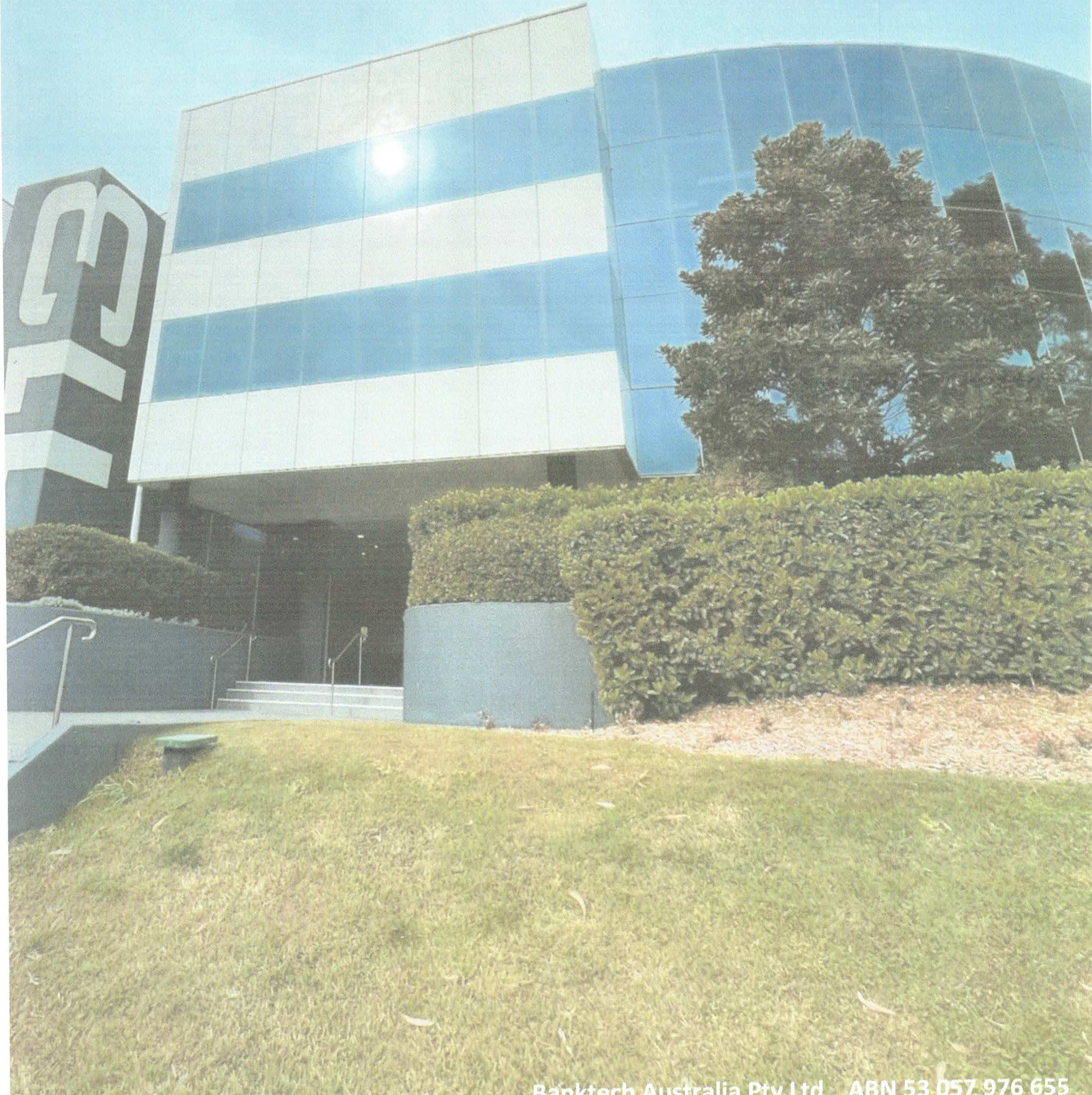
Modern Slavery Statement FY25

Introduction

Banktech Australia Pty Ltd ('Banktech') is committed to mitigate the risk of all forms of "Modern Slavery" as defined by the Modern Slavery Act 2018 (Cth) by progressively improving our processes and procedures. Below is a summary of Banktech's structure, internal operations, and supply network along with our initiatives to minimise the risk of modern slavery within Banktech's supply network and operations.



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1. Banktech Structure

Banktech was established in the ATM industry in 1991. Originally supplying ATMs and parts to banks, building societies and credit unions, in 1998 Banktech became the first independent (non-bank) ATM distributer with the launch of the CashConnect ATM Network. Today, Banktech Australia owns and operates more than 2,500 ATMs across hotels, clubs and casinos across Australia.

Banktech employs either directly or indirectly approximately 104 team members across its Australian operations spanning several departments:

- Sales and Marketing
- Software and Hardware Development
- Assembly and Warehousing
- Operations, Logistics and Customer Service
- Technical Services
- Accounts, Contracts
- Risk and Compliance

Team members report to Senior Management of each department, who then reports to the Chief Executive Officer. The expansion of Enterprise-wide Risk and Compliance functions is evolving into a robust regime reporting independently to the CEO and Group Managing Director.

2. Supply Network (Supply Chain)

Banktech's supply network consists of professional services, proprietary hardware, firmware and software products which are "fit-for-purpose". Other items include "off-the-shelf" computer hardware and software.

3. Anti-Modern Slavery Policy

Banktech's policies have been created to ensure no Modern Slavery occurs within any functions of the company. Our Anti-Modern Slavery Policy also extends to any associates of Banktech to ensure ethical practices and controls are in place to eliminate the potential risks of Modern Slavery.

All staff at Banktech are required to remain compliant with the policy and must acknowledge their understanding of the requirements within.

4. Risk Assessment

Banktech upholds a robust compliance program which includes assessing the suitability of associates of the company. This may include probity of potential staff members with any associations within the supply network. Along with a Modern Slavery Questionnaire for new customers, regular interaction with suppliers confirms their continued suitability to be associated with Banktech. Banktech seeks confirmation from suppliers that they have implemented a similar Anti-Modern Slavery policy and that they have suitably assessed their supply networks for any potential existence of Modern Slavery. Banktech may also request evidence of such policies which are reviewed by the Risk and Compliance team to assess their suitability and identify any items which Banktech requires further action on. The Risk and Compliance team may also independently assess and review current and potential suppliers for their suitability to be associated with Banktech.

5. Potential Risks within our Operations and Supply Network

Banktech has undertaken a review across our operations and supply network to identify any potential risk of modern slavery practices while taking into consideration the following high-risk profiles:

• High Risk Populations	-- low skill workers, migrant workers, poverty, lack of access and education
• High Risk Categories	-- consumables, raw materials, hospitality, mass manufacturing
• High Risk Business Models	-- franchising, seasonal workers, labour outsourcing
• High Risk Geographies	-- corruption, conflict, ineffective laws, dereliction of human rights

Suppliers considered to potentially fall within any of these profiles are to be reviewed and further assurances sought from these suppliers that they are aware of and compliant with the Modern Slavery Act 2018 (Cth) and can provide a statement or evidence of their compliance. Banktech's review process has been documented within our Anti-Modern Slavery policy and will be further refined over time such that continual improvement and assurance can be achieved.

To enhance Banktech's supplier due diligence and deep dive into the supply network, additional considerations are now included in the review process. This includes assessing employee qualifications, fair pay, human rights policies and reputations. Results of the review are kept in the company records and signed off by a director.

6. Source Locations

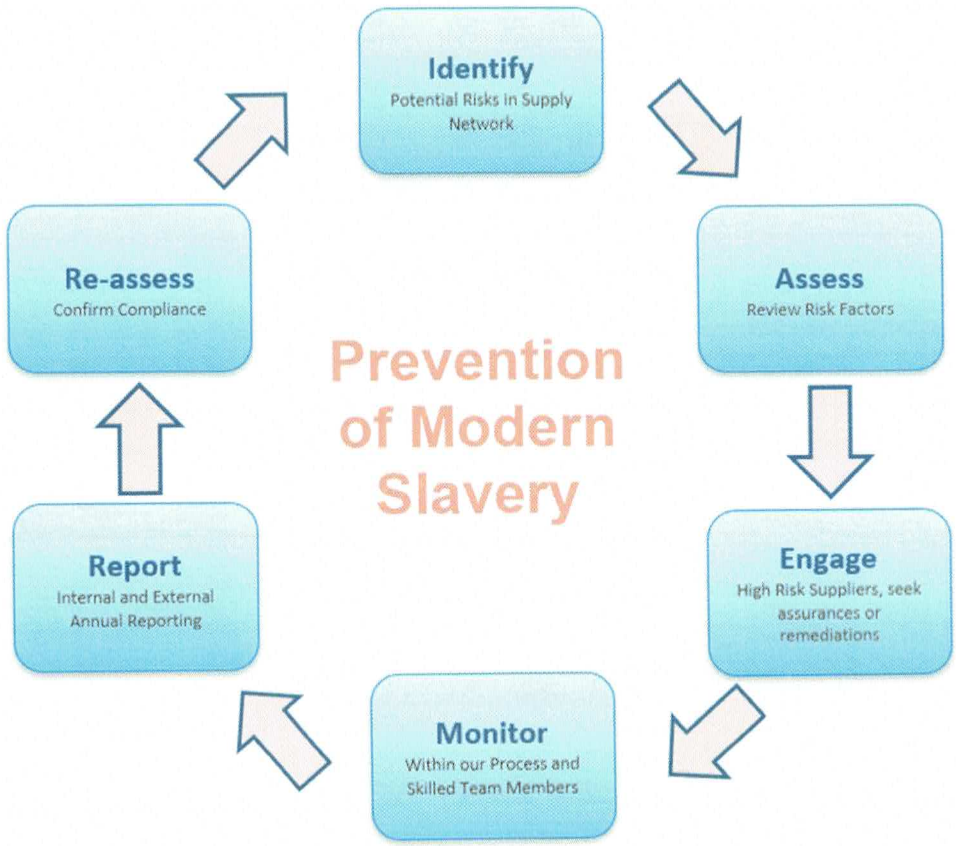
Source Locations

The majority of goods and professional services procured during FY25 came from suppliers based in Australia.

7. Assessing the Effectiveness of Our Actions

We have incorporated processes to address the various risks of modern slavery practices in our Anti-Modern Slavery policy. This will ensure that Banktech has a robust and effective framework that is embedded into our business.

Our current and future approach towards evaluation, identification and mitigation of Modern Slavery is represented in the diagram below:



8. On-going Initiatives

Banktech remains vigilant across all aspects of the company. As part of the Anti-Modern Slavery policy, all employees are requested to assess and consider actions by suppliers or potential suppliers to ensure they do not contravene the high standards and requirements set by Banktech. Each employee will be required to acknowledge their understanding of the policy on a yearly basis, and online training is tracked by Human Resources as part of on-going awareness for employees.

The risk assessment process is live and on-going. Any changes to a supplier's circumstances or practices will need to be reviewed by Banktech management who will make further enquires if required.

Enhancements at an enterprise level are evolving to strengthen awareness, risk and compliance.

For the reporting period up to **June 30, 2025** and at the date of this statement, suppliers for Banktech have satisfied all requirements stipulated within the Banktech Anti-Modern-Slavery Policy.

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9. Policies and Resources

Banktech implements various policies within the company which complement the Anti-Modern Slavery Policy. These will assist with the identification and mitigation of potential risks within the supply network, enhance our Modern Slavery awareness practices, and identify risks and protect employees who come forward to identify the potential existence of Modern Slavery within the supply network. These policies are listed below:

- HR 003 Grievance Policy and Procedure
- HR 025 - Anti-corruption and Anti-Bribery Policy
- HR 028 - Whistleblower Policy
- 98_Anti-ModernSlavery_Policy
- 01a_ComplianceFramework_Banktech_QualityManual_PolicyAndObjectives_e32583

Total number of modern slavery related grievances/complaints received via mechanisms within our policies for the reporting period is zero (0).

10. Policy Effectiveness and Consultation

As part of Banktech's quality initiatives, reviews of the value and effectiveness of policies take place. This will also include the Anti-Modern Slavery Policy as part of the review process.

During the reporting period this statement covers, Banktech actively consulted with all companies it owned or controlled in the development of this statement. We discussed the details in the Modern Slavery Act 2018.

11. Approval

Banktech acknowledges that modern slavery can occur in every industry and sector and has severe consequences for victims. Banktech is committed to operating to the highest ethical practices and standards, and to addressing and managing modern slavery risks in its supply network in accordance with this statement.

This Modern Slavery Statement has been written for Banktech Australia Pty Ltd and is relating to the financial year ending **June 30, 2025.** *At a meeting of "The Board" it was RESOLVED that the Board of Directors* ***approved*** *the Banktech Australia Modern Slavery Statement e44787 and is to be signed by the Group Managing Director – David Glen and is approved for release and publication.*

16/9/2025

David Glen
Group Managing Director
Banktech Australia Pty Ltd

Date Approved