



Modern Slavery Statement

2025 Financial Year

1 July 2024 to 30 June 2025



McGrathNicol

In accordance with the Modern Slavery Act 2018, this statement outlines the steps that McGrathNicol and its associated entities take to assess and reduce the risks of all forms of modern slavery within our business and supply chain.

McGrathNicol is an Australian partnership. This statement was approved by McGrathNicol's Partnership Board and Executive Management Committee in their capacity as principal governing bodies of the firm on 26 November 2025, and made on behalf of McGrathNicol and its associated entities (set out in the appendix to this statement) all of which operate solely in Australia.



Jason Preston
Executive Chair, McGrathNicol



Jamie Harris
Managing Partner, McGrathNicol

A handwritten signature in black ink, appearing to read 'Jason Preston'.

A handwritten signature in black ink, appearing to read 'Jamie Harris'.

McGrathNicol is an Australian professional services firm which helps businesses, large and small, to perform at their best, manage risk, and achieve stability and growth.

We are a team of more than 450 high-performing professionals, taking pride in making an impact. We provide accountable and actionable advice, and we pride ourselves on delivering the results our clients need.

Our Advisory team helps organisations navigate today's complex landscape of business decisions and risk — and identify the opportunities and best path forward.

McGrathNicol Restructuring offers expert advice for restructuring and insolvency situations, assisting financiers, boards and management teams understand their commercial positions and make the right decisions to maximise outcomes.

We work collaboratively with our clients and have many long-standing relationships across all industry sectors and business sizes – from global multinationals, independent local businesses, government and public sector organisations to not-for-profits and charities.

Our values of understanding, commitment and impact drive performance, culture and outcomes. They directly inform and sustain a shared commitment to excellence and integrity. We prioritise the outcome – for our clients, our team, our community – by prioritising how we get there.

Advisory –

- Cyber
- Deals
- Forensic
- Performance
- Risk & Compliance

Restructuring –

- Company Advisory
- Creditor Advisory
- Insolvency

Our commitment –

Consistent with our values and Code of Conduct, McGrathNicol is committed to acting ethically and with integrity in all business dealings and relationships, and taking all appropriate steps to ensure modern slavery is not taking place in our own business or supply chain.

The firm requires each of its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain.

Addressing modern slavery risks is complex and McGrathNicol is committed to strengthening and refining its response to modern slavery, focusing on higher risk areas of its supply chain.

Our supply chain –

McGrathNicol sources goods and services to support the provision of professional services to our clients. Goods and services are predominantly sourced in Australia.

Major categories of procurement spend include rent and infrastructure, information and communication technology, travel, entertainment, training and development, marketing, professional services and business development.

The majority of the goods and services that we procure come from suppliers based in Australia, often from suppliers with who we engage on a long-term contractual basis.

Identifying modern slavery risk –

As a professional services firm operating primarily in Australia, we assess the risk of modern slavery within our day-to-day business operations to be very low. This assessment is supported by our employment policies and the employment law framework within which we operate.

We undertook risk assessments of modern slavery risks in our operations and supply chains over the reporting period to consider the risk that we are causing, contributing to, or directly linked to modern slavery practices. In assessing the potential for modern slavery within our supply chain, we consider the geographic location of suppliers and the nature of goods and services we procure, having regard to information sources such as the Global Slavery Index published by the Mindereroo Foundation's Walk Free initiative.

Industries that we obtain goods and services from which we assess as higher risk may involve the employment of lower or unskilled vulnerable groups (including migrants), have weak labour regulations, and/or involve the manufacture and sale of goods sourced from countries with high instances of modern slavery, including:

- Procurement of electronics and IT equipment, predominantly manufactured in jurisdictions assessed as having higher risks of modern slavery.
- Cleaning and maintenance services.
- Office equipment and furniture.
- Branded apparel.
- Use of outsourced service providers.

We source some goods and services directly from suppliers in jurisdictions where we assess a moderate risk of modern slavery.

Actions to reduce risk –

Our commitment to managing the risk of modern slavery is supported by our operational policies.

In our prior reporting periods, we focused on managing risk that exists in our supply chains by:

- Developing a modern slavery policy.
- Recognising and assessing modern slavery risk as part of the firm's ongoing enterprise risk assessment.
- Assessing the policies, systems and controls we already have in place to prevent and mitigate modern slavery risk.
- Mapping our supply chain and undertaking supplier risk assessments, engaging with suppliers in sectors and jurisdictions we consider high risk to collaborate on managing modern slavery risk.
- Where appropriate, imposing obligations on our suppliers to meet our expectations in respect of managing modern slavery risk.
- Developing and delivering programs designed to raise awareness of modern slavery risk with particular emphasis on those within the firm with responsibility for procuring goods and services.
- Onboarding an offshore services partner in Manila, Philippines with demonstrable track record of adherence to local labour laws and modern slavery risk management principles.
- Implemented confidential communication channel to support our whistleblower policy, to increase our ability to identify suspected non-compliance with any of our ethical and regulatory obligations including modern slavery.

Further actions planned in the near term in support of managing modern slavery risk include:

- Continuing awareness and programs designed to increase understanding of modern slavery risk with particular emphasis on those with responsibility for procuring goods and services.
- Continued enhancements to our supplier due diligence processes in respect of modern slavery, including the potential introduction of a supplier code of conduct.

Assessing effectiveness of actions to address risk –

McGrathNicol operates with strong and robust governance structures designed to ensure the firm appropriately identifies and manages risk.

The firm's Executive Management Committee has delegated authority to the firm's Risk Management Committee for the oversight and supervision of certain financial and non-financial risks, including the risks of non-compliance with modern slavery obligations.

The Risk Management Committee assesses the effectiveness of our risk mitigation on an annual basis, including assessing KPIs such as the percentage of suppliers that are subject to formal risk assessment, the percentage of supplier contracts with modern slavery mitigation clauses, the proportion of our people who have completed modern slavery awareness training (with particular emphasis on those involved in procurement) and suspected or identified instances of modern slavery.

McGrathNicol entities –

This statement is prepared on behalf of the following McGrathNicol entities, and has been approved by and in consultation with each of their respective boards as principal governing bodies:

- McGrathNicol ABN 41 945 982 761
- McGrathNicol Advisory ABN 34 824 776 937
- McGrathNicol Services Pty Limited ACN 108 187 131 as Trustee for McGrathNicol Services Trust ABN 99 252 041 004
- McGrathNicol Finance Pty Limited ACN 110 221 415 as Trustee for McGrathNicol Finance Trust ABN 36 513 578 942
- McGrathNicol Transaction Advisory Pty Ltd ACN 160 621 054 as Trustee for McGrathNicol Transaction Advisory Trust ABN 47 456 678 565
- ACT Super Management Pty Limited ABN 29 073 947 690

