



Introduction

This Modern Slavery Statement is submitted by Nido Education Limited ACN 650 967 703 (**Nido**), an Australian public company listed on the Australian Securities Exchange (ASX:NDO). Together with its controlled entities, as outlined in the 2025 Nido Education Limited Annual Report (collectively, **Group**), Nido operates as a developer and operator of early education services across Australia, with its registered office in Sydney.

This joint statement is prepared in accordance with the *Modern Slavery Act 2018 (Cth)* (**Act**) and the Guidance for Reporting Entities. It covers the activities of the Group for the reporting period from 1 January 2025 to 31 December 2025 (**Report Period**).

The Group operates under the governance of the Nido Board of Directors (**Board**), with input from its executive management team. The Board and executive management have been kept informed and consulted on the Group's actions to assess and address modern slavery risks as detailed in this statement.

Our structure and operations

The Group operates as an owner, operator, and developer of early education services under the Nido Early School brand. During the Report Period, the Group employed over 1600 staff members who support its operations and uphold its commitment to providing quality early education services.

The Group's operations are based exclusively in Australia, with a portfolio of 59 owned early education services catering to children aged six weeks to six years. In addition to these owned services, during the Report Period, the Group managed 50 early education services, of which 16 were in incubation.

Nido focuses on purpose-built early education services and upgrading existing facilities. These services are supported by long-term leases and partnerships with incubator clients.

Further details about Nido's operations and structure can be found in the 2025 Nido Annual Report at <https://nidoeducation.edu.au/corporate-governance>.

Our supply chain

The majority of Nido's suppliers are based in Australia, ranging from large multinational businesses to small local operators within the communities where Nido's early education

services are located. Overseas procurement was limited to India and China and included SaaS, data entry services, and marketing subscription services.

The Group's key supply categories remain consistent with those identified in 2024 and include:

- **Leasehold Development and Improvements** – Costs associated with the fit-out phases of new early education services, as well as upgrades and refurbishments to existing early education services: For example, builders, tradespeople, material suppliers, and furniture and resource suppliers.
- **Facilities Management** – services such as cleaning, planned and preventative maintenance, pest control, utilities, and landscaping.
- **Service Consumables** – Goods and services required for the care of children at the early education services, including groceries, sanitary items, and educational materials.
- **Corporate Office Costs** – IT equipment, software licenses, marketing services, and professional services.

Modern slavery risk in our operations and supply chain

Over the Report Period, Nido undertook an assessment of modern slavery risks across its operations and supply chains to evaluate the potential for causing, contributing to, or being directly linked to modern slavery practices. This assessment considered various risk factors, including geographic locations, sectors of operation, and the nature of the products and services procured.

Nido recognises that while its operations are based solely in Australia, some suppliers may have layered supply chains in foreign countries where modern slavery risks are higher. Key risk factors include:

- Pressure on suppliers to maintain competitive pricing, which may contribute to exploitative practices.
- Limited visibility into the supply chains of certain high-risk suppliers.

Despite these risks, Nido considers the overall risk of modern slavery within its direct operations to be low, as most suppliers are Australian-based and include contractors local to the early education services.

However, areas of potential vulnerability were identified, particularly in outsourced services such as cleaning, facilities management, and labour hire contractors. These services, often reliant on casual or low-skilled labour, may involve suppliers with complex or layered supply chains where modern slavery risks are more prevalent.

Nido also recognises that some suppliers source materials or services from regions where forced labour, bonded labour, child labour, or exploitation of migrant workers is more common.

Modern slavery risks in our workforce

Nido recognises that modern slavery is a serious violation of human rights. It considers the risk of modern slavery within its workforce to be low, having regard to the highly regulated environment in which it operates and its compliance with Australian employment legislation. To ensure that this low risk does not materialise in practice, Nido maintains controls over the following risk areas:

- Use of labour hire agencies that may engage vulnerable workers.
- Recruitment of migrant workers who may be at risk of exploitation due to visa or language barriers.
- Inconsistent background checks and vetting across third-party providers.

To address these risks, Nido has established the following safeguards:

Workforce Composition

Nido's workforce is comprised primarily of directly employed permanent and maximum-term employees, with limited use of third-party agency contractors.

Direct Hiring Preference

Where possible, Nido recruits employees directly, reducing reliance on third-party labour and associated modern slavery risks.

Safer Recruitment Policies and Procedures

Nido implements recruitment processes designed to ensure all employees have the legal right to work in Australia. This includes verification at the point of engagement and ongoing monitoring through Visa Entitlement Verification Online (VEVO) checks, undertaken by Talent and Service management functions.

In addition, Nido conducts Working with Children Checks (WWCC), employment reference checks and verification of qualifications and professional registrations in accordance with its established internal processes.

Third-Party Agency Contractors

Where agency staff are engaged, Nido requires recruitment agencies to provide evidence that all relevant compliance checks have been completed prior to commencement. This includes right to work verification, WWCC and any role-specific qualifications or certifications.

Nido engages reputable recruitment and staffing agencies and expects alignment with its internal compliance standards.

Actions taken to assess and address modern slavery risks

Nido continues to enhance its modern slavery framework to assess and address risks, including:

- **Internal Risk Assessments** – Reviews of the supply chain to identify high-risk suppliers and establish risk profiles.
- **Supplier Code of Conduct** – A supplier code of conduct to align supplier practices with Nido's Modern Slavery Policy.
- **Enhanced Due Diligence** – Additional checks for new suppliers assessed as higher risk.
- **Contractual Obligations** – Requiring suppliers under new and renewed contracts to acknowledge Nido's Modern Slavery Policy and Supplier Code of Conduct.

Nido's approach to addressing modern slavery risks is supported by a broader governance framework, including but not limited to:

- Modern Slavery Policy.
- Code of Conduct.
- Whistleblower Policy.
- Employee Assistance Program.

Assessing the effectiveness of actions

During the Report Period, Nido focused on further developing its understanding of modern slavery risks and how these risks may manifest within its operations and supply chains. While this work continues to evolve, Nido recognises the importance of developing robust frameworks and processes to effectively assess the impact of the measures undertaken.

Nido has progressed the development of its framework to evaluate the effectiveness of its modern slavery risk management efforts. This framework includes:

- **Tracking and Reviewing Compliance:** Monitoring supplier adherence to Nido's Modern Slavery Policy and alignment with expected standards.
- **Assessing Risk Management Outcomes:** Evaluating the outcomes of risk assessments and due diligence processes to identify areas for improvement.
- **Board Reporting:** Escalating material modern slavery risk matters to the Board.
- **Ongoing Review Process:** Establishing a more structured approach to regularly review and refine the Group's actions over time.

Consultation with entities

Nido and its controlled entities operate as a group and are governed by the same management team and directors, with shared governance, policies, and procedures regarding modern slavery risk that reflect Nido's governance standards. Consultation is embedded within Nido's operating model.

Future Commitments

Looking ahead, Nido is committed to further strengthening its modern slavery risk management by:

- Continuing to develop and embed the framework for assessing the effectiveness of actions.
- Digitising the supplier onboarding process, including integrating modern slavery risk screening into onboarding workflows.
- Expanding the screening of new suppliers for modern slavery risks as part of onboarding.
- Continuing risk assessments to prioritise higher-risk suppliers.
- Providing targeted training for employees, contract managers and suppliers.
- Supporting suppliers in understanding modern slavery risks and improving visibility across their supply chains.
- Enhancing internal training on modern slavery risks and incident reporting processes.

Nido remains dedicated to embedding its modern slavery practices across the Group and collaborating with suppliers to identify, assess and remediate risks of modern slavery in its business, operations and supply chain.

This statement was approved by the board of Nido Education Limited on behalf of itself and as the ultimate holding company of all the other reporting entities covered by this joint statement on 23 June 2026.

This statement is signed by Mathew Edwards in his role as the managing director of Nido Education Limited on 23 June 2026.

A handwritten signature in black ink, consisting of a series of overlapping loops and curves, positioned above the printed name and title.

Mathew Edwards
Managing Director

23 June 2026