



FY24 Modern Slavery Statement

IVE Group Limited

ABN 62 606 252 644

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Acknowledgement 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 2023 – 30 June 2024 (FY24).

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 25). 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 19th December 2024 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 I: IVE Group Limited’s Structure (page 25)
Describe the reporting entity’s structure, operations and supply chains.	Our Structure, operations and supply chain (pages 05 - 08)
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 09 - 13)
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 14 - 21)
Describe how the reporting entity assesses the effectiveness of these actions.	Assessing the effectiveness of our actions (pages 22 - 23)
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 24)
Provide any other relevant information.	Message from the Managing Director (page 03) FY24 key actions delivered (page 04)

Message from our Managing Director



“ we aim to drive **meaningful change**, from reducing our environmental footprint to **creating a positive social impact** in the communities we serve ”

As Australia’s largest integrated marketing and communications business, we understand the responsibility we have to our people, customers, investors, wider stakeholders, and the communities in which we operate. This responsibility extends beyond business performance—it encompasses our commitment to fostering an environment where human rights are respected and upheld across our operations and supply chain. Modern slavery has no place in our business—or the world—and we remain steadfast in our efforts to address these risks.

This marks our fifth statement under the Modern Slavery Act 2018 (Cth), a reflection of our ongoing commitment to transparency and continuous improvement. Over the past year, we have strengthened our approach to addressing modern slavery, including uplifting our due diligence processes, enhanced focus on the well-being, safety, diversity, and inclusion of our workforce, and fostering greater modern slavery awareness across our organisation.

This year, we also publicly launched our Sustainability Strategy, a bold vision for a brighter and more sustainable future. This strategy highlights our dedication to not only addressing modern slavery but also tackling broader challenges that impact our planet and future generations. By embedding sustainability into our business practices, we aim to drive meaningful change, from reducing our environmental footprint to creating a positive social impact in the communities we serve.

At the heart of our efforts lies a steadfast belief in creating a better, fairer world for all. We are committed to holding ourselves accountable, driving progress, and building partnerships that reflect our shared values. Together, we will continue to lead with purpose and make strides toward a future that is equitable, inclusive and sustainable for everyone.

Matt Aitken
Managing Director

FY24 Key Actions Delivered

During FY24, we launched our inaugural 2025 Sustainability Strategy including delivery of key actions to help improve our response to modern slavery:

- > **Launched our inaugural 2025 Sustainability Strategy** - Publicly launched our sustainability strategy to formally communicate our commitments, our targets and our progress towards ‘**a brighter future**’.
- > **Established a dedicated Sustainability Division** - Established a C-Suite Chief People & Sustainability Officer role to oversee IVE’s sustainability, people, safety, and compliance functions, recognising the interconnectedness of these areas in our sustainability commitments.
- > **Established ESG working groups** - Established cross functional ESG (Environmental, Social and Governance) working groups to drive broader business engagement and awareness of our material areas of focus, risk and opportunity, and to drive activity and organisational accountability on advancing our Sustainability Strategy.
- > **Enhanced our supplier modern slavery due diligence process** - Uplifted our supplier due diligence process to continue to manage modern slavery risks in our operations and supply chain.
- > **Delivered Modern Slavery Training** - Embedded Modern Slavery training as a mandatory online learning module to be completed by all existing and new employees, annually. In FY24, 605 of our employees completed the mandatory learning module.
- > **Completed our first Group-level EcoVadis audit** - We have achieved EcoVadis Bronze status for the IVE Group in June 2024 and continue to make improvements to our approach towards Labour & Human Rights and Sustainable Procurement, reflecting our continued commitment in these key areas. EcoVadis is a sustainability scorecard that illustrates performance across Environment, Labour & Human Rights, Ethics and Sustainable procurement.



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. The customer base is highly diversified with the largest customer representing 7% of total revenue and the top 20 customers accounting for 39% 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.

¹ ‘structure’ 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’ refers to the activities undertaken to pursue our business objectives and strategy, consistent with definition provided in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023.



e-Commerce:

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

Marketing Activations

Marketing Activations include a full spectrum of services across print, distribution, brand activations, merchandise, 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, IVE Distribution optimise 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 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 client’s 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.

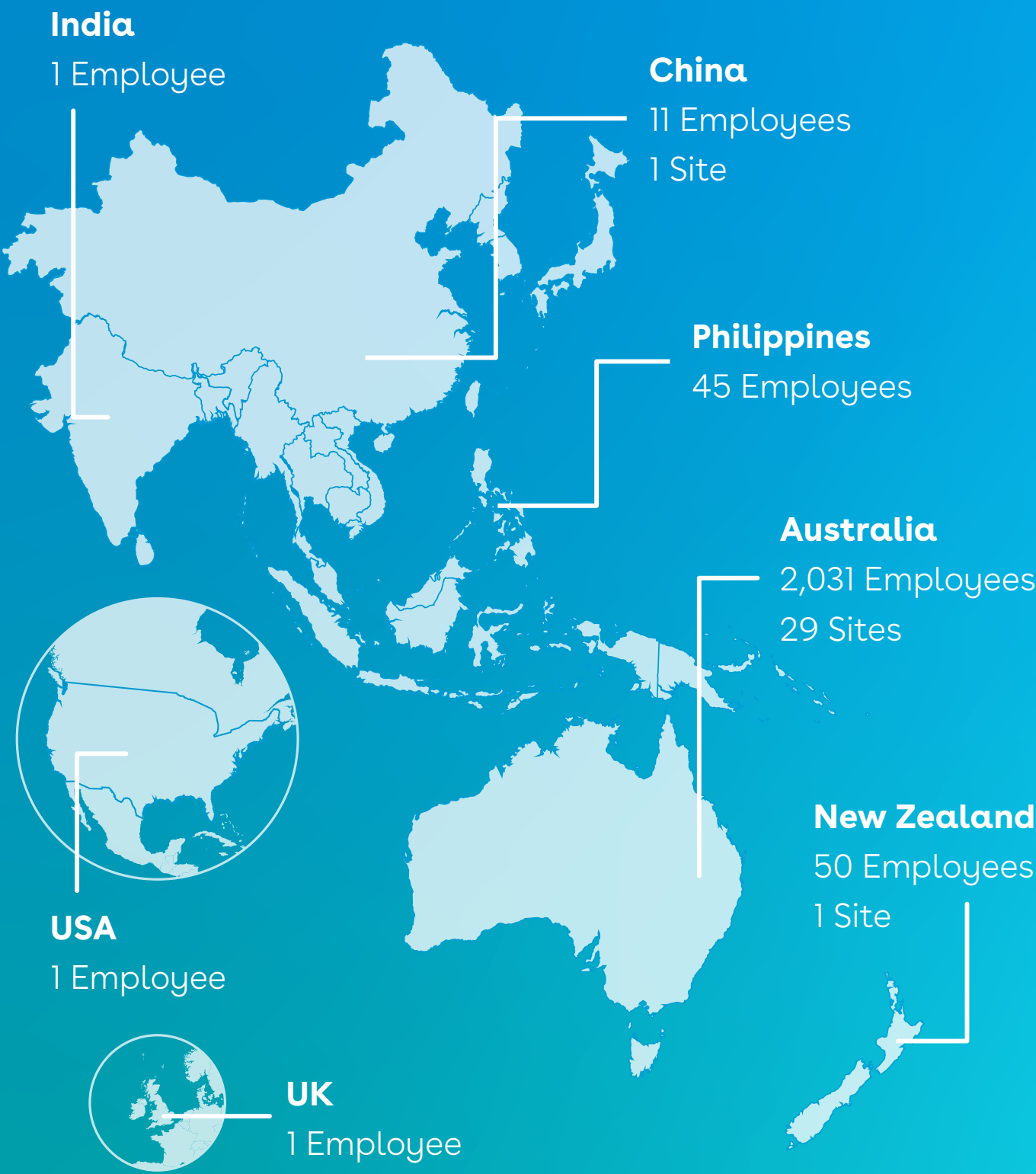
Appendix 1 – IVE Group Limited’s Structure, provides the full list of IVE Group Limited’s controlled entities. More information about IVE Group is also set out in our [FY24 Annual Report](#).



We are proud to employ over 2000 individuals across 31 sites, representing a diverse range of skilled and specialist disciplines. As at 30 June 2024, our workforce comprised of 2140 employees, with 1961 in permanent positions, 120 in casual roles and 59 in onshore and offshore fixed term contractual positions.

2,140
Total Employees

31
Total Sites



Supply Chain³

IVE’s supply chain is varied and comprises of approximately 2000 organisations covering a wide range of suppliers from whom we procure materials, products and services for both our customer needs as well as our direct requirements.

In FY24, we engaged in supplier relationships representing a total spend of approximately \$524 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-risk⁴, 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.

2000+
direct, Tier 1, Suppliers

\$524m
total spend⁵

170
goods and services
spend categories

80% of our total
spend comprise of
the following spend
categories

- > Paper > Freight > Real Estate
- > Maintenance > IT > Ink > Utilities
- > Outwork commercial printing
 - > Packaging and Carton
- > Merchandise and Apparel

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

⁴ 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.

⁵ FY24 spend of \$524M 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.

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 FY24, IVE embarked on an initiative to implement and conduct thorough modern slavery risk assessments within our operations and supply chain. This critical work is ongoing, as we continuously 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 92% 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 fixed term contracted workforce.

In China, our 11 employees are directly employed by IVE Group in skilled, permanent roles. Similarly, our offshore fixed term 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. Additionally, we visit our staff in both China and the Philippines to foster a supportive and transparent working environment.

With our peak season sub-contracted employees, we have identified associated labour hire companies as an area of focus in FY24 with actions taken to mitigate and manage these risks, as outlined below and in the ‘Actions taken to address our modern slavery’ section (page 14). 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.

Victorian Child Employment Permits

In 2024, our controlled entity, IVE Distribution Pty Ltd, whose operations include letterbox distribution, pled guilty to breaches of Victoria’s Child Employment Act 2003 for contracting 318 children, aged 11 to 14, without the necessary child employment permits, during the period prior to IVE securing a company licence for our ongoing operations in Victoria.

No criminal conviction was recorded. The court recognised the existing high standards and safe operation of our distribution network, which included guidelines and systems to engage, supervise and protect children, by obtaining parental consent, conducting appropriate checks for all children under the age of 15, and ensuring the supervision of a parent or guardian at all times.

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.

In 2022, IVE conducted a social risk assessment of our supply chain using a Life Cycle Assessment approach, in collaboration with an external specialist consultancy, to evaluate potential human rights risks—modern slavery being one of them—across 2,820 suppliers and 109 supplier spend categories.

Following this initial risk assessment, we expanded our spend risk assessment in FY24 to identify new spend categories that posed an increased risk of modern slavery.

We identified and prioritised the spend categories below to focus ongoing efforts on addressing modern slavery risk within our supply chain. Our actions taken to mitigate these risks are described in ‘Actions to address our modern slavery risk’ (page 14)

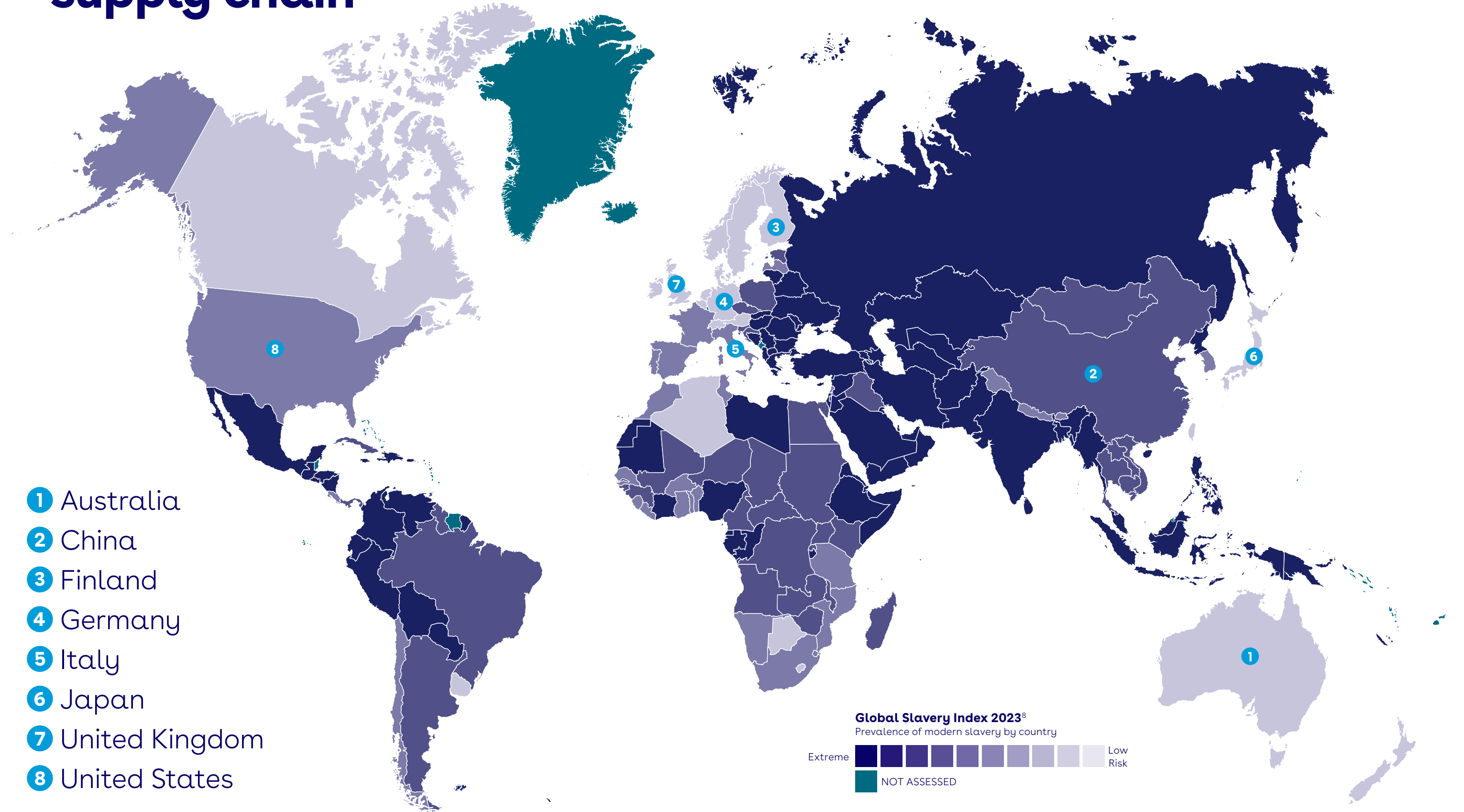
Prioritised high-risk spend	Our exposure to Modern Slavery risk
Paper	Increased inherent risks within forestry, pulp, and paper production, which often involve complex supply chains where forced labour and poor working conditions can occur.
Freight	Increased inherent risk due to low-skilled, outsourced labour and complex subcontracting chains that increase the potential for exploitative practices.
Labour hire	Increased inherent risk of exploitative practices by labour hire companies, such as underpayment, unsafe working conditions, and lack of proper legal protections for workers.

Our Paper supply chain mapped globally⁸

In FY24, we initiated a paper traceability exercise with our major paper suppliers to map the origins of our sourced paper, aiming to identify environmental and social risks within our paper supply chain. Having traced the origins of our suppliers’ paper, and established requirements for our suppliers to undergo and maintain Programme for the Endorsement of Forest Certification (PEFC) or Forest Stewardship Council (FSC) certification, we have identified inherent modern slavery risk by country to further support and strengthen our risk management approach.

For suppliers sourcing paper from countries with high or medium inherent modern slavery risks, we verify that they have robust due diligence processes, sustainability practices and recognised sustainability certifications such as PEFC or FSC in place, and ensure that these suppliers are reputable and committed to ethical sourcing standards. We have continued our discussions to deepen these insights, which will carry on into FY25.

Our paper supply chain



⁸ 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

In 2022, we embarked on a company-wide, in-depth sustainability risk assessment, spanning the critical pillars of ESG. This evaluation laid the foundation for our inaugural 2025 Sustainability Strategy, which we are proud to have launched in December 2023. Our strategy centres on bold, purpose-driven initiatives with measurable targets in both environmental and social arenas. Each initiative is designed to drive meaningful, long-lasting impact, creating **brighter futures** for our stakeholders, communities, and the planet.

INNOVATIVE CUSTOMER SOLUTIONS	PEOPLE AND COMMUNITY	RESPONSIBLE OPERATIONS AND SUPPLY CHAIN
100% of our products will have an associated environmental impact rating	Minimum of 80 certified mental health first aid staff employed in the business each year	Transition to 50% renewable electricity with an aim to achieving 100% by 2030.
100% of our textile products will have access to a take back scheme	40/40/20 gender ratio achieved across senior management	Achieve a minimum 25% reduction in scope 1 & 2 emissions intensity against a CY21 baseline.
4% of addressable spend will be contracted to social suppliers (i.e. suppliers that drive social inclusion or environmental impact).	Employ 30 graduate, apprenticeship and cadet participants sourced from Indigenous, CALD, youth, disability and older Australian cohorts	Achieve a minimum 20% reduction in total operational waste intensity against a CY21 baseline.

Our operations

AS AN EMPLOYER

As with previous years, the heart of IVE’s business is guided by our core principle, IVE Care. This foundational value exists to safeguard the well-being 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 FY24, we ensured this through:

Workplace Health and Safety – Enhancing our commitment to Workplace Health and Safety (WHS). We strive to maintain a healthy and safe environment for our people and suppliers alike. Through IVE Care and our app-based reporting tools and platforms, we

not only identify, report, and address every individual within our ecosystem—employees, contractors, visitors,- but also empower our people to actively participate in creating a safe workplace by raising concerns, fostering a culture of openness, and ensuring that accountability is placed with the right individuals to take action.

Employee Health and Wellbeing - Accrediting 60 employees as Mental Health First Aiders across the Group, with plans to expand this initiative to 80 accredited Mental Health First Aiders by 2025. We’re enhancing our ability to provide immediate, compassionate support to our people in need, ensuring mental wellbeing remains a core focus of our company culture.

Diversity and Inclusion Policy – Revising our Diversity and Inclusion Policy to align its core pillars of programs with our 2025 Sustainability Strategy. This focus acknowledges and supports the rich diversity within IVE’s workforce and reflects our commitment to fostering a diverse and inclusive organisational culture that benefits all employees.

Flexible Work Policy – Updating our Flexible Work Policy to better reflect the needs and aspirations of our employees, empowering them to thrive both personally and professionally. At IVE, we are committed to promoting a work culture that values adaptability and flexibility.

IVE Works - Establishing IVE Works, to formalise and coordinate job pathways into and through the business for indigenous, CALD (Culturally and Linguistically Diverse), youth, those with a disability and older Australian cohorts, that includes apprenticeships, cadetships, graduate programs and other targeted outreach activities via strengthened relationships with aligned NGOs and social enterprises. We are proud to have onboarded 10 graduates to date.

With majority of our workforce directly employed by IVE Group, we ensure compliance with relevant employment laws across jurisdictions and clearly communicate worker’s rights through comprehensive employment terms and conditions set out in their employment contracts. Additionally, we prioritise work, health and safety by requiring mandatory online training, which includes a dedicated module on Modern Slavery.

At IVE, we continue to monitor and enhance our practices to ensure we identify and manage risks of modern slavery in our workforce.

AS A DISTRIBUTION SERVICES PROVIDER

We conducted thorough due diligence to ensure that our governance, policies and contractual arrangements overseeing our independent contractor network are in step with relevant legislation in both Australia and New Zealand.

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 June 2024, we commenced a review of our Group-wide community partnerships and organisations we support through cash and in-kind contributions. This effort will continue into FY25 and will include an assessment of potential modern slavery risks as we review and uplift our approach to community partnerships and sponsorships, going forward.



Our supply chain

AS A PROCURER OF GOODS AND SERVICES

At IVE, all 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.

In FY24, we took significant steps to enhance the management of our supplier relationships by integrating a dedicated modern slavery risk assessment process into our standard supplier due diligence framework.

The updated due diligence process was designed to be thorough and systematic, involving a two-part risk-based assessment approach, and was rolled out initially, for all new and re-contracted suppliers:

1. Initial Risk Identification:

During the initial supplier due diligence process, we screened suppliers for potential modern slavery risks based on a variety of factors, such as the geographical location of their operations, the nature of their industry, and any previous history or indicators of human rights violations. This preliminary assessment was crucial in identifying suppliers that might pose an increased risk for modern slavery.

2. Modern Slavery Risk Assessment:

Suppliers identified as having an increased risk were then required to complete a modern slavery-specific risk assessment survey. This assessment allowed us to categorise suppliers into high-risk, medium-risk, and low-risk categories based on the severity and likelihood of modern slavery practices within their operations and/or supply chains. Where a supplier was identified to be high-risk for modern slavery, we requested additional information. If the supplier failed to provide the requested information, we discontinued our supplier engagement or did not proceed with awarding the contract.

Outcomes:

> **64 Suppliers Assessed:** Throughout FY24, 64 new and re-contracted suppliers underwent our enhanced supplier due diligence process. This helped us better understand the modern slavery risk landscape within our supply chain.

> **6 High-Risk Assessments:** Of the 64 suppliers assessed, 6 were flagged as having an increased risk for modern slavery, triggering the need for the detailed modern slavery risk assessment survey.

> **2 High-Risk Suppliers Identified:** of these, 2 suppliers were flagged as high-risk for modern slavery. These suppliers were requested to provide additional information to address the identified risk. The submitted information was reviewed to ensure that the suppliers were managing these risks appropriately. Only after completing this due diligence, we proceeded to engage with these suppliers.

Where the supplier is based overseas, completing the Modern Slavery Risk Assessment was a mandatory step in the supplier due diligence process, irrespective of the initial risk assessment outcome.

Ongoing reviews of our suppliers is conducted periodically (either every 3, 6 or 12 months) as contractually agreed (where applicable) or as deemed necessary based on risk score rating, spend thresholds and supplier performance. In FY24, we completed a total of 19 reviews with 11 existing suppliers, with some suppliers having multiple reviews throughout the year.

We 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) ensuring they meet high ethical and sustainability standards. We only work with suppliers who pass compliance audits, and we avoid any suppliers with unresolved non-compliance issues.

Our prioritised spend categories and Modern Slavery Risk Management:

- > **Paper** – 21 paper suppliers underwent our enhanced supplier due diligence process with none identified as a critical concern.
- > **Labour hire** - We reduced our labour hire supply companies to a panel of 7 down from 40, allowing for more focused oversight. Due diligence was conducted to ensure fair and compliant labour practices. This includes verification of adherence to state labour laws and assurances of voluntary employment without restrictions, fees, or retention of original personal identification documents. These standards were embedded in our contracts with each supplier.
- > **Freight** – 24 domestic freight providers underwent our enhanced supplier due diligence process, which was completed in FY25. Following this, a panel of 14 freight suppliers was established, with none identified as a critical concern.

This uplift to our supplier due-diligence process has set the stage for deeper and broader environmental and social risk assessment and monitoring. We are committed to continuously improving our supplier risk management by exploring options to streamline our end-to-end processes.

Sedex membership

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

FCS 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 fibre-based product supply chains to Forest Stewardship Council® standards assures they are free from any direct or indirect involvement in activities that violate human rights in forestry operations, as required by the International Labour Organization (ILO) Convention 169.4.

Training

We aim to equip our employees with the 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 FY24, 605 employees completed this training.

Additionally, as part of our ongoing commitment to creating a safe, inclusive and respectful workplace, we delivered Respect at Work training to 109 management position employees.

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 specifically established to provide suppliers and associated workers a secure and independent mechanism to raise concerns. These tailored policies ensure that all stakeholders have appropriate channels to voice issues safely and transparently.

Remedy under UNGPs

We are also 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 enhance our current engagement 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’s 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.
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.

Policy / Document	Purpose
Supplier Code of Conduct	Sets the standards expected of Suppliers when doing business with any IVE Group business unit.
Diversity 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 including 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).

With the launch of our inaugural 2025 sustainability strategy, we established organisation-wide ESG working groups, which included representatives from business divisions and key operational areas. These groups are responsible for driving action and reporting on progress against delivery of IVE Group’s sustainability goals. Sponsored by IVE’s Managing Director (MD) and coordinated by the Head of ESG & Sustainability—who has since assumed the role of Chief People & Sustainability Officer—these working groups ensure a cohesive and strategic approach across our sustainability initiatives.



More information about our risk management framework and governance is set out in our FY24 Annual Report.

⁹The Chief People & Sustainability Officer joined IVE Group on 1 July 24



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 are continuously assessing and refining our approach to ensure the effectiveness of our actions.

The table below outlines our actions, how we measure their effectiveness, progress in FY24 and areas we will continue to focus and improve upon in FY25 and beyond, with some new and key actions identified.

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

Our actions	Measure of effectiveness	Progress as at FY24	FY25 and future focus
Supplier risk assessment	Number of suppliers assessed, risk ratings assigned, follow-up actions.	Completed assessments on 64 suppliers; 2 identified as high risk.	Expand assessment to remaining suppliers; enhance criteria for risk assessments.
Enhanced due diligence for high-risk suppliers	Frequency and outcomes of high-risk supplier reviews and engagement.	19 reviews with 11 suppliers.	Include corrective actions in contracts.
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.	Strengthened and enhanced our risk descriptions and mitigating controls.	Continue to uphold and strengthen our governance process.
Training for staff on modern slavery	Number of employees trained.	Modern Slavery online module completed by 605 employees.	Develop advanced modules. Identify role-specific competencies to support modern slavery risk identification and management.

⁹The Chief People & Sustainability Officer joined IVE Group on 1 July 24

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 human rights risks and considerations.	Diversity & Inclusion Policy reviewed.	People & Culture Strategy development and implementation. Development of stand-alone Human Rights Policy for Board endorsement in Q3 FY2025.
Periodic review of our supply chain to identify areas with high risk for modern slavery.	IVE’s supply chain is reviewed annually with focus on broader Environmental, Social and Governance risk.	N/a – new action identified for delivery in FY25.	Streamlining and improving efficiency and efficacy of supplier assessments.
Applying a modern slavery risk lens into our community partnerships	All community partnerships have been risk assessed.	N/a – new action identified for delivery in FY25.	Embedding modern slavery risk assessment into community and partnership risk assessments.



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 19th December 2024.

Our Sustainability 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, Legal, and People. CEOs from each business division, representing all owned and controlled reporting entities, were closely engaged throughout the process.

Additional information

For further information contact us at esg@ivegroup.com.au

Appendix 1 - IVE Group Limited’s structure

The table below provides an overview of IVE Group’s structure as at 30 June 2024, 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).



I'm made with recycled materials



Each year I capture enough solar energy to power 120 homes

ive

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