

Modern Slavery Statement

This statement is made pursuant to Section 14 of the Modern Slavery Act 2018 (Cth).

Peacock Properties Pty Ltd is committed to maintaining high standards of social responsibility, ethical conduct and respect for human rights across our operations and supply chains.

Peacock Properties Pty Ltd supports the objectives of the Modern Slavery Act and is committed to identifying and addressing modern slavery risks and impacts in our operations and supply chains.

Each year, our Modern Slavery Statements will progressively build on the work undertaken in previous reporting periods to strengthen its approach in identifying and addressing modern slavery risks.

Structure and Business

This statement covers the activities of Peacock Properties Pty Ltd, which includes associated entities as follows:

- Peacock Bros. Pty Ltd
- AMR Hewitts PrintPackaging Pty Ltd
- insignia Pty Ltd
- Peacock Bros. N.Z Ltd
- Peacock Bros. W.A Pty Ltd
- PB Enterprise Mobility Solutions Pty Ltd
- Label HQ Pty Ltd
- O.J. Holdings Pty Ltd
- Image Technology Group Pty Ltd
- Winson Group Limited

Peacock Properties Pty Ltd (ACN 606822922) is a privately owned Australian company with operating entities in Victoria, New South Wales, Western Australia, Queensland, and Auckland, New Zealand. In this statement the Peacock Properties Pty Ltd and its associated entities are collectively referred to as the Peacock Group.

The Peacock Group is a dynamic collective of family owned, industry-leading companies. Together, we provide cutting edge solutions in labelling, data capture, coding and marking, product identification, and printed packaging solutions. With a shared dedication to innovation, expertise and efficiency, the Peacock Group seamlessly blends family values with decades of industry experience to deliver exceptional service and products that meet the evolving needs of their clients.

At the time of preparation, the Peacock Group employs 300 employees.

Supply Chain

The Peacock Group operations rely on the procurement of the following categories of goods and services:

- Raw materials - materials used directly in the manufacturing of labels and packaging products
- Packaged materials - goods supplied to meet customer requirements that are not manufactured by the Group
- Indirect materials – materials incidental to business operations, including technology hardware and consumables such as personal protective equipment (PPE)
- Logistics related technological solutions and hardware
- Labour hire and professional services

The Peacock Group undertakes procurement processes to source materials used in manufacturing and packaging processes, as well as logistics related technological and hardware solutions. Suppliers within this part of the supply chain include both Australian based and international entities. International sourcing may present a higher inherent risk of modern slavery, depending on the nature of the goods, country of origin, and industry sector.

In addition, Peacock Group engages service providers to support the operation and maintenance of its facilities. These services are predominantly sourced from local Australian providers.

Policies

Peacock Group is committed to continually improving our policies, systems, and processes to reduce the risk of modern slavery within our operations and across our supply chains. We will continue to assess the effectiveness of our approach, strengthen our due diligence measures, and enhance our actions as we work to drive meaningful and lasting change for individuals and communities most vulnerable to modern slavery.

All our employees, especially those supporting our operations and supply chain processes, are expected to uphold the standards outlined in our Code of Conduct Policy and Ethical Trading, Human Rights and Modern Slavery Policy and all other applicable organisational policies. These policies guide our behaviour, inform ethical decision making, and ensure our commitment to respecting human rights is embedded in every aspect of our business.

During the reporting period, the Peacock Group commenced implementing a suite of policies to strengthen its governance framework and address the risk of modern slavery within its operations and supply chain. The Board has commenced regular reviews of the Group's corporate governance practices to ensure alignment with applicable legislation and corporate governance standards.

Code of Conduct Policy

Peacock Group's Code of Conduct for directors, senior executives, employees, consultants and contractors, sets out the fundamental principles of business conduct expected by the Group. The Code of Conduct policy promotes:

- acting in accordance with the law
- acting with honesty, integrity and fairness
- commitment to a high standard of professionalism and avoidance of conflicts of interest.

Ethical Trading, Human Rights and Modern Slavery Policy

Peacock Group strives to:

- provide an equal opportunity environment
- provide a safe working environment in compliance with occupational health and safety laws and regulations
- provide employment contracts and similar terms of service with reasonable conditions, notice periods, and fair and sufficient wage
- support freedom of association and its employees' rights to voluntarily join or establish, or not, without reprisal or discrimination, worker groups, unions or equivalent and the effective right to collective bargaining, in consideration of legal and statutory requirements, and to freely improve workplace conditions, the working environment and the employees' experiences lawfully
- and does not
- condone or allow child labour in any way and ensures that any persons employed by the organisation, complies with national and state legislation age requirements
- ask persons under the age of 18 (minors) to conduct hazardous or heavy work

- contain forced or compulsory labour practices, and entitles workers to leave voluntarily without reprisal or penalty
- does not require bond payments or deposits or any similar remuneration retention or withholding, or other forms of retention including licences, permits, passports or other similar controlling mechanisms, such as threats of denunciation
- allow bribery, corruption, or money laundering

Whistleblower Policy

Consistent with the Peacock Group's Code of Conduct which promotes acting with honesty, integrity and fairness, our Whistleblower Policy provides a framework to support the raising of concerns about inappropriate conduct within the business and to protect those who raise concerns including in relation to discriminatory treatment, dismissal or reprisal and breaches of their confidentiality. The policy applies to all current and former Peacock Group directors, employees and suppliers (and employees of suppliers) and any other parties acting as agents or representatives of the Peacock Group.

Occupational Health and Safety Policy

Peacock Group is committed to providing a healthy and safe workplace for its employees, contractors and visitors. Employees are required to complete all relevant training. Peacock Group also supports employee's overall health and wellbeing, including mental health, supported through various initiatives.

Equal Opportunity Policy

Peacock Group values and recognises the importance of having, and being able to attract, retain and motivate, a diverse team. The Equal Opportunity Policy sets out minimum standards which are designed to foster a culture that values and promotes workplace diversity, flexibility and inclusion. The Board have responsibility for the policy and will progressively approve, review, and assess the groups progress against its measurable objectives.

Risk Management

Peacock Group's management team review and make recommendations to the Board in relation to risk matters such as the adequacy of processes for managing risk, including modern slavery risks. The management team also assist the Board to fulfil its duties and responsibilities in relation to sustainability, social and environmental risks relevant to the Peacock Group, including through monitoring the group's policies and initiatives to ensure appropriate safeguards are in place for dealing fairly and ethically with customers, suppliers, competitors, employees and other stakeholders. The Board and senior executives are responsible for the identification, evaluation and monitoring of business risks on an ongoing basis as well fostering a culture throughout the group that promotes awareness of potential exposures created by risk.

Due Diligence

During the reporting period, Peacock Group began implementing due diligence processes to identify and manage potential modern slavery risks in its supply chain. These processes are proportionate to the size, nature, and risk profile of the business and are being progressively developed.

Our due diligence process includes:

- **Supplier onboarding assessments and declarations** screening new suppliers to confirm ethical business practices and compliance with applicable laws
- **Contractual clauses** requiring compliance with modern slavery and labour legislation where appropriate
- **Regular risk assessments** to identify potential areas of exposure to modern slavery risks within our business and supply chain.
- **Periodic supplier reviews** conducted on a risk-based basis
- **Corrective action processes** to address identified noncompliance in line with the Peacock Group's Integrated Management System (IMS)

Policy effectiveness and monitoring

Peacock Group is strengthening its approach to ensure that policies are effective in identifying, preventing and mitigating modern slavery risks within its operations and supply chains. Peacock Group continues to develop processes to monitor policy effectiveness through a combination of governance oversight, operational controls, and periodic review activities.

As these processes continue to be strengthened, policy effectiveness is being assessed through:

- **Regular review of policies and procedures**, including Ethical Trading, Human Rights and Modern Slavery Policy and Code of Conduct, to support alignment with legislative requirements, industry standards, and business operations.
- **Supplier onboarding and due diligence processes**, including the identification of potential modern slavery risks and the inclusion of contractual obligations requiring suppliers to comply with applicable labour and human rights laws
- **Introduction of procurement and supplier performance monitoring**, including the review of supplier compliance information and escalation of issues where potential risks or nonconformances are identified
- **Internal audit and management review processes** conducted as part of the Peacock Group's Integrated Management System (IMS), as these processes are further implemented to evaluate policy adoption and control effectiveness
- **Incident reporting and remediation mechanisms**, including nonconformance, corrective and preventive action (CAPA) processes, to address identified risks or breaches
- **Training and awareness activities**, including the introduction of providing information and awareness to relevant employees to support consistent understanding and application of modern slavery requirements

Outcomes from these activities are reviewed by management and used to identify opportunities for improvement. Where gaps or weaknesses are identified, corrective actions are implemented and tracked to support continuous improvement.

Peacock Group will continue to enhance its monitoring processes over time by strengthening supplier engagement, improving data collection, and refining risk assessment processes.

Training

Peacock Group recognises that employee awareness and capability are critical to the identification, prevention, and mitigation of modern slavery risks. During the reporting period, the Peacock Group commenced the introduction of training and awareness activities to support the practical application of its modern slavery policies and procedures.

Initial training efforts are being directed toward employees whose roles involve procurement, supplier engagement, contract management, and operational oversight. These practices are being progressively developed and include:

- Induction training that introduces the group's Code of Conduct policy, ethical sourcing expectations, and modern slavery obligations
- Role specific awareness training for relevant employees focusing on identification of modern slavery risks, understanding supplier due diligence expectations, and escalation processes
- Ongoing awareness, including updates on legislative changes and emerging risks where relevant

As training activities are rolled out, the Peacock Group is beginning to monitor their effectiveness through:

- Participation in training and awareness activities
- Feedback from participants and managers
- Observations identified through internal audits, compliance reviews, or incident reporting processes

Where gaps in awareness or capability are identified, additional training or targeted communication will be introduced. Training outcomes are reviewed as part of the Peacock Group's Integrated Management System (IMS) to support continuous improvement.

Consultation with our entities

During the reporting period, Peacock Group commenced consultation with relevant entities within the group as part of the development of this Modern Slavery statement. This consultation focused on building awareness of Modern Slavery obligations and gathering input on procurement, operational practices and supply chain risks. Consultation processes will continue to be strengthened in future reporting periods.

Statement approval

The statement details the actions undertaken by Peacock Properties Pty Ltd in addressing modern slavery risks for the financial year reporting period from 1 July 2024 to 30 June 2025.

This statement has been approved by the Board of Peacock Bros. Pty Ltd. on 4th December 2025.



Ryan McGrath
Managing Director