Modern Slavery Statement: Financial Year Ending 30 June 2026

Table of Contents

Table of Contents **2**

1. Message from the Managing Director - Executive Summary **3**

2. Our Commitment **4**

3. Overview of Our Business **5**

4. Our Reporting Entities **6**

5. Our Governance **6**

6. Our Operations **7**

7. Modern Slavery Risk Areas **7**

7.1 Our Suppliers 7

7.2 Our Clients 7

7.3 Our People 8

8. Our Modern Slavery Due Diligence **8**

8.1 Corporate Governance 8

8.2 Risk Management 9

9. Managing Modern Slavery Risks **10**

9.1 Raising Concerns 11

9.2 Review & Remediation 11

9.3 Monitoring & Reporting 12

9.4 Awareness, Education & Training 12

10. Assessing The Effectiveness: Modern Slavery Risk Management Framework **12**

11. Approvals and Signature **12**

1. Message from the Managing Director - Executive Summary

GloBird Energy Pty Ltd (GloBird) is a next-gen, budget-friendly energy retailer. GloBird is based in Melbourne, giving Aussies the power to choose better value energy. We're proud and humble to have received multiple industry awards in recognition of the value we deliver to our customers. These include WeMoney's 2026 Best for Value (Gas) awards in Victoria and Queensland, Mozo's 2026 Australia's Best Energy Retailer (Electricity) award in Victoria, the Canstar Outstanding Value Award for Gas Plans in Victoria (2025), and WeMoney's 2025 Best for Value awards for Electricity in New South Wales and Victoria, as well as Gas in Queensland.

At GloBird we believe in a fair, equitable approach and this is reflected in our customer service standards, the people we employ and the external suppliers we work with. We have a responsibility to address modern slavery risks in our operations and supply chain.

GloBird employs over 100 Melbourne-based staff and turnover is more than $200M annually. We offer a range of cost-effective pricing options and innovative products. GloBird's mission is to support the logical transition from traditional energy to sustainable, affordable, reliable energy.

Our team work mostly from our Melbourne office. This includes sales, customer service, operations, IT, billing, HR, and senior management, for this reason we assess operations and the supply chain as a whole.

For its suppliers, GloBird has assessed the risk of modern slavery on a macro level by looking at the industry, location and the regulatory environment that overarches the industry. Our assessment has not identified any high, medium, or low risk suppliers. When engaging suppliers, we review their response to identifying and managing modern slavery risks.

However, GloBird regularly reviews the supply chain and its suppliers to review industry-relevant developments and best practices and take the necessary steps to ensure compliance with the Modern Slavery legislation.

Working together with our people, suppliers, and the industry, we are dedicated to ensuring safe, fair, and supportive conditions in every part of our operations in our business. We will continue to assess best practice in mitigating modern slavery risks as appropriate.

This statement was developed through the collaboration and assistance of the leadership team across the business.

2. Our Commitment

GloBird provides this Modern Slavery Statement (Statement) as required under the Modern Slavery Act 2018 (Cth) for the financial reporting period from 1 July 2025 to 30 June 2026.

The term Modern Slavery is defined in the Modern Slavery Act 2018 (Cth) to include the following eight specific types of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage.
- Forced labour.
- Debt bondage
- Deceptive recruiting for labour or services
- The worst forms of child labour.

Reference to modern slavery in this Statement is aligned with the principles set out in the Global Survey Index 2018, and carries the meaning given to it in the Criminal Code Act 1995 (Cth). Modern slavery captures several slavery and slavery-like practices under one common term and includes, but is not limited to, instances of exploitation that a person cannot refuse or depart from because of threats, violence, coercion, deception, or abuse of power.

GloBird is committed to:

- Operating its business in accordance with the Modern Slavery Act 2018 (Cth), including all emerging amendments to this legislation
- Ensuring our people understand modern slavery and the risk it presents to our operations.
- Providing our people with appropriate avenues for reporting potential instances of modern slavery within our operations, or the operations of our suppliers and/or clients
- Mitigating modern slavery risk within our operations
- Eliminating potential and/or actual modern slavery practices from our operations and supply chain.

3. Overview of Our Business

GloBird is a privately owned energy retailer based in Melbourne, Australia since 2014.

We have been a retail market participant in the National Electricity Market (NEM) since 2015.

GloBird Energy sell electricity and gas mainly to residential customers; however, also sell to a select group of small to medium sized businesses (SME). GloBird carry on retail services in Victoria, New South Wales, South Australia, and Queensland.



We do not own, operate, or maintain physical gas or electricity transmission, distribution or storage assets or any other physical plant or equipment related to such activity other than some minor test facilities in our Ringwood Head office. GloBird differentiates itself in the market by providing good customer service and very competitive energy offers.

Our head office location and contact details are listed below:

GloBird Energy Pty Ltd – ABN 68 600 285 827
85 Maroondah Hwy, Ringwood, VIC 3134
Telephone: 133 456
Facsimile: 03 8560 4197
Enquiries: cs@globirdenergy.com.au
Website: www.globirdenergy.com.au

4. Our Reporting Entities

In accordance with the Modern Slavery Act 2018 (Cth), all entities with a consolidated revenue of more than $100 million within a given financial period must submit a Modern Slavery Statement.

As of 30 June 2026, GloBird Energy Pty Ltd is the sole reporting entity.

The delivery of the Modern Slavery Statement is a collective effort, considering the collated data and corresponding analysis of our reporting entity and its controlled entities.

5. Our Governance

GloBird is committed to employing corporate governance practices that support our compliance by adhering to applicable standards and legislative instruments, while also aligning with community expectations. To achieve this end, the GloBird Board (the Board) plays the principal role in the direction of corporate governance. Board responsibilities include governing, guiding, and directing the firm towards the satisfaction of company objectives, in the interests of our employees, our shareholders and the community. The Board is accountable for ensuring the appropriate management of modern slavery risk, by providing appropriate governance and direction to the Executive Leadership Team.

The Executive Leadership Team has implemented a process to regularly review and assess the effectiveness of our policies, codes, standards, and procedures as part of our Risk Management Framework. The Executive Leadership Team has established a Risk Management Committee which is responsible for overseeing the effectiveness of our risk management systems, namely:

- Financial
- Legal and regulatory
- Internal controls
- System and procedures for compliance
- Safety risks across the organisation.

GloBird Energy is committed to high standards of corporate governance and operates under a common set of governance policies and procedures, including a Modern Slavery Policy. GloBird has defined roles, responsibilities, and accountabilities for the management of modern slavery-related risks throughout the organisation.

The Executive Leadership Team and the Risk Management Committee have been consulted in relation to this Statement and GloBird’s Modern Slavery Policy. The statement is compulsory across GloBird and all the entities GloBird own or control.

6. Our Operations

GloBird is a relatively small organisation with over 100 employees. Our employees are on full-time, part-time or causal employment contracts. Our employment contracts, pay audits, and award classifications are reviewed annually, to ensure compliance with workplace laws, including the Fair Work Act 2009 (Cth) ,National Employment Standards and the Electrical Power Industry Award 2020

In GloBird, all forms of modern slavery and related behaviour are not acceptable and not permitted. Our Code of Conduct outlines our corporate values and ethical principles and sets out the behaviors expected of all employees, contractors, and suppliers, including references to risks of Modern Slavery.

Currently we retail to over 300,000 energy customers with a turnover of more than $200 million annually. GloBird deals with external supply chains which support our operations. These include;

- Energy wholesale and distribution services,
- Professional marketing services,
- IT solutions and hardware services,
- Professional consulting and legal services,
- Professional auditors, and
- The management of our office.

Our major supply chains are in Australia and are required to abide by the Modern Slavery Act.

7. Modern Slavery Risk Areas

GloBird's modern slavery risk can be broadly classified into three distinct areas:

- Our suppliers
- Our clients
- Our people

We attribute a risk level to each of these areas based on the inherent risk exposure each presents to the firm, guiding our response to modern slavery.

7.1 Our Suppliers

GloBird has eight main suppliers who take up 90% of our direct costs.

Based on our review of the Modern Slavery Register, each one of them has a Modern Slavery Statement.

We have classified the risk of modern slavery in relation to our suppliers as low.

7.2 Our Clients

The majority of GloBird's customer base comprises 97% residential clients from Victoria, New South Wales, South Australia, and Queensland. The remaining 3% of customers consist of small and medium-sized enterprises (SMEs) mainly based in Victoria.

GloBird has increased marketing to small businesses and expects the number of SMEs to grow.

We have classified the risk of modern slavery in relation to our clients as low.

7.3 Our People

At GloBird, we believe our people are our greatest asset. With a team of just over 100 employees, we maintain a close-knit and collaborative culture where every individual plays an important role in our success.

Our employees are mostly on full- time and part-time contracts. We also have a small number of employees on causal employment contracts.

Most of our employees are Australian citizens or have permanent residents of Australia, with a small number of our employees on temporary visas.

Our employment contracts, workplace practices, pay audits, work rights and award classifications are reviewed annually to ensure compliance with workplace laws, including the Fair Work Act 2009 (Cth), National Employment Standards and the Electrical Power Industry Award 2020.

We have classified the risk of modern slavery in relation to our people as low.

8. Our Modern Slavery Due Diligence

GloBird is committed to managing the risk of modern slavery within our operations.

The table below sets out the approach on how we track our performance and meet the overall objectives.

Corporate Governance	• Governance • Polices
Risk Management	• Risk Identification Process • Managing Modern Slavery Risks
Raising Concerns	• Grievances and Whistleblowing Program
Review & Remediation	• Remediation Processes and Reviewing the Effectiveness
Monitoring & Reporting	• Tracking and Reporting
Awareness, Education & Training	• Training

8.1 Corporate Governance

8.1.1 Policies

GloBird has established policies that articulate commitments to ethical behavior and safety, these policies include the prevention of modern slavery in our operations.

Our Code of Conduct, Workplace Health & Sfatey Policy, Harassment & Bullying Policy, Anti-Discrimination Policy, Grievance Handling Policy and our Employee Family & Domestic Violence (FDV) Policy outlines our corporate values and ethical principles and sets out the behaviors expected of all employees, contractors, and suppliers.

Our policies and procedures are reviewed and revised regularly to assess their effectiveness.

8.2 Risk Management

8.2.1 Risk Management Approach



8.2.2 Risk Management Process

GloBird's risk mitigation plan is based on recognising recurring risks, prioritizing risk mitigation and monitoring. We have five general steps in our mitigation plan.

1. **Identify the risk** - Our risk mitigation strategy considers not only the priorities and protection of our customers and staff, but any risks that might arise due to the nature of the field.
2. **Perform a risk assessment (analyse the risk)** - Involves quantifying the level of risk in the events identified. Using GloBird's Risk Matrix, consider the likelihood and consequences of a risk event occurring and then use this analysis to determine a risk rating. Risk assessments involve measures, processes, and controls to reduce the impact of risk.
3. **Prioritize risk (evaluate the risk)** - Involves ranking quantified risk in terms of severity.
4. **Treating the risk** - Involves monitoring risks as they change in severity. Implement appropriate control measures to eliminate or at least minimise these risks to an acceptable level.
5. **Monitor and review -** Involves revaluating the plan's effectiveness in identifying risk and improving as needed. Regular testing and analysis occur to make sure the plan is up to date and functioning well.

GloBird's risk mitigation handling options include:

- **Assume/Accept** - We acknowledge the existence of a particular risk and make a deliberate decision to accept it without engaging in special efforts to control it.
- **Avoid** - we adjust program requirements or constraints to eliminate or reduce the risk. This adjustment could be accommodated by a change in funding, schedule, or technical requirements.
- **Control** - We implement actions to minimize the impact or likelihood of the risk.
- **Transfer** - We re-assign organizational accountability, responsibility, and authority to another stakeholder willing to accept the risk.
- **Watch/Monitor** - We monitor the environment for changes that affect the nature and/or the impact of the risk.

9. Managing Modern Slavery Risks

GloBird understands that multiply risk factors could cause or contribute to modern slavery practices in our operation and supply chain. We use the following methodology to manage modern slavery risks.

Identify the Risk	GloBird will assess modern slavery risks for our operations and supply chain
Analyse and Evaluate	Prioritise and quantify the modern slavery risk
Acting	Taking appropriate actions to address the modern slavery risk and practices
Review and Monitor	Review and monitor the effectiveness of our actions

GloBird Energy will also rely on the following for the management of its business and its responsibilities for managing modern slavery risks: These are:

- GloBird's Code of Conduct
- GloBird's Anti-Discrimination Policy
- GloBird's Harassment & Bullying Policy
- GloBird's Workplace Health & Sfatey Policy
- GloBird's Grievance Handling Policy
- GloBird's Employee Family & Domestic Violence (FDV) Policy
- The Risk Management Committee
- Compliance Management

As part of our Policies mentioned above, GloBird requires that all our team members conduct themselves according to the highest standards of ethics, integrity, safety and behavior. Where these standards are not met, appropriate disciplinary actions are taken in accordance with GloBird's Discipline & Termination Policy and in alignment with the terms and conditions specified in the employment contracts. In addition, all new employees are provided with the relevant Fair Work Information Statements before signing their employment contracts and commencing employment, ensuring they are aware of their workplace rights, entitlements and protections.

GloBird's Risk Management Framework requires that potential and identified risks are managed and mitigated. To manage these risks, the Risk Management Committee will ensure the risks associated with modern slavery are being appropriately managed and ensure where necessary, additional improvements are incorporated into processes and procedures within the organisation.

GloBird's Compliance Management Committee works with the Risk Management Committee, who is responsible for managing modern slavery risks. They are responsible for ensuring that any necessary improvements identified from the risk assessments are managed appropriately.

We have assessed modern slavery risks in our operations and supply chains over the reporting period to consider the risk that we are causing, contributing, or directly linked to modern slavery practices and no modern slavery risks were identified in this reporting period.

9.1 Raising Concerns

GloBird has an internal People and Culture department where employees can raise concerns and grievances relating to modern slavery.

Under our Code of Conduct and Grievance Handling Policy, employees and contractors are encouraged to report concerns relating to observed behaviors or where there is a reasonable suspicion of a breach of the Code of Conduct or any of the policies mentioned under section 9, to their immediate leader, a manager or a member of the People and Culture team.

Grievance Management: Any employees can raise a grievance and have it addressed in a professional caring way in line with our code of conduct and Grievance Handling Policy.

Whistleblowing management: Employees have access to internal and external parties that encourage people to raise concerns and have them investigated accordingly.

A register is kept by the People and Culture team to record any breaches of our policy. No modern slavery breaches have been identified in this reporting period.

We acknowledge that while no risks were identified and found, this does not guarantee that instances of modern slavery cannot occur. As such, we will continually monitor risks and review our internal policies and practices to ensure ongoing compliance.

9.2 Review & Remediation

GloBird will take appropriate steps to remediate any instances of modern slavery identified and if identified to prevent them from occurring according to applicable legislation.

We will treat the disclosure sensitively and seriously and will deal with it fairly and objectively. Any investigation will be conducted in a timely manner and will be fair and independent from any person to whom the disclosure relates. Investigations will generally be overseen by the Executive Managers and the Risk Management Committee.

We recognise that our review and assessment of our actions to identify and address the risks of modern slavery in our operations and across our supply chain will be an ongoing and evolving process that we are committed to build upon.

9.3 Monitoring & Reporting

GloBird will establish a tracking and reporting mechanism to address Modern Slavery risk management that:

- Supports continuous improvement in our approach to Modern Slavery
- Assess the effectiveness of our actions; and
- Manage our reporting obligations under the Act.

GloBird's Compliance Management Team will be responsible for tracking and managing our reporting obligations.

9.4 Awareness, Education & Training

As part of our framework of actions to comply with the Act, we have created a modern slavery awareness and education module that is included in our induction. We cover the below:

- Background to the Modern Slavery Act,
- What constitutes modern slavery and the forms it can take,
- How modern slavery practices can impact our employees, suppliers, and overall, our supply chain.
- What to do if slavery or human trafficking is suspected or detected?
- Examples of modern slavery,

The module is incorporated into our induction program for new employees and refreshers are provided to all our existing employees. The module is available on our Learning Management System, ensuring it is accessible to all employees at any time.

People and Culture are responsible for keeping all modern slavery training documents up to date, ensuring the staff and suppliers are provided continuous training and training attendance records are kept.

10. Assessing The Effectiveness: Modern Slavery Risk Management Framework

At GloBird, we are committed to the continuous improvement of our modern slavery risk management framework. By adding further rigor to this framework, we can continue to mitigate modern slavery-related risks where it concerns our suppliers, our clients, and our people. We collate data insights from our various due diligence undertakings, in order to better evaluate the effectiveness of our existing framework.

11. Approvals and Signature

This statement was approved by the Board of the applicable reporting entity, GloBird Energy Pty Ltd, on 14th of September 2026.



Mr. John McCluskey
Director:
GloBird Energy Pty Ltd
14th of September 2026