount of post-consumer glass and the potential of this material through experimentation. The Anthropic bench substituted as much recycled glass material into the traditional rammed earth recipe as possible, whilst maintaining strength of durability. We are working with Walsh to develop a range for commercial production that continues the environmentally focused theme and ethos of his winning piece. The range will be launched in early 2022.

Participation in Clean Up Australia Day

The team at Stylecraft take a sustainable approach to managing our business in an environmentally responsible manner and work to enhance the communities in which we operate and influence. Our aim is to ensure that our employees, suppliers and clients understand the importance of incorporating these considerations into their daily business activities. While Covid-19 restrictions impacted our ability to participate in the day, Stylecraft were proud to continue our **Gold Business Supporter** level for the third year.

Measurement of Outcomes (cont.)

Additional Waste Streams

Stylecraft is currently increasing focus on waste reduction with the introduction of additional recycling streams, such as soft plastics and e-waste recycling at our Sydney Head Office.

In an effort to further commit to a reduction in waste, all events scheduled for 2021 were developed and intended to be zero waste events. While the impact of Covid-19 has meant many of these events did not get executed, the approach to zero waste - or heavily reduced waste - events is one that has been committed to by our Marketing team.

Provision for reusable coffee cups for all staff continue to be utilised for both personal and professional use. Sales Consultants and Showroom Co-ordinators are provided with an allocation of reusable cups for use with clients.

Environment

UN Global Compact Principles

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility;

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Targeted SDGs



Measurement of Outcomes (cont.)

Australian Packaging Covenant Organisation

In October 2018, Stylecraft became a member of **Australian Packaging Covenant Organisation** (APCO), a co-regulatory, not-for-profit organisation that partners with government and industry to reduce the harmful impact of packaging on the Australian environment. APCO delivers this model of shared responsibility through the promotion of sustainable packaging activities including sustainable design, recycling initiatives, waste to landfill reduction and circular economy projects. We are committed to measuring, tracking and improving our sustainable packaging performance within our business and throughout our supply chain and are required to report annually on our progress.

We are currently researching biodegradable or compostable alternatives for our chair and small furniture packaging and continue to work with our manufacturers suppliers around best practice. We have created ongoing partnerships with recyclers for packaging materials that would have traditionally gone to landfill such as PE. We now recycle approx. 80% of our material waste.

Measurement of Outcomes (cont.)

With the development of Stylecraft NOW, the need has arisen for Stylecraft to create our own packaging. Primarily we will be reusing cardboard packaging from overseas suppliers, and any new cardboard packaging is to contain recycled content/FSC certification. As our products will be shipped interstate, we need to ensure protection whilst in transit and use plastic stretch wrap for this purpose. After much discussion with APCO and our suppliers regarding the possibilities of recycled content/biodegradable or compostable wrap it was found that these are not easily recycled within normal recycling streams for our end user clients, so the decision was made to use the thinnest option of virgin plastic wrap at 14UM allowing for material efficiency and the ability for our clients to recycle within soft plastics recycling programs.

Social & Environmental Risk Assessment

In October 2018, Stylecraft engaged a Sustainability Consultancy to undertake a **Social and Environmental Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW / Commonwealth Modern Slavery Act 2018**. The risk assessment was conducted using a **Life Cycle Assessment (LCA)** approach that analysed the social and environmental impact across our suppliers, their products, materials and countries which we procure from.

Anti-Corruption

UN Global Compact Principles

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Targeted SDG



Assessment, Policy & Goals

Stylecraft are committed to ensuring all our business activities are conducted ethically and with integrity, and work to avoid bribery, extortion and other forms of corruption.

Implementation

Using the **Global Compact Risk Assessment Tool**, we have been able to highlight areas within our policies and procedures that require further attention and are taking steps to include the identification and management of bribery and anti-corruption within our existing policies and supply chains.

We have engaged a **Sustainability Consultancy** to undertake a **Risk Assessment Analysis** across our company and supply chain to ensure compliance with the **NSW / Commonwealth Modern Slavery Act 2018**, which included impact assessment relevant to **Corruption** and **Bribery**. The results formed part of our Modern Slavery statement in 2020, published on the Australian Border Force website in the Modern Slavery Register, and has provided a framework for future statements.

In 2020, a Stylecraft representative took part in the Australian Dialogue on Bribery and Corruption, an online webinar hosted by the Global Compact Network Australia (GCNA). Much of the discussion was around the impacts of Covid-19 and the severe economic disruption that has followed. Leading to increased poverty and vulnerability, conditions in which human rights and bribery and corruption risks can increase.

Implementation (cont.)

The Dialogue was an opportunity for the launch of the Bribery Prevention Network, an online portal of accessible, relevant and reliable resources, curated by Australia's leading anti-bribery experts, to support Australian business to manage bribery and corruption risks in domestic and international markets. bribery experts, to support Australian business to manage bribery and corruption risks in domestic and international markets.

Measurement of Outcomes

Stylecraft has had no reports of investigations, legal cases, rulings, fines or other events related to any breaches to anti-corruption in the past 12 months.

UN Global Goals

Stylecraft supports the promotion and participation of the 17 goals outlined by the **UN** as the **Global Goals for Sustainable Development**. Stylecraft has acknowledged our support of the relevant goals in each section within the report.

3

GOOD HEALTH AND WELL-BEING

Overview

Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.

4

QUALITY EDUCATION

Overview

Obtaining a quality education is the foundation to improving people's lives and sustainable development.

5

GENDER EQUALITY

Overview

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

8

DECENT WORK AND ECONOMIC GROWTH

Overview

Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Overview

Investments in infrastructure are crucial to achieving sustainable development.

10

REDUCED INEQUALITIES

Overview

To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Overview

Promoting resource and energy efficiency, sustainable infrastructure, and providing access to basic services, green and decent jobs and a better quality of life for all.

13

CLIMATE ACTION

Overview

Climate change is a global challenge that affects everyone, everywhere.

14

LIFE BELOW WATER

Overview

Careful management of this essential global resource is a key feature of a sustainable future.

15

LIFE ON LAND

Overview

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

Overview

Access to justice for all, and building effective, accountable institutions at all levels.

17

PARTNERSHIPS FOR THE GOALS

Overview

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Showroom Details

Sydney Showroom

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