



2024 Modern Slavery Annual Statement

For the period ending December 31, 2024

Communications



Security



Energy



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1. Executive Summary

CSE Global (Australia) Pty Ltd is committed to upholding the highest standards of ethical conduct and corporate responsibility. In compliance with the *Modern Slavery Act 2018* (Cth), this statement outlines the company's ongoing efforts to prevent modern slavery within its operations and supply chains. Key actions include robust governance, comprehensive policies, supplier due diligence, employee training and awareness, and transparent reporting. CSE maintains a low risk of modern slavery within its workforce and continues to evaluate its supply chain, refine its practices, collaborate with stakeholders, and measure progress to ensure ongoing compliance and improvement is always present.

2. Our Structure, Operations and Supply Chain

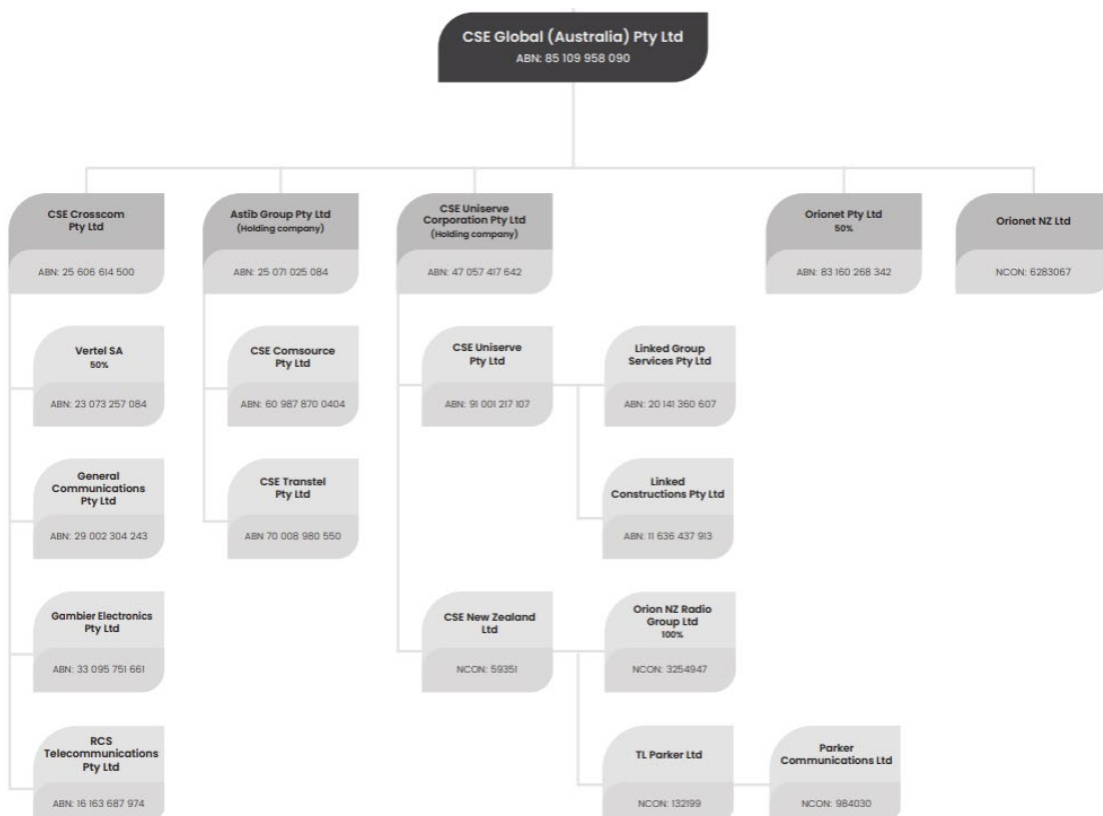
This Statement is prepared by CSE Global (Australia) Pty Ltd (ABN 85 109 958 090) and each of its wholly owned subsidiaries (together referred to as **CSE**) under the rules of the *Modern Slavery Act 2018* (Cth) for the financial year ending December 31, 2024 (the reporting period).

CSE provides this Modern Slavery Statement to the Attorney-General's Department annually through the Modern Slavery Statements Register.

2.1 Structure

Headquartered in Perth, Western Australia, CSE Global (Australia) Pty Ltd is a registered Australian Proprietary Company, limited by Shares under the Regulator of Australian Securities and Investments Commission. It was registered on 8 July 2004. CSE provides this Annual Statement for itself and on behalf of all subsidiaries directly affected by a disclosure obligation in their respective jurisdictions. These are depicted in the Organisational Chart below:

Figure 1 - CSE Global Australia / New Zealand Group Company Structure



The business entities listed in *Figure 1* operate under two main divisions:

- CSE Crosscom Pty Ltd; and
- CSE Uniserve Pty Ltd

CSE is overseen by a Board of Directors responsible for the overall governance and strategic direction of the organisation and for reviewing the delivery of acceptable corporate performance as it relates to business and community.

Operational leadership is delivered by our Chief Executive Officer (CEO) and the Executive Team members, who collectively drive the implementation of our strategic and operational plans and values across all subsidiaries.

The Business Continuity Planning Group (BCPG), led by the Group Commercial Manager, oversees compliance, risk mitigation, and crisis management, including Modern Slavery and human rights initiatives. The BCPG consists of subject matter experts who with their knowledge and understanding are able to implement and lead preventative actions in all fields of business continuity. This team consists of:

General Manager Human Resources

HSE Manager

Quality and Business Improvements Manager

ICT Manager

Group Commercial Manager

Executive Assistant to the CEO

2.2 Operations

CSE Crosscom Pty Ltd is a leading provider of communication and security solutions, meeting the needs of Australia's and New Zealand's most demanding industries and environments. The product line here consists of distribution, design and installation of communications equipment such as wired and wireless systems incorporating two-way radios, body worn cameras, CCTV, building access, batteries, rectifiers and direct connect power systems. Project works would include microwave long term evolution (LTE) for remote and regional customers, including building trailers/skids and housing for infrastructure to accommodate communications and power systems.

CSE Crosscom leverages innovative technology ecosystems with integrated video security, real-time alerts, and critical communications to ensure seamless information flow, faster response times and improved collaboration.

Specialising in end-to-end solutions, CSE Crosscom's team of integrators, engineers and project managers deliver specialised solution design, integration and installation to optimise and unify communications, security and safety.

CSE Crosscom services an expanding range of industries, from industrial and government, retail to education, mining and resources, construction and utilities.

Goods and equipment to deliver our capabilities are largely manufactured overseas by our Tier One suppliers, and countries of manufacture are mostly located in North America and Europe, and where products are not manufactured in North America and Europe they are predominantly manufactured in Mexico, Malaysia, New Zealand and Canada.

CSE Uniserve Pty Ltd is building a more productive world through integrated solutions that enhance safety, sustainability, reliability and economy in the generation and delivery of energy.

From electrical system protection and control to asset condition monitoring, wide area monitoring and protection, power quality monitoring, and industrial communications, CSE Uniserve's specialist engineers tailor solutions to meet the needs of customers in a range of industries such as mining and industry, renewables, water utilities, power generation, transmission and distribution.

To achieve this CSE Uniserve has a vast product line they design and distribute to their customers through global distributorships and partnerships in products such as protection relays, current limiting protectors, controllers, power quality analysers, remote power generation (skids + trailers + generators), variable speed drives, liquid resistance starters, thermal and visual monitors to list a few.

Combined the two divisions are supported by 371 employees and a network of twenty-three offices across Australia and New Zealand.

2.3 Supply Chain

Our supply chain is comprehensive, encompassing suppliers and partners on a global level as stated under *section 2.2*. In addition to the supply to fulfil our business operations, CSE also procures products and services to support our business operations, which are not incorporated into our products and/or services, such as printing, stationary, cleaning services, office maintenance, staff amenities etc.

The mission of CSE's supply chain management is to procure goods and services that comply with our internal policies, local and international standards and codes, including compliance with all relevant local and international law. Our goal is to:

- procure goods and services of the highest quality without risk or harm to our employees, customers, contractors, the environment or the community;
- ensure all purchases are conducted on the basis of fair and equitable competition;
- ensure to the best of our ability and knowledge that our supply chain is free of modern slavery;
- ensure that the goods and services procured conform to the required standards and specifications as directed by our customers; and
- procure in a way that is transparent and without conflict of interest;

CSE works diligently to ensure that it is compliant to the highest standards of corporate social responsibility, ethics, and business conduct.

3. Risks of Modern Slavery within our Operations and Supply Chain

3.1 Risk in our Operations

As part of this Annual Statement, we address the measures undertaken to ensure that we mitigate against any modern slavery and human rights abuses within our organisation. This includes our employment practices and the training we provide to our employees.

We are confident that the measures we take ensure that our employees are treated with the highest respect and that we comply to the full extent with the *United Nations Guiding Principles on Business and Human Rights*.

As low as 3% of our employees are engaged under a sponsored visa arrangement with full compliance and corporation with the respective authorities to ensure that the processes and procedures we follow are in line with legislation and the *Fair Work Act (2009)*.

As low as 3% of our employees are contingent workers engaged on a labour hire basis, and under these circumstances all recruitment and/or labour hire agencies are required to undergo strict scrutiny to ensure that they comply with the criterion of the *United Nations Guiding Principles on Business and Human Rights*.

To this end, CSE is of the opinion that the risk of modern slavery and/or any human rights abuse is extremely low within our organisational practices.

3.2 Risk in our Supply Chain

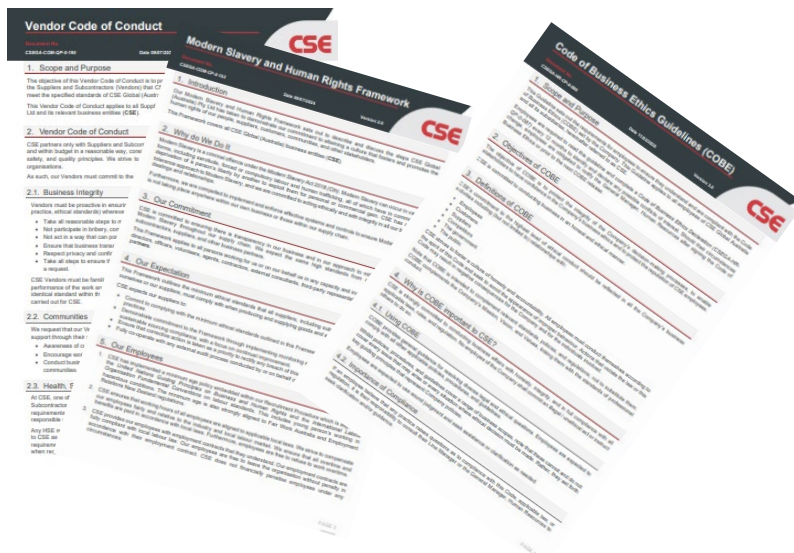
CSE's Tier One supply chain predominantly consists of foreign entities who under global modern slavery obligations are required to meet their respective countries' statutory requirements. From this perspective, it is evident that they have substantial internal policies and procedures within their own organisations to mitigate against modern slavery. However, CSE engages with a number of smaller Tier Two suppliers across Australia and New Zealand (and to a lesser degree, internationally) and we are working during 2025 and 2026 to review their practices and principles through our due diligence program to ensure that we understand their supply chain better and can work in partnership and consultation to mitigate against the acts of modern slavery.

CSE requires that our Tier One supply chain must respond and complete our *Social Procurement Self-Assessment Questionnaire* which provides another layer of evidence in relation to supporting documentation and compliance with their respective modern slavery legislative requirements.

4. Risk Management and Actions

As part of our program to ensure risk mitigation against modern slavery practices within our own organisation and that of our supply chain, we present the following:

4.1 Our Policies



CSE has implemented and updated several policies and procedures to address modern slavery risks, including:

1. Implementation of a **Modern Slavery and Human Rights Framework**. A framework that demonstrates our promise to attaining a culture that fosters and promotes the human rights of our people, suppliers, customers, communities, and other stakeholders. The policy outlines the definition of modern slavery, our zero-tolerance stance, and the remedial actions to be taken if any concerns or incidents arise.

2. Our **Vendor Code of Conduct** mandates that our suppliers and business partners must comply with the principles of the *Modern Slavery Act (2018)* (Cth) and

relevant human rights legislation. The Code emphasises the prohibition of modern slavery practices, child labour, forced labour, and human trafficking. It also outlines our expectations for transparency, due diligence, and reporting requirements.

3. Our **Bullying, Harassment and Discrimination Policy** ensures our employees can attend work in an environment that is positive, supportive, and safe.
4. Our **Recruitment Procedure** includes:
 - a. a minimum age policy in line with the *United Nations Guiding Principles on Business and Human Rights*.
 - b. working hours are applicable with local laws.
 - c. prevents us from withholding original documents such as passports and birth certificates.
 - d. only engaging with recruitment agencies that are pre-qualified and registered through our due diligence and Social Procurement Self-Assessment program.
 - e. standard employment contracts in line with and underpinned by the *Fair Work Act (2009)*.
5. We have a **Code of Business Ethics Policy and Guidelines (COBE)**, which is reviewed annually and distributed to all employees. We require our employees to review the guidelines and complete a COBE declaration every twelve months with the view to identify any possible conflicts of interest. Ethical matters covered (but not limited to) include fraud, bribery, corruption, and theft.
6. A **Whistle Blower Policy** that provides a safe pathway for employees to discuss or lodge an issue or complaint where they will be listened to in a safe and protected environment.
7. Our **Procurement Manual** ensures that our supply chain due diligence has been conducted on all new vendors (suppliers and subcontractors) prior to engagement and that we apply best procurement practice at all times.
8. The **Social Procurement Self-Assessment Questionnaire**, is a questionnaire completed (with declaration) by our Tier One supply chain, designed to assist CSE better understand the demographics and existing policies in place that drive their risk mitigation principles and actions.

4.2 Supply Chain

Tier One suppliers complete a *Social Procurement Self-Assessment Questionnaire and Declaration*. Our aim is to work transparently with our supply chain towards the achievement of the program set out by the *United Nations Guiding Principles of Business and Human Rights*.

CSE's standard contract terms and conditions of purchase require suppliers to comply with all applicable laws and regulations, including the *Modern Slavery Act (2028)* (Cth). In addition, CSE's standard contract terms require suppliers to adopt and comply with our *Vendor Code of Conduct* which sets out the obligations of our supply chain to meet the requirements of the *Modern Slavery Act (2018)* (Cth).

CSE does not conduct audits, whether independent or otherwise, on our suppliers specifically to evaluate their compliance with the *Modern Slavery Act (2018)* (Cth). At present, we rely either on:

- contractual obligations where we have a supplier or subcontract agreement in place which requires compliance; and/or
- signed declaration when being onboarded as a new supplier or vendor which requires compliance.

In FY 2024, we commenced the second tranche of *Social Procurement Self-Assessment Questionnaires* with our Tier One suppliers and extended this to include some Tier Two suppliers. As we strive for continuous improvement in all aspects of our operations, and during 2025, we will continue our supply chain due diligence, working towards measures that identify and mitigate against modern slavery.

In FY 2025, we intend to commence our supply chain mapping program, which will start to identify the geographical regions and locations where goods and equipment are manufactured; as well as industry sectors and the nature of the products and/or services involved. This will better enable CSE to understand our supply chain risk and actions needed to mitigate against these risks.

4.3 Our Employees

As at the end of Financial Year 2024, CSE employed 371 staff. Under the leadership of our General Manager, Human Resources, the Human Resources Team ensure that we recruit the right people for our business, and we provide a safe and secure working environment.

The Human Resources Team is responsible for delivering the framework that encourages our staff to participate in our vision, values and culture. We aim to ensure that all employees are empowered to contribute and make a difference in the workplace.

Our employees are engaged under fair and lawful employment contracts and are recruited voluntarily.

Our workforce includes a mix of engineers, technicians, management, finance, and administration personnel, as well as apprentices and post-graduates. Employees on visa arrangements are as low as 3% and our contingent labour hire arrangements are also 3%.

The risk of Modern Slavery within our workforce is considered extremely low.

Figure 2 - Employees as at 31 December 2024 - By Age and Gender

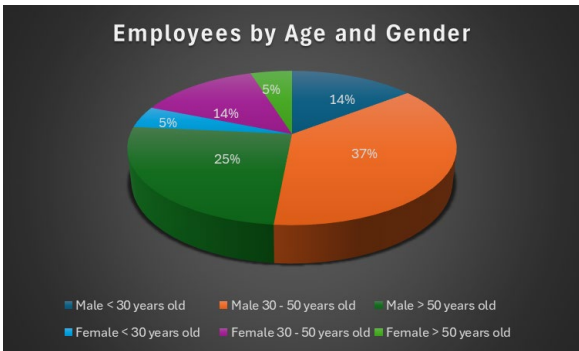
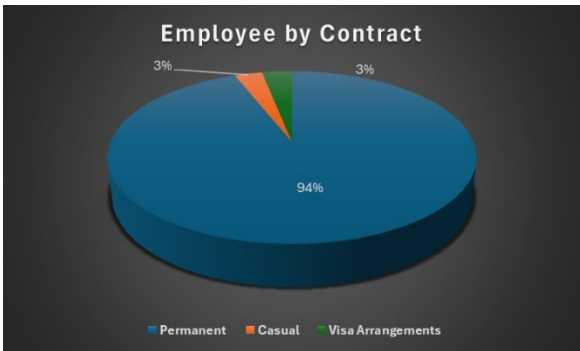


Figure 3 - Employee by Contract Type as at 31 December 2024



Should there be any concerns related to modern slavery or human rights abuse within or outside of our organisation, employees are encouraged to report such concerns to confidential@cse.net, the Group Commercial Manager or the CEO. In addition to this, they are also able to activate the Whistleblower pathway.

4.4 Employee Training

Our modern slavery and human rights compliance are dependent on the practical understanding of our people. Over the past five years, CSE has embarked on delivering several training events for our senior management and employees. This includes the provision of information on our SharePoint platform and the inclusion of this topic in our Toolbox Talks.

Over the course of 2024 and ongoing monthly, CSE provides a webinar (arranged by our Human Resources Team) for all staff with topics that cover matters such as diversity and inclusion, bullying and harassment and fair communications. All employees are encouraged to register for these online events. Additionally, in Quarter 4 The Business Update (which is broadcast via Teams to all offices of CSE) the subject of modern slavery and human rights is covered, thus updating all employees on the subject matter and avenues to report any concerns they may have.

Our new employee inductions include a section informing new employees on our modern slavery and human rights policies and procedures, and this includes our *Corporate and Social Responsibility Policy*, *Code of Business Ethics Policies and Guidelines* and *Modern Slavery and Human Rights Framework* and *Whistleblowing Policy*.

4.5 Labour Hire

Use of labour hire is very marginal and strictly controlled, with all labour hire and/or recruitment agencies required to complete the *Social Procurement Self-Assessment Questionnaire* specifically designed to provide information in relation to the services they provide to their candidates and how they treat and manage their candidates whilst they are imbedded within the organisations they support. This includes declaring that they do not follow the practices prohibited under the *United Nations Guiding Principles on Business and Human Rights*.

Following a thorough review the labour hire and/or recruitment agency organisations are added to a Recruitment Agency Register.

4.6 Remediation Processes

Remediation processes include:

1. Whistleblowing Policy – an avenue for reporting confidentially or anonymously on any concerns or issues noted;
2. Confidentially emailing the confidential@cse.net email address setting out any concerns or issues noted;
3. Subcontractor and Supplier Agreement clauses which contain dispute resolution provisions as well as the inclusion of obligatory compliance with global modern slavery laws;
4. Consultation through the Business Continuity Planning Group;
5. Social Procurement Self-Assessment Questionnaire for our supply chain to respond to provides valuable information of any associated risks of modern slavery; and
6. The requirement of our supply chain to comply with our Modern Slavery and Human Rights Framework as part of their onboarding process.

CSE is not aware of any person or persons having been affected or negatively impacted through our operations or because of our actions that may have eventuated through a form of modern slavery.

5. Measuring our Effectiveness.

The below table to ensures we stay on track with our commitments, and we continue to measure and assess our progress as we move forward on this journey:

Table 1 - Modern Slavery Measures and Assessment

AREA	ACTION	MEASURE
Governance	<ul style="list-style-type: none"> Employee training Policy reviews Supply chain management and disclosure Board approval and oversight Agreements/Contracts New Supplier and Subcontractor forms 	<ul style="list-style-type: none"> # Of team trained Annual review of policies and procedures Annual review of supply chain declarations Annual report to CEO All Agreements/Contracts to contain modern slavery commitments All new supplier and subcontractor forms to contain modern slavery commitments
Review	<ul style="list-style-type: none"> Internal audits Supplier self-assessment questionnaire 	<ul style="list-style-type: none"> Include modern slavery into our internal audit procedure with 100% compliance Monitor self-assessment questionnaires for 100% compliance
Risk	<ul style="list-style-type: none"> Enterprise Risk Register Supply chain entry 	<ul style="list-style-type: none"> Annual risk assessment Review of supply chain onboarding paperwork 100% compliance
Reporting	<ul style="list-style-type: none"> Cases raised Channels used to raise the cases 	<ul style="list-style-type: none"> Total number of cases reported internal and/or external Mechanisms used to raise a case (Whistle-blower or open reporting)

6. Stakeholder Engagement

CSE recognises that effective engagement with stakeholders is essential to the ongoing success of its modern slavery risk management program. Our stakeholders include employees, suppliers, customers, industry partners, and regulatory authorities. CSE is committed to:

- **Open Communication:** Maintaining transparent channels for stakeholders to raise concerns or provide feedback regarding modern slavery risks and practices.
- **Collaboration:** Working closely with suppliers and business partners to promote ethical standards, share best practices, and support continuous improvement throughout the supply chain.
- **Employee Involvement:** Encouraging active participation from staff at all levels through training, awareness programs, and opportunities to contribute to policy development and risk mitigation strategies.
- **Industry and Community Partnerships:** Engaging with industry groups, peers, and community organisations to stay informed of emerging risks and evolving best practices.
- **Regulatory Engagement:** Cooperating fully with relevant authorities and participating in industry consultations to ensure compliance and contribute to broader efforts to eradicate modern slavery.

Through these initiatives, CSE aims to foster a culture of shared responsibility and collective action in the fight against modern slavery.

7. Looking Ahead

CSE is committed to further strengthening its approach to combating modern slavery. Planned initiatives include:

- **Enhanced Supply Chain Mapping:** In FY 2025, CSE will undergo supply chain mapping program to identify the geographic origins and industry sectors of goods and services, enabling more targeted risk assessment and mitigation.
- **Continuous Policy Improvement:** Policies and procedures will be regularly reviewed and updated to reflect evolving best practices and legislative requirements.

- **Supplier Engagement:** CSE will increase collaboration with suppliers to promote transparency, share best practices, and encourage continuous improvement in ethical sourcing.
- **Continue Training Programs:** The company will expand training initiatives to ensure all employees and key suppliers are equipped to recognise and address modern slavery risks.
- **Stakeholder Collaboration:** CSE will work closely with customers, industry peers, and relevant authorities to foster a collective response to modern slavery challenges.

These future initiatives reflect CSE's ongoing commitment to ethical business practices and continuous improvement in the fight against modern slavery.

8. Supply Chain Appreciation

CSE would like to take this opportunity to place on record our appreciation of our supply chain in collaborating with us on this important matter. CSE is committed to continue collaborating with our suppliers, raising awareness and embarking on this journey of continuous improvement.

Our suppliers are pivotal to the success of our operations, and we recognise the importance of their support in creating sustainable value for our customers, shareholders, employees, and communities.

9. Consultation and Approval

This disclosure describes the steps CSE has taken in our own business, as well as with our supply chain, to work towards the eradication of modern slavery and human trafficking.

Input into our modern slavery and human rights objectives and this annual statement are a combination of consultation with our Executive Team and the CEO who, together, carry the responsibility of managing our subsidiaries across the Australian and New Zealand regions.

This Annual Statement has been tabled, reviewed and ratified by our Board of Directors.



William Roy Rowe
Chief Executive Officer
CSE Global (Australia) Pty Ltd
12 November 2025