

ive

FY25

Modern Slavery Statement

IVE Group Limited

ABN 62 606 252 644

> Contents

1.	Introduction	3
2.	Message from our Managing Director	5
3.	FY25 Key actions delivered	6
4.	Our Structure, operations and supply chain	7
5.	Identifying risks of modern slavery in our operations and supply chain	11
6.	Actions to address our modern slavery risk	18
7.	Assessing the effectiveness of our actions	26
8.	Consultation	28
9.	Appendix	29

Acknowledgment of Indigenous peoples



In the spirit of reconciliation, IVE Group acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to Elders past and present and extend our respect to all Aboriginal and Torres Strait Islander peoples today.

Statement on reporting entities

IVE Group Limited (ACN: 606 252 644) is an Australian company listed on the Australian Securities Exchange (ASX: IGL). The company is registered at Level 3, 35 Clarence Street Sydney NSW 2000.

This Modern Slavery Statement (Statement) has been prepared in accordance with the Modern Slavery Act 2018 (Cth) (the MSA). It details the steps IVE Group Limited has taken to identify, assess, mitigate and remediate modern slavery risks in our operations and supply chain, during the period, 1 July 2024 – 30 June 2025 (FY25).

IVE Group Limited makes this Statement on behalf of IVE and all its controlled entities, as detailed in Appendix 1- IVE Group Limited’s structure (page 29). IVE Group Limited and its controlled entities are collectively referred to within the Statement as IVE, IVE Group, we or our.

All amounts expressed in this Statement are in Australian dollars.

This Statement was approved on 18th December 2025 by the Board of IVE Group Limited on behalf of IVE Group Limited and its controlled entities. The Statement in its entirety has been signed by the Managing Director of IVE Group Limited.

> Structure of the statement

This Statement has been structured to respond to each of the mandatory reporting criteria defined in the MSA. The table below describes how we have addressed each criterion within the Statement.

Mandatory reporting criteria	Addressed within this Statement
Identify the reporting entity.	Appendix 1: IVE Group Limited’s Structure (page 29)
Describe the reporting entity’s structure, operations and supply chains.	Our Structure, operations and supply chain (pages 7-10)
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Identifying risks of modern slavery in our operations and supply chain (pages 11-17)
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes.	Actions to address our modern slavery risk (pages 18-25)
Describe how the reporting entity assesses the effectiveness of these actions.	Assessing the effectiveness of our actions (pages 26-27)
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement).	Consultation (page 28)
Provide any other relevant information.	Message from our Managing Director (page 5) FY25 key actions delivered (page 6)

> Message from our Managing Director



“

These milestones reflect our commitment to doing business the right way, transparently, responsibly, and with respect for the people and communities in which we operate.

”

As Australia’s largest diversified marketing company, IVE has always been built on people, partnerships and purpose. We take pride not only in what we create for our clients, but also in how we operate, guided by connection and care for those who make our success possible.

In FY25, we continued to strengthen the way we identify and address modern slavery risks across our operations and supply chain. Building on the foundations established in previous years, we made meaningful progress to enhance transparency, accountability, and ethical practices across our business.

Some of our key achievements this year included:

- > Completing a comprehensive **ESG risk assessment** covering 98% of supplier spend, enabling us to better understand and manage modern slavery and broader sustainability risks.
- > **Launching our Group-wide Human Rights Policy**, endorsed by the Board in July 2025, which formalises our commitment to respecting and upholding human rights across our operations and supply chain.
- > **Advancing our social procurement** through a formal framework embedded into our procurement practices to create pathways for inclusive and ethical sourcing.
- > **Enhancing modern slavery training** with practical examples, risk indicators and escalation resources, extending completion to all employees, sub-contracted workers, and offshore skilled professional contractors.
- > Completing **SEDEX SMETA 7.0 4-Pillar** audits at key production sites and inclusive of our Group-wide national practices, reinforcing our focus on labour, safety, environmental and ethical standards.
- > Progressing our **Reflect Reconciliation Action Plan**, a key milestone in our journey toward reconciliation and inclusion.

These milestones reflect our commitment to doing business the right way, transparently, responsibly, and with respect for the people and communities in which we operate.

As we look ahead, we remain focused on continuous improvement, embedding human rights into every part of our business, deepening supplier engagement, and building the capability of our people to identify and address risks before harm occurs.

Modern slavery has no place in our business, and through our continued focus on actions to safeguard our operations and supply chains, we can play our part in shaping a fairer, more sustainable future.

Matt Aitken
Managing Director

> FY25 Key actions delivered

During FY25, we strengthened our approach to addressing modern slavery risks across our operations and supply chain. Building on the foundations established in FY24, we advanced key initiatives under our 2025 Sustainability Strategy and integrated modern slavery risk considerations into broader environmental, social and governance (ESG) priorities.

Key actions delivered include:



Advanced delivery of the 2025 Sustainability Strategy

As at 30 June 2025, 45% of initiatives were completed, 32% well advanced, 17% in early development, and 3% strategically refocused to align with our 2030 goals.



Enhanced supplier ESG and modern slavery risk management

Completed a comprehensive ESG risk assessment and category mapping exercise covering 98% of supplier spend, prioritising 13 key spend categories (~\$426M) for targeted oversight and action, supported by a structured roadmap.



Developed a social procurement framework

Defined social supplier criteria and outlined how social procurement will be embedded into broader procurement processes.



Expanded training and capability building

Uplifted our internal modern slavery training to deliver more targeted and relevant content to enhance capabilities across our teams and extending the training requirement to include sub-contracted employees and offshore skilled professional contractors, in addition to our permanent on-shore employees.



Completed Sedex Member Ethical Trade (SMETA) 7.0 4-Pillar audits

Conducted at two key production sites, assessing labour, safety, environmental and ethical performance. While site-specific in execution, the audits evaluated Group-wide governance frameworks, policies and operational controls, ensuring consistent ethical sourcing, workplace standards and sustainability practices.



Strengthened People & Culture foundations

Launched our inaugural People & Culture strategy with a core focus on improving the employee experience across the full lifecycle, in alignment with IVE's 2025-2030 business goals.



Established a Group-wide Human Rights Policy

Drafted by 30 June 2025 and approved by the Board on 31 July 2025, the policy formalises IVE's commitment to respect human rights, prevent modern slavery, and promote fair, safe and inclusive workplaces across our operations and supply chain.



Reaffirmed IVE's commitment to reconciliation

Submitted IVE's first Reflect Reconciliation Action Plan (RAP) to Reconciliation Australia and commenced the endorsement process.

> Our structure, operations and supply chain

Structure¹ and operations²

Founded in 1921, IVE has grown both organically and through acquisition, to become Australia's largest diversified marketing company.

IVE Group Limited is the ultimate parent company overseeing several wholly-owned subsidiaries. All entities are incorporated in Australia with two of our controlled entities incorporated in China ((IVE Group Asia Limited (incorporated in Hong Kong) and Guangzhou (IVE Trading Company Limited (incorporated in China)) and one controlled entity incorporated in New Zealand (Reach Media New Zealand Limited) (Appendix 1 – IVE Group Limited's structure).

Today, we serve around 2,800 customers across a broad range of industry sectors, including many leading Australian and multinational companies. Our customer base is highly diversified, with the largest customer representing 8% of total revenue and the top 20 customers accounting for 40% of total revenue.

Our business is structured into a number of divisions, described below.

Creative, Content & Integrated Solutions:

Creative, Content & Integrated Solutions delivers brand and marketing solutions that combine strategic insights with creative expertise. Services include brand strategy, creative concept development, graphic and packaging design, producing content across various formats including photography, animation, video, and digital media.

CX & Data

CX & Data specialise in transforming complex data into personalised consumer experiences aimed at building connection, engagement, and brand loyalty, including supporting clients through digital transformation, martech platform implementations, and efficient campaign execution.

e-Commerce:

e-Commerce, powered by Lasoo, is Australia's rapidly growing eCommerce marketplace. Lasoo offers customised solutions to enhance our clients' online performance.

¹Structure' refers to our legal classification, number of employees and our controlling entities, consistent with the definition provided in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023

² Operations refer to the activities undertaken to pursue our business objectives and strategy, consistent with the definition provided in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023



Marketing Activations

Marketing Activations include a full spectrum of services across print, distribution, brand activations, merchandise, uniforms and apparel, packaging, and third-party logistics.

Print, as the largest printer in the southern hemisphere, produces a vast array of materials, from books, magazines, and posters to catalogues, stationery, and direct mailers.

Distribution designs, manages, and executes highly targeted campaigns across Australia and New Zealand. With capabilities in audience segmentation and advanced analytics, Distribution optimises the reach and impact of clients' print materials—from flyers to catalogues—ensuring precise household distribution and maximised Return on Investment.

Brand Activations brings brands to life through immersive, on-the-ground experiences for retail spaces, events, and expos. Brand Activation's end-to-end services include in-house design, large-scale printing, digital enhancements, an Asia-based sourcing network, campaign management and national installation.

Merchandise, uniforms and apparel develop custom-branded merchandise and apparel to boost brand recognition and loyalty that range from promotional items to corporate uniforms.

Packaging provides innovative, functional, and sustainable packaging solutions, supported by an in-house team of experts. With advanced colour management and digital print mock-up capabilities, packaging delivers customised packaging designed to meet our clients' unique needs.

3PL (Third-Party Logistics) provide seamless logistics management with warehousing, inventory, stock control, and freight services.

Group Functions

Group Functions support our operational success, risk management and strategic direction and includes Sustainability, People, Compliance, Safety, Marketing, Finance and Accounting, Legal and Technology.

Appendix 1 – IVE Group Limited's Structure, provides the full list of IVE Group Limited's controlled entities. More information about IVE Group is also set out in our [FY25 Annual Report](#).

We are proud to employ over 2000 individuals across 44 sites, representing a diverse range of skilled and specialist disciplines. As at 30 June 2025, our workforce comprised of 2032 employees, with 1894 in permanent positions, 85 in casual roles and 53 in offshore skilled professional contract positions.

2,032
Total employees

93%
Permanent employees

44
Total sites





Supply chain³

IVE's supply chain is varied and comprises over 2000 suppliers from whom we procure materials and products, to service both our customer needs as well as our direct requirements.

In FY25, we engaged in supplier relationships representing a total spend of approximately \$543⁴ million. These relationships spanned from one-time transactions to long-term strategic partnerships formalised through contractual agreements.

At IVE, supply chain management and supplier engagement is decentralised with roles and responsibilities varying across the Group.

- > **Group procurement** – manages group-wide procurement needs that are, high-risk⁵, complex, multi-divisional, and require formal supplier agreements, for annual spend exceeding \$50,000.
- > **Group infrastructure and security**– manages all in-house technology related supplier relationships.
- > **Group customer technology** – manages customers' digital marketing solutions related technology supplier relationships.
- > **Individual business units** – manage non-technology related, one-off or supplier relationships not covered by Group Procurement, where annual spend falls below \$50,000.
- > **Overseas entities** – manage their own procurement and supplier relationships in accordance with IVE Group's Procurement policies. This localised approach enables us to actively manage our modern slavery risks by performing closer due diligence on local suppliers.

The following ten spend categories constitutes over 80% of our total spend:

1. Paper – Includes procurement of paper, fibre and paper-related materials used in printing and packaging manufacturing.

2. Freight – Includes transport, freight, and logistics services supporting the distribution of finished products.

3. Outwork commercial printing - Includes outsourced printing, finishing, and fulfilment services supporting print production.

4. Maintenance - Includes plant and equipment maintenance and repair services.

5. Real estate – Includes property and real estate management services, including leasing, facilities operations, and property-related support.

6. Technology – Includes professional IT services, software and digital services, cybersecurity, hardware supply, managed services, data content management, and IT infrastructure.

7. Ink – Includes procurement of inks used in printing.

8. Energy & utilities – Includes energy and utilities management services covering electricity, gas, fuel, and water.

9. Merchandise, uniforms and apparel – Includes the sourcing and supply of promotional merchandise, branded apparel, and uniforms through supplier partnerships.

10. Packaging and carton - Includes packaging materials, cartons, and related supplies used in packing and distribution.

³ Supply Chain refers to the sourcing of products and services (including labour) to contribute to our own products and services, consistent with the definition provided in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023

⁴ FY25 spend of \$543M represents the total amount spent with suppliers to meet both our customer servicing requirements and our direct operational needs. This figure excludes expenses related to staff reimbursements and intercompany payments.

⁵ A supplier is considered high-risk due to several factors, including the country/jurisdiction from which the goods and/or services are supplied, the criticality of services, and/or commodities / services considered to be high-risk for modern slavery

> Identifying risks of modern slavery in our operations and supply chain

Modern slavery⁶ is the serious exploitation of people that includes trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, deceptive recruitment for labour or services and the worst forms of child labour (that includes child slavery, child prostitution, using children in illicit activities and hazardous work).

In identifying and assessing our risks of modern slavery in our operations and supply chain, we assessed our exposure to be 'involved' in modern slavery risk, either through, cause, contribution or being directly linked, as per the United Nations Guiding Principles on Business and Human Rights (UNGPs)⁷

Under the UNGPs, we may be 'involved' in modern slavery risk through:

- > **Cause:** if IVE's operations directly result in modern slavery practices. Example: IVE could cause modern slavery if we subject our workers to extreme exploitation such as forced labour or deceptive recruitment.
- > **Contribute:** if IVE's operations and / or actions in our supply chain contribute to modern slavery. Example: IVE could contribute to modern slavery if we intentionally set unrealistic pricing and delivery timeframes for a supplier, that can only be met through exploitative labour practices such as debt-bondage or servitude.
- > **Directly linked:** if IVE's operations, products or services could be connected to modern slavery through the activities of our relationships with a third-party entity. Relationship with a third party includes all entities in our supply chain, including third party entities with whom we do not have a direct contractual relationship with. Example: IVE could be directly linked to modern slavery if we source from a supplier who is from a high-risk jurisdiction and high-risk category for modern slavery risk but without completing initial and ongoing comprehensive modern slavery due diligence.

In FY25, IVE strengthened its approach to managing modern slavery risks within our operations and supply chain by prioritising areas of salient risk. Recognising that increased risk lies within our supply chain due to its scale and complexity, we undertook a comprehensive ESG risk assessment covering 98% of supplier spend to identify and prioritise categories with increased exposure to modern slavery and broader sustainability risks.

This work continues as we enhance and strengthen our due diligence practices.

Our commitment to identifying modern slavery risk extends to all facets of our business and includes our international operations, sub-contracted labour hire, supplier engagements (both on and offshore) and community investments.

⁶ As defined within the Australian Modern Slavery Act 2018 (Cth)

⁷ https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf



Potential risks of modern slavery in our operations

AS AN EMPLOYER, we recognise that the risk of modern slavery within our workforce is low, with 95% of our employees based in Australia and 93% employed on a permanent basis. However, we recognise that the risk may potentially be higher in our overseas operations in increased risk jurisdictions as well as within our peak season sub-contracted workforce and our offshore skilled professional contracted workforce.

In China, our 10 employees are directly employed by IVE Group in skilled, permanent roles. Similarly, our offshore skilled professional contractors are engaged in skilled and specialised roles in technology. This lowers the risk of modern slavery, as these contractors perform specialised work as opposed to low-skilled labour; and through our direct employment, we maintain visibility over our employees’ terms and conditions of employment.

In the previous reporting year, we identified peak season sub-contracted employees, engaged through labour hire companies as an area of focus. In FY25, IVE strengthened its management of this risk by developing and implementing a formal due diligence process for our labour hire agencies as outlined in the section ‘Actions to address our modern slavery risk’ (page 21). These measures lower the risk of modern slavery in our workforce.

AS A DISTRIBUTION SERVICES PROVIDER, we recognise the potential for increased risk of exploitation due to the reliance on independent contractors for delivery services.

In FY25, IVE introduced enhanced controls to strengthen due diligence and oversight of the independent contractor network, as outlined in the section ‘Actions to address our modern slavery risk’ (page 20).

AS AN E-COMMERCE SOLUTIONS PROVIDER, we recognise that while we do not directly control the supply chain of goods sold on our digital platform, there is risk that vendors using our platform may not have stringent anti-slavery policies and due diligence processes and may source products from supply chains with increased exposure to exploitative labour practices.

AS A COMMUNITY INVESTOR, we recognise that we may be exposed to modern slavery risk through the organisations we support through sponsorships, donations and in-kind services.

Potential risks of modern slavery in our supply chain

AS A PROCURER OF GOODS AND SERVICES, we recognise our exposure to modern slavery risk through our contracted procurement of goods and services and one-off purchases. We acknowledge that these risks are heightened when we source goods and services that are manufactured in or rely on raw materials and/or resources sourced from jurisdictions or industry sectors assessed as having higher modern slavery risk.

Building on our earlier social risk assessment and spend risk analysis completed in FY24, in FY25 IVE undertook a comprehensive ESG risk assessment of our supply chain to identify and prioritise areas of increased modern slavery risk. This assessment formed part of a broader initiative to evaluate inherent and residual ESG risk across the Group’s supplier base.

This assessment covered 98% of total supplier spend (approximately \$515 million) and involved a structured three-step process:

Identifying key spend categories	Assessing inherent ESG risk	Determining residual risk
Fifteen good and services spend categories were identified, representing approximately 88% of total spend.	Each category was evaluated using IVE’s ESG risk impact and likelihood matrix to determine inherent risk across environmental, social and governance dimensions.	Existing controls were reviewed, and residual risk ratings were calculated to identify where further risk mitigation was required.

Following this analysis, 13 spend categories, representing approximately \$426 million (81% of total spend) were prioritised for focused oversight. These were further refined to identify 6 highest - priority spend categories based on strategic importance and increased modern slavery and broader ESG risks arising from the complexity and scale of their upstream supply chains.

This process enabled the development of an ESG risk profile of our supply chain, integrating modern slavery and broader social risk within a wider sustainability lens. It also highlighted key supplier categories and concentrations of risk to support targeted engagement and due diligence.

The insights gained informed the design of IVE’s ESG Supply Chain Risk Management Roadmap, which now guides our actions to mitigate modern slavery and other human rights risk across our supply chain, as outlined in ‘Actions to address our modern slavery risk’ (page 21).



Highest priority spend categories include:

Paper

Increased inherent risks within forestry, pulp, and paper production, which often involve complex supply chains where forced labour and poor working conditions can occur.

Outwork commercial printing

Increased inherent risks where reliance on casual or subcontracted labour can heighten the risk of labour exploitation and unsafe working conditions. Limited transparency of subcontractors and varying ESG governance maturity among smaller print partners may also contribute to compliance and ethical sourcing risks.

Merchandise, uniforms and apparel

Increased inherent risks where sourcing occurs in high-risk regions such as Asia. Limited supply chain transparency, weak regulatory oversight, and lapsed ethical audits further elevate the potential for modern slavery and broader ESG compliance risks.

Ink

Increased inherent risks where complex global supply chains for pigments, solvents, and resins may involve sourcing from regions with weak labour laws and limited transparency, heightening exposure to forced or exploitative labour and unsafe working environments.

Plastic materials

Increased inherent risks within plastics manufacturing and supply, particularly where raw materials, resins and additives are sourced from offshore petrochemical industries with limited labour oversight. Complex and opaque supply chains heighten the potential for labour exploitation, unsafe working conditions, and poor visibility beyond Tier 1 suppliers.

Labour hire, identified as a priority spend category in both FY24 and reaffirmed through the FY25 assessment, remained a key focus area. In FY25, IVE strengthened its management of this risk by developing and implementing a formal due diligence process for labour hire agencies, enhancing oversight and accountability across our labour supply chain, as outlined in 'Actions to address our modern slavery risk' section (page 21).

Freight, also identified as a priority spend category in FY24 and reaffirmed through the FY25 assessment, remains a focus area for ongoing oversight. In FY25, ongoing actions to strengthen supplier engagement and governance were embedded within the ESG Supply Chain Risk Management Roadmap, as outlined in 'Actions to address our modern slavery risk' section (page 21).

Our Paper supply chain mapped globally⁸

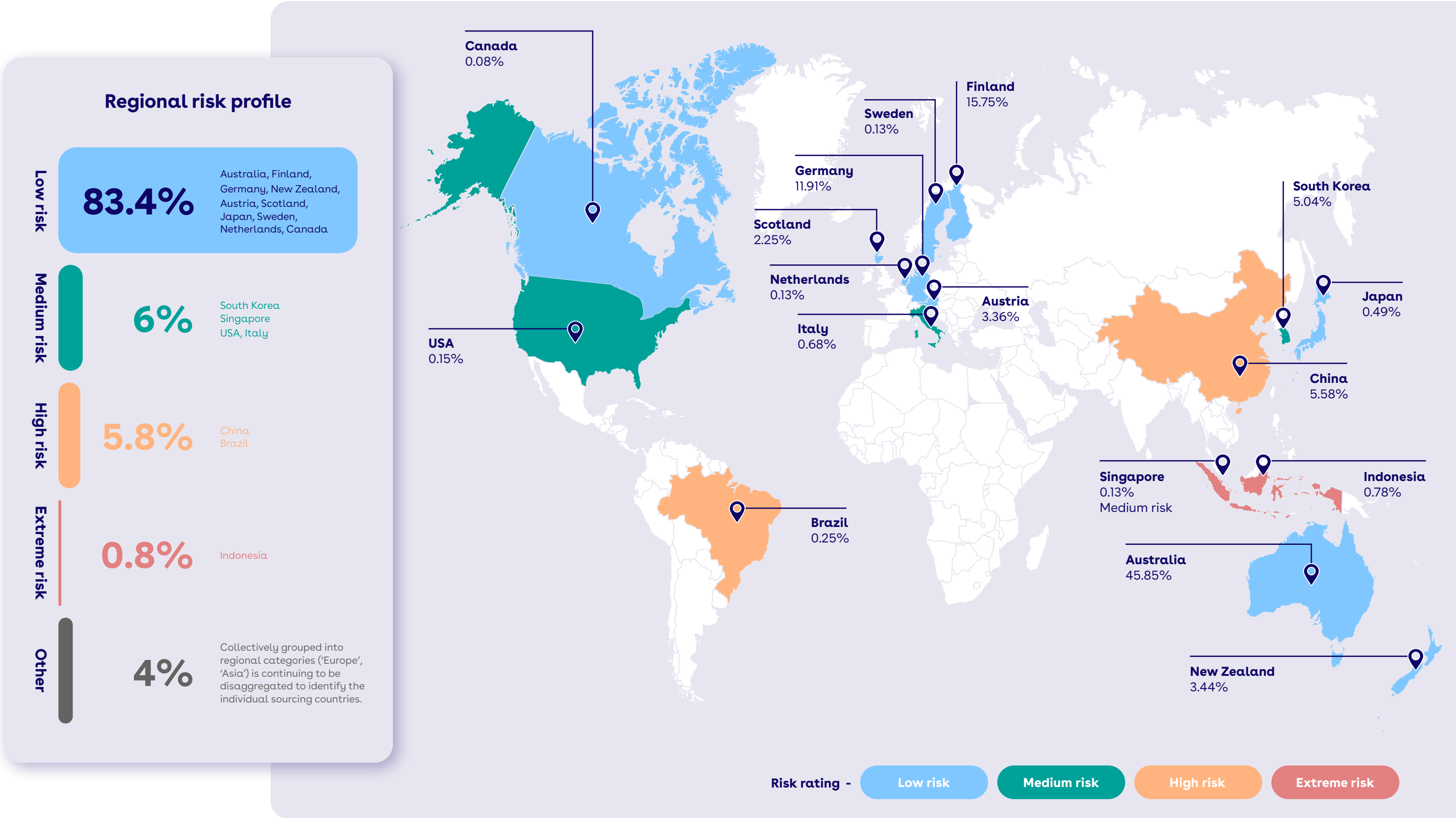
Building on the paper traceability exercise initiated in FY24, we deepened our understanding of our paper supply chain by expanding the assessment to cover all paper and paper-related materials, used in manufacturing. This provided a comprehensive view of our paper origins, supporting the identification of both environmental risks, including those associated with climate-related disclosures under the Australian Sustainability Reporting Standards (ASRS) framework, and inherent social risks, such as modern slavery, by country of source.

Having established requirements for our paper suppliers to undergo and maintain Programme for the Endorsement of Forest Certification (PEFC) or Forest Stewardship Council (FSC), we continue to verify that suppliers sourcing paper from countries with extreme, high or medium inherent modern slavery risks have robust due diligence processes, sustainability practices and recognised sustainability certifications such as PEFC or FSC in place. We also ensure that these suppliers are reputable and have a demonstrated commitment to ethical sourcing standards.

Given that paper is one of IVE's highest-priority spend categories identified through the comprehensive ESG risk analysis (see page 14), the ongoing strengthening of our paper supply chain forms a key part of the ESG Supply Chain Risk Management Roadmap.



> Our paper supply chain



^a In assessing the inherent modern slavery risk by country, in this map we have used the Global Slavery Index 2023's prevalence of modern slavery data.

> Actions to address our modern slavery risk

Building on the launch of [IVE's 2025 Sustainability Strategy](#) in December 2023, we continue to deliver on the measurable targets set under its three core pillars – **Innovative Customer Solutions, People & Communities**, and **Responsible Operations & Supply Chain**.

Underpinned by IVE's leadership and governance framework, the Strategy guides our actions and holds us accountable for progress across each of these areas. It continues to drive meaningful, long-term impact, creating brighter futures for our stakeholders, communities and the planet.

The strategy comprises **47 discrete initiatives**. As at 30 June 2025, **45%** of these initiatives were complete, a further **45%** are on track for completion by the end of calendar year 2025, with the remainder realigned to IVE's **2030 goals**, to be outlined in the Group's forthcoming 2026–2030 program of work.

Innovative customer solutions

Pushing the boundaries of sustainable product and service development in partnership with our clients and suppliers, while empowering clients with the knowledge to make informed choices.

People & communities

Continuing to foster a safe and inclusive working environment for our people while supporting the communities that support us.

Responsible operations & supply chain

Reducing our climate impact, whilst leading initiatives that deliver more regenerative and ethical supply chains.

Sustainability leadership & governance

Laying firm foundations by building strong capabilities, establishing robust governance and transparently communicating our progress.

Our operations

AS AN EMPLOYER

As with previous years, the heart of IVE's business continues to be guided by our core principle, IVE Care. This foundational value exists to safeguard the wellbeing of our people, the safety of our operations, and the excellence of our work. A key pillar of IVE Care is our unwavering focus on the well-being, safety, diversity, and inclusion of our workforce.

In FY25, we continued to strengthen our approach to supporting our people and maintaining a safe, inclusive and fair workplace.

Workplace safety, health and wellbeing

The safety, health and wellbeing of our people remain central to IVE's culture and business success. During FY25, we enhanced our Safety Framework under the IVE care program, embedding stronger leadership accountability, governance and transparency across our sites. This evolution reflects our commitment to move beyond compliance and towards a proactive, safety-first culture that empowers every individual to "feel safe, think safe, work safe and go home safe".

At the heart of this framework is our Safety Operations Program (SOP), which applies to everyone, everywhere, every day. Through the SOP, we reinforced behavioural awareness and shared responsibility for safety across the Group. We also expanded leadership mentoring and independent safety reviews, contributing to measurable improvements in safety performance indicators, including reduction in Lost Time Injury Frequency Rates (LTIFR) and Medically Treated Injury Frequency Rates (MTIFR).

Employee health and wellbeing

We recognise that a safe and healthy workplace extend beyond physical safety. As part of our continued focus on mental health, we trained an additional 67 employees as certified Mental Health First Aiders in FY25, bringing us closer to our target of maintaining 80 across the business. These officers play a vital role in supporting psychologically safe workplaces, promoting early intervention, and reducing stigma around mental health. Looking ahead, IVE will continue to strengthen its approach to psychosocial wellbeing by integrating activities across our People & Culture and Safety strategies.

People and culture strategy

In FY25, we launched a comprehensive People & Culture Strategy aligned with IVE's 2025–2030 business goals. Informed by direct employee feedback, the strategy focuses on enhancing the employee experience across attraction, onboarding, development, recognition and progression. It is supported by robust policies on equal opportunity, anti-discrimination, bullying prevention, whistleblowing, and flexible work, all of which underpin our commitment to a fair and inclusive workplace.

Diversity, equity and inclusion (DE&I)

Building on the refreshed Diversity, Equity and Inclusion policy introduced in FY24, IVE continued to embed diversity, equity and inclusion into its business practices in FY25. We made measurable progress towards our goal of achieving 40/40/20 gender balance in senior leadership, increasing female representation from 28% to 33%.

Through initiatives such as IVE works, we also expanded pathways to employment for under-represented groups including First Nations peoples, culturally and linguistically diverse communities, people with disability and older Australians, welcoming 17 new participants during the year. Our target is to complete 30 placements into employment through targeted initiatives and partnerships.



Human rights commitments

In FY25, IVE developed its first **Group-wide Human Rights Policy**, formalising our commitment to respect and uphold internationally recognised human rights across our operations and supply chain. The policy outlines our focus on fostering a culture of dignity, inclusion and fairness; preventing modern slavery within our operations and supply chains; promoting fair labour practices through safe, respectful, and equitable working conditions; and supporting diversity, equity, and inclusion to ensure a workplace free from discrimination where everyone feels valued. It also details how these commitments are embedded into IVE's day-to-day practices and governance processes.

Reconciliation

A key milestone in FY25 was the submission of IVE's first Reflect RAP to Reconciliation Australia and commencing its endorsement process. The RAP outlines our approach to building respectful relationships and meaningful opportunities for Aboriginal and Torres Strait Islander peoples. A dedicated governance group has been established to oversee implementation and ensure commitments are embedded across our operations.

With majority of our workforce directly employed by IVE Group, we continue to ensure compliance with relevant employment laws across jurisdictions. Worker's rights are clearly communicated through comprehensive employment terms and conditions set out in their employment contracts and reinforced through mandatory online training, including a dedicated module on modern slavery.

At IVE, we remain committed to identifying and addressing any potential risks of modern slavery within our workforce, and to ensuring that our people are treated with dignity, respect, and fairness in every aspect of their employment.

More information on IVE's People and Sustainability performance is available in the **IVE Group FY25 Annual Report**.

AS A DISTRIBUTION SERVICES PROVIDER

Building on the governance and due diligence work completed in FY24, we further strengthened oversight of our independent contractor network in FY25, to ensure our governance, policies, and contractual agreements remain robust and compliant across Australia and New Zealand.

During the year, we continued to enhance our approach to responsible engagement of independent delivery contractors, maintaining clear standards for appropriate working conditions, supervision, and compliance with relevant labour laws. Tailored onboarding processes and periodic audits, including cross-checks of delivery activity and working hours, supported consistent compliance and enabled early identification of any irregularities, which were promptly reviewed and addressed.

AS AN E-COMMERCE SOLUTIONS PROVIDER

We require all vendors to accept our terms and conditions as a prerequisite for listing their products on our platform. By agreeing to these terms, vendors commit to adhering to Australian laws and aligning with our company policies.

AS A COMMUNITY INVESTOR

In FY25, we progressed the review of our Group-wide community partnerships and organisations we support through cash and in-kind contributions, building on the work initiated in FY24. This review is being realigned to IVE's 2030 program of work and will embed modern slavery risks considerations into our future communication investment framework.

Our supply chain

AS A PROCURER OF GOODS AND SERVICES

At IVE, our suppliers, from one-off purchases to multi-year strategic partnerships, are required to meet our minimum ethical standards. These include zero tolerance for forced labour, child labour, discrimination, harassment, or abuse. Suppliers must also have frameworks and policies including transparent record keeping in place to ensure compliance with laws regulating local wages, employee benefits, working hours, working conditions, anti-bribery laws. Where our suppliers subcontract, we require that they have adequate processes in place to ensure their subcontractors comply with our minimum ethical requirements.

Building on the enhanced supplier due diligence framework introduced in FY24, we continued to strengthen our approach to supplier engagement and modern slavery risk management in FY25.

During the year, we undertook a comprehensive ESG risk assessment of our supply chain (page 13). Following this, an ESG Supply Chain Risk Management Roadmap was developed to operationalise the identified actions. The roadmap provides structured, phased plan through to FY28 to embed ESG and modern slavery risk management into supplier governance, due diligence, and monitoring processes. It sets out four key pillars:



Labour hire due diligence

Labour hire continued to represent an area of increased modern slavery risk within our operations due to the potential for exploitative recruitment or employment practices. In FY25, IVE strengthened its management of this risk by designing and implementing a formal due diligence process for our labour hire agencies. This process ensures compliance with applicable labour laws and regulations, IVE's Terms and Conditions, and international ethical standards that includes SMETA and Ethical Trade Initiative (ETI) Base Code.

Our due diligence process includes:

- > **Legal and contractual compliance checks** – Verification that labour hire agency complies with relevant local labour laws (such as Fair Work Act in Australia), Modern Slavery Act, and related regulations, and adheres to IVE's Terms and Conditions. This includes fair recruitment practices, correct payment, for example, ensuring casual employees are paid at or above award rates, as well as adherence to agreed entitlements.
- > **Recruitment and ethical hiring review** – Assessment of recruitment processes to confirm alignment with applicable labour laws and SMETA ethical recruitment principles, and to ensure that no recruitment or placement fees are charged to workers.
- > **Payslip and wage verification** – Sampling of payslips and payroll records to confirm compliance with statutory obligations (including wages, superannuation, and leave entitlements) and with IVE's agreed commercial terms.
- > **Corrective actions and continuous improvement** – Any non-conformance is documented, corrective actions are agreed and tracked to closure, and compliance is re-verified as part of ongoing monitoring.

Independent ethical audit

In FY25, IVE underwent an independent SMETA 7.0 4-Pillar audit, covering Labour, Health and Safety, Environment, and Business Ethics. While the audit was conducted at selected operational sites, it assessed IVE's broader, group-wide frameworks and practices in these areas. The audit validated the effectiveness of our systems to manage ethical sourcing, workplace standards, and modern slavery risks across our operations and supply chain. Findings from the audit were used to further strengthen our due diligence, supplier engagement, and internal governance processes.



Social procurement

In FY25, we established the foundations for more inclusive and ethical sourcing by developing a Social Procurement Framework. This framework defines social suppliers and sets out how social procurement will be integrated into our broader procurement processes.

Supplier management

In FY25, our supplier due diligence program continued to apply a risk-based assessment approach to all new and re-contracted suppliers.

This approach includes an initial assessment of suppliers based on risk factors such as the geographical location of operations and the nature of goods or services provided. Suppliers identified as having an increased risk were required to complete a modern slavery-specific risk assessment survey. Where increased modern slavery risks were identified, we sought further information before proceeding with engagement.

Assessment results:

- > **63 Suppliers assessed:** Throughout FY25, 63 new and re-contracted suppliers underwent the enhanced supplier due diligence process.
- > **9 High-risk assessments:** Of the 63 suppliers assessed, 9 triggered the need for the detailed modern slavery risk assessment survey.
- > **1 High-risk supplier identified:** Of those who completed the detailed survey, one supplier was flagged as high-risk for modern slavery. As the supplier was unable to provide the additional information required to address the identified risk, we did not proceed with this engagement.

For suppliers based overseas, completion of the Modern Slavery Risk Assessment remained a mandatory step in the due diligence process, irrespective of the initial risk assessment outcome.

We continued to collaborate closely with our offshore supply partners in the production of merchandise, uniforms, textiles, display and fit out materials. All are required to be members of Sedex (Supplier Ethical Data Exchange), helping ensure they meet high ethical and sustainability standards. We prioritise engaging with suppliers who pass compliance audits, and sought to resolve any identified non-compliance issues collaboratively.

Sedex membership

In our commitment to upholding ethical and sustainable practices, we continue prioritise membership of our international suppliers in Sedex. For these suppliers with an annual spend exceeding \$1 million, Sedex membership is a requirement, ensuring their alignment with our ethical and sustainability standards. For suppliers with lower spend levels, while we strongly encourage Sedex membership, it is not compulsory.

FSC and PEFC certifications for our paper

We hold FSC® and PEFC™ Chain of Custody certifications, reflecting our commitment to high environmental and social standards. These certifications are maintained through rigorous, independent third-party audits that ensure compliance with the stringent requirements set by FSC and PEFC.

Furthermore, our certification of paper and paper-based product supply chains to Forest Stewardship Council® standards assures they are free from any direct or indirect involvement in activities that violate traditional and human rights in forestry operations, as required by the International Labour Organization (ILO) Convention..

Training

We aim to equip our employees with knowledge and tools needed to recognise, address and report modern slavery risks within their roles. In FY24 we incorporated modern slavery training as a mandatory requirement to be completed annually for both new and existing employees. In FY25, 1184 employees completed the training.

During FY25, this program continued and was enhanced to include more targeted and practical content, including modern slavery examples, key risk indicators and clear resources to support the escalation of potential concerns. This training's reach was also expanded to include sub-contracted employees and offshore professional skilled contractors. The updated module was finalised by 30 June 2025 and launched shortly after year-end, on 31 July 2025.

Additionally, as part of our ongoing commitment to fostering a safe, inclusive and respectful workplace, in FY25, a total of 1561 employees completed the mandatory online Respect at Work training, and face to face training was delivered to 140 employees in management positions.

Grievance mechanisms and remediation

We are committed to providing an environment where everyone is encouraged to raise issues of legitimate concern, including any unacceptable behaviours and business practices, that includes modern slavery or other human rights issues, without fear of victimisation, detriment or other retribution.

We have put in place an independent and secure whistleblower service, delivered by a specialist partner **Stopline**. The service is available through the following channels, 24 hours per day.

Telephone - 1300 30 45 50

Website - <https://ivegroup.stoplinereport.com>

Email - makeareport@stopline.com.au

Mail - IVE Group, C/o Stopline Pty Ltd, PO Box 403, Diamond Creek VIC 3089

Our **Whistleblower Policy** provides current and former employees, including sub-contractors with clear guidance on how to report matters of concern securely and confidentially. Additionally, our **Supplier Whistleblower Policy** was established to provide suppliers and associated workers a secure and independent mechanism to raise concerns. Both policies are scheduled for review in early 2026 to ensure they remain current and effective. Together, these tailored policies ensure that all stakeholders have appropriate channels to voice issues safely and transparently.

Remedy under UNGPs

IVE remains committed to providing or cooperating in the remediation of adverse modern slavery impact, where applicable, as defined under the UNGPs.

The UN Guiding Principles on Business and Human Rights state that if a company is found to have caused or contributed to human rights abuses, such as modern slavery, it has a responsibility to take action to address the harm. This can involve directly providing remedies or working with others to do so. Where a company is found to have caused or contributed to human rights abuse, remedies may include a combination of:

- > Issuing formal apologies to those affected
- > Providing financial or non-financial compensation for the harm caused
- > Ceasing the harmful activities or practices that led to the abuse
- > Taking steps to ensure that harm cannot recur

For IVE, our approach to remedy will be explored and expanded further as we strengthen engagement with suppliers and enhance human rights governance across our operations and supply chain.

Policies and Frameworks

Our approach to identifying and safeguarding our operations and supply chain from modern slavery risk is supported by a number of Policies and Frameworks noted below:

Policy / Document	Purpose
Supplier Management Procedure	Sets out how the Group’s suppliers are selected, onboarded and monitored including minimum ethical standards (these include zero tolerance for forced labour, child labour, discrimination, harassment, or abuse) suppliers must adhere to.
Procurement Procedure	Establishes a unified approach to IVE Procurement activities, aiming to drive value, sustainability, operational benefits, and risk controls.
Ethical Sourcing Policy	Sets out our commitment to sustainability and expectation of our suppliers to demonstrate how they fulfil this commitment.
Supplier Whistleblower Policy	Provides suppliers and their workers a secure and confidential process for reporting any concerns or information regarding misconduct or improper activities.
The Human Rights Policy	Formalises IVE’s commitment to conducting business in a way that respects and upholds internationally recognised human rights standards and principles.
Supplier Code of Conduct	Sets the standards expected of suppliers when doing business with any IVE Group business unit.
Chain of Custody Policy	Sets out our commitment to comply with Chain of Custody (CoC) requirements to maintain international credentials and scientifically supported standards such as the FSC, PEFC or their equivalents.
Diversity, Equity and Inclusion Policy	Sets out IVE’s commitment to continue building a diverse and inclusive organisational culture encompassing and benefiting all employees.
Code of Conduct	Sets out the standards all employees must conduct themselves in a manner in including compliance with all relevant legislation. It applies to all employees includes temporary employees, contractors and company directors.
Whistleblower Policy	Provides a secure and confidential process for reporting any concerns or information regarding misconduct or improper activities.
Employee Policy, Work Health and Safety Manual	Sets out the behavioural standards and company policies that are to be adhered to by everyone in the organisation.
Integrated Management System Policy	Sets out our commitment to embed Work Health, Safety, Environment and Quality principles and practices into all aspects of our business operations and organisational culture.

Governance

Board involvement and capability building
IVE’s Audit Risk & Compliance Committee (ARCC) oversees our commitment to identifying, managing and mitigating enterprise risk. This encompasses risks that fall under our ESG umbrella. Updates on current and emergent ESG-related risks and progress in their identification and mitigation are reported biannually to the ARCC through the CFO Report, based on insights and information from the Chief People & Sustainability Officer (CPSO).

Establishment of the Chief People & Sustainability Office
FY25 marked the creation of the Chief People & Sustainability Office (CPSO), uniting the functions of People & Culture, Workplace Safety, Health & Wellbeing, Sustainability & ESG, and Compliance. This structural integration strengthens governance oversight, sharpens accountability, and unlocks operational efficiencies across the Group.

With a continued focus on advancing robust systems, reporting and operational frameworks, independent certifications, and a culture of continuous improvement, the Chief People & Sustainability Office safeguards the quality of our products, the security of our data, and the integrity of our supply chains, while driving positive environmental and social outcomes.



More information about our risk management framework and governance is set out in our [FY25 Annual Report](#).

> Assessing the effectiveness of our actions

We are committed to identifying, managing, and mitigating risks of modern slavery within our supply chain and operations and recognise that assessing the effectiveness of our actions is critical to achieving this commitment. As such, we continuously assess and refine our approach to ensure our actions remain effective.

The table below outlines our actions, how we measure their effectiveness, progress in FY25, and the areas we will continue to focus and improve in FY26 and beyond, including new actions identified during the year.

In assessing the effectiveness of our actions, we focus on collecting and analysing key data points and engaging with key stakeholders to foster a cycle of continuous improvement.

Our actions	Measure of effectiveness	FY25 progress	FY26 and future focus
Supplier risk assessment.	Number of suppliers assessed, risk ratings assigned, follow-up actions.	63 suppliers assessed. ; 1 supplier identified as high risk for modern slavery. <u>Refer to ‘Our supply chain’ in ‘Actions to address our modern slavery risk’.</u>	Expand assessment to remaining suppliers, prioritising high-risk and critical suppliers. Enhance criteria for risk assessments in line with the ESG Supply Chain Risk Management Roadmap.
Enhanced due diligence for high-risk suppliers.	Frequency and outcomes of high-risk supplier reviews and engagement	<u>Refer to ‘Our supply chain’ in ‘Actions to address our modern slavery risk’.</u>	Include corrective actions in contracts for select high-risk suppliers.
Governance processes to ensure Board and senior management oversight of our human rights and modern slavery risk management.	Periodic review of Human rights risk in our risk management framework.	Developed the <u>Group Human Rights Policy</u> , endorsed by the Board in July 2025, and governed under IVE’s ESG risk framework, with implementation led by the Chief People & Sustainability Officer. <u>Refer to ‘Our operations as an employer’ under Actions to address our modern slavery risk’.</u>	Continue to embed and progress commitments set out in our <u>Group Human Rights Policy</u> .
Training for staff on modern slavery.	Number of employees trained.	Modern slavery online module completed by 1,184 employees. Training content enhanced and extended to sub-contractor employees and offshore skilled professional contractors. <u>Refer to ‘Training’ in ‘Actions to address our modern slavery risk’ section.</u>	Continuously maintain and enhance advanced modules. Identify role-specific competencies to support modern slavery risk identification and management.

Our actions	Measure of effectiveness	FY25 progress	FY26 and future focus
Policies are in place to manage human rights risk, including modern slavery.	Number and description of Group policies that have been updated to materially address with human rights risks and considerations.	People & Culture strategy developed, and implementation commenced. Group’s first Board endorsed Human Rights Policy developed. Diversity, Equity & Inclusion policy reviewed and updated to align with People & Culture strategy. <u>Refer to ‘Our operations as an employer’ under Actions to address our modern slavery risk’.</u>	Continue to review and strengthen supplier management policies to align with the ESG Supply Chain Risk Management Roadmap and evolving best practice standards. Ongoing review of HR and people-related policies to deliver RAP commitments and ensure compliance with evolving legislative requirements.
Periodic review of our supply chain to identify areas with high risk for modern slavery.	Periodic review of IVE’s supply chain with focus on broader ESG and modern slavery risks.	Comprehensive ESG risk assessment of IVE’s supply chain completed. <u>Refer to ‘Potential risks of modern slavery in our supply chain In ‘Identifying risks of modern slavery in our operations and supply chain’.</u>	Execute ESG Supply Chain Risk Management Roadmap
Applying a modern slavery risk lens into our community partnerships.	All community partnerships have been risk assessed.	Progressed the review of our Group-wide community partnerships and the organisations we support through both cash and in-kind contributions, building on the work initiated in FY24. This review is being realigned to IVE’s 2030 program of work and will embed modern slavery risk considerations into our future community investment framework. <u>Refer to ‘Our operations as an employer’ under Actions to address our modern slavery risk’.</u>	Complete the review and embed modern slavery risk assessment into the Group’s community investment framework, aligned with IVE’s 2030 program of work.
Strengthening engagement with high-risk suppliers to safeguard against modern slavery risks.	Level of engagement and collaboration with high-risk suppliers to support awareness and capability building.	N/A – New action identified for delivery in FY26 and beyond.	Continue to develop and implement an engagement approach with high-risk suppliers to strengthen capability and awareness. Promote responsible practices, and reduce modern slavery risk exposure.
SEDEX Self-Assessment Questionnaire (SAQ) completion and maintenance across IVE sites.	Annual completion of SAQs for IVE’s sites, including any new additions.	N/A – New action identified for delivery in FY26.	Achieve and maintain 100% completion of SAQs annually, ensuring ongoing actions to maintain an overall SEDEX score of low risk.

> Consultation

In determining the most appropriate approach for our Modern Slavery Statement, we carefully reviewed IVE Group’s legal structure and obligations under the Modern Slavery Act 2018 (Cth), guided by Section 2 of the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities (May 2023). This analysis led to the decision to prepare a single Modern Slavery Statement for the IVE Group. This decision was endorsed by the Group Managing Director and Board, with the decision and Statement approved at the IVE Group Board Meeting on the 18th December 2025.

Our Sustainability & ESG team, with oversight from the Chief People & Sustainability Officer, led the development of the Statement, incorporating input from key functions across the Group, including Procurement, and People & Culture. CEOs from each business division, representing all owned and controlled entities, were closely engaged throughout the process.



> Appendix 1

IVE Group Limited’s Structure

The table below provides an overview of IVE Group’s structure as at 30 June 2025, where IVE Group Limited is the ultimate parent entity,

Group entity	IVE Group Limited’s ownership interest %
Caxton Print Group Holdings Pty Ltd	100
Caxton Print Group Pty Ltd	100
IVE Group Australia Pty Ltd	100
IVE Group Victoria Pty Ltd	100
Task 2 Pty Ltd	100
Pareto Fundraising Pty Ltd	100
James Bennett & Associates Pty Ltd	100
IVE Employment (Australia) Pty Ltd	100
IVE Employment (Victoria) Pty Ltd	100
Taverners No. 13 Pty Ltd	100
AIW Printing (Aust) Pty Ltd	100
AIW Printing Unit Trust	100
IVE Group Asia Limited	100
Guangzhou IVE Trading Company Limited	100
SEMA Holdings Pty Ltd	100
SEMA Infrastructure Pty Ltd	100
SEMA Operations Pty Ltd	100
John W Gage & Co Pty Ltd	100
IVE Distribution Pty Ltd	100
Lasoo Pty Ltd	100
Reach Media New Zealand Limited	100
IVE Group Limited Employee Share Trust	100
AFI Branding Solutions Pty Ltd	100
IVE Employment PW01 Pty Ltd	100
IVE Employment PW02 Pty Ltd	100
JacPak Pty Ltd	100
Egotrade Pty Ltd	100

All entities are incorporated in Australia except for: IVE Group Asia Limited (incorporated in Hong Kong, China), Guangzhou IVE Trading Company Limited (incorporated in China), and Reach Media New Zealand Limited (incorporated in New Zealand).



For further information:
esg@ivegroup.com.au
www.ivegroup.com.au