

MODERN SLAVERY STATEMENT

INTRODUCTION

Multimedia Technology is committed to operating responsibly and establishing and adhering to the highest ethical standards, with a goal of identifying and working with our supply chain to eradicate the various forms of slavery. We recognise that modern slavery, including forced labour, human trafficking, and other forms of exploitation, remains a serious global issue affecting individuals and communities worldwide.

We are dedicated to taking proactive steps to understand and address the risks of modern slavery within our operations and supply chains. This Modern Slavery Statement outlines the actions we have taken and continue to take to promote ethical practices, enhance transparency, and uphold human rights throughout our business and the partnerships we engage in.

Multimedia Technology believe that protecting human rights is not only a legal and moral obligation but a critical component of sustainable business.

ABOUT US

Multimedia Technology is a dynamic trusted partner of tomorrow's technology that connects people and powers the world's economy. We simplify the technology supply chain, through strong and meaningful relationships.

As one of Australia's leading IT distributors, Multimedia Technology is committed to delivering the best technologies at competitive prices. We proudly represent a wide range of leading IT, AV, software, and communication vendors from around the globe.

Since our establishment in 1990, we have experienced significant growth and have become a major player in the Australian IT industry. By closely monitoring industry trends we are able to maintain a product range that meets current market requirements at all times. A combination of astute purchasing and efficient distribution means Multimedia can offer channel partners the latest products at very competitive price.

In 2018, Teaminvest Private Limited acquired a minority stake in the business. Since then, Multimedia Technology has benefited from strategic oversight provided by a non-executive board of directors.

COMPANY STRUCTURE

Multimedia Technology's Head Office is located in Melbourne, with offices strategically positioned in Sydney, Brisbane, and Perth to support our national operations and customer base. We are an Australian-owned company, limited by shares, with 85 Australian based employees. Our team is dedicated to delivering high-quality technology solutions and services across a wide range of industries. For more information about our business, our values, and the products and services we offer, please visit: www.mmt.com.au.

Multimedia Technology owns 100% of our reporting entities, all of which form part of a fully integrated business structure operating within Australia. These entities are directly aligned with our strategic direction and are wholly incorporated into the core functions of Multimedia Technology. All key support functions including procurement, sales, finance, operations IT and are centralised and managed from our Head Office, ensuring consistency and efficiency across the business.

CONSULTATION

In preparing this Modern Slavery Statement, Multimedia Technology consulted with all entities we own and control. The consultation process involved engagement with representatives from our purchasing team, human resources, and leadership team. These discussions centred on the requirements of the Modern Slavery Act, the actions we have taken to date, and the further steps we intend to take to reduce the risk of modern slavery within our operations and supply chain.

Our leadership team was informed and consulted on the proposed updates to our anti-modern slavery programme. They contributed valuable input, supported the development of a unified strategy, endorsed our overall approach, and approved the contents of this Statement.

Multimedia Technology remains committed to a consistent, company-wide response to modern slavery. Through ongoing collaboration and fostering a shared understanding across our business, we will continue to strengthen our ability to identify, prevent, and address modern slavery risks throughout our operations and broader supply network.

PRINCIPLES

At Multimedia Technology, we are committed to protecting and respecting human rights across all aspects of our operations and supply chains. We oppose all forms of modern slavery and are dedicated to identifying, preventing, mitigating, and remediating any such practices that may be connected to our business activities.

We work closely with our partners, fostering long-term relationships with vendors and resellers who share our commitment to ethical and responsible business practices. As a significant purchaser and supplier of a wide range of products and services, we recognise our responsibility to embed appropriate ethical standards within our operations and to engage suppliers whose values align with ours.

Our success is built on the strength and diversity of our workforce. We value and respect our employees, complying fully with all relevant Australian laws, including employment, equal opportunity, taxation, whistle-blower protections, consumer protection, and the Fair Work Act. We are committed to:

- Providing safe and healthy working conditions
- Maintaining a workplace free from harassment, discrimination, hostility, and bullying
- Acting ethically and lawfully in all business conduct
- Engaging with employees, vendors, and resellers respectfully and honestly

OUR OPERATIONS AND SUPPLY CHAIN

As an IT Distributor we are a vital link in the technology supply chain. Our resellers operate in Australia and New Zealand. We procure IT hardware, accessories and AV equipment from a large range of local and international suppliers and manufactures. Our products are sourced from countries including but not limited to, China, Taiwan, Japan, USA and Australia.

Our supply chain predominately consists of:

- The wholesale supply of IT/AV products in the following product categories: Computers, Displays, Graphic Cards, Networking, Printers, Security, Storage, Cameras, Audio Visual, Power Protection and Software
- The procurement of products and services for marketing merchandise, stationary, cleaning, catering, maintenance services, travel providers, hospitality services, security, energy and utilities
- We outsource for professional services including external law firms, tax advisors, accountants and insurance brokers

ONGOING ASSESSMENT OF RISKS IN THE SUPPLY CHAIN

Multimedia Technology recognises the importance of continuously assessing and managing the risks of modern slavery within our supply chain. The technology sector often relies on globally sourced products and components, some of which may originate from regions with higher risks of unethical labour practices. Because of this, we take a proactive and structured approach to risk assessment and mitigation.

An internal review of our supply chain, along with consultation with key staff across the business, has identified two distinct levels of risk:

- **Low Risk:** Our supply chain for professional services and non-resale products is considered low risk. This is largely because we work with local suppliers who typically engage skilled Australian workers and operate with fewer tiers in their supply chains. The structure and oversight in these arrangements reduce the likelihood of modern slavery occurring
- **Higher Risk:** The supply chain associated with IT products for resale presents a greater potential risk. These products may be manufactured by suppliers that employ a large number of unskilled workers, who may be more vulnerable to exploitation. Further risks may be present deeper within the supply chain—such as at the level of component manufacturers or raw material providers—where oversight is more limited and practices are harder to monitor.

While Multimedia Technology acknowledges its statutory obligations under the Modern Slavery Act, we also recognise that we do not have direct control over the conduct of individuals or businesses further down the supply chain. However, we are committed to doing our part through strong supplier engagement, ethical sourcing policies, and risk monitoring.

MONITORING AND MANAGING THE RISKS IN THE SUPPLY CHAIN

To help identify and reduce the risk of modern slavery within our supply chains, all employees are expected to remain vigilant both within our business and when interacting with current or potential suppliers. Many employees, particularly those who visit supplier sites, are well-placed to observe how suppliers operate. If an employee becomes aware of, or suspects, any activity that may indicate modern slavery in connection with our business or supply chain, they are encouraged to report this immediately to the Purchasing or Human Resources Manager.

Our Purchasing team follows established procurement processes, which include supplier engagement principles and onboarding requirements. These help us ensure that new and existing suppliers meet our ethical standards from the outset.

We expect all suppliers to operate in a responsible and ethical manner and to comply with all relevant laws and regulations. Suppliers should have effective policies and processes in place to manage ethical risks in their own supply chains, including but not limited to modern slavery.

Suppliers assessed as high risk may be required to provide more detailed information about their operations and supply chains. This allows us to evaluate whether they align with Multimedia Technology's policies and meet the legal requirements related to modern slavery.

ACTIONS WE HAVE TAKEN SINCE OUR LAST STATEMENT

Since our last Modern Slavery Statement Multimedia Technology has:

- Reviewed processes to measure modern slavery risk in our supply chain
- Maintained active engagement with our resellers by sharing relevant information and contributing to collective efforts in addressing modern slavery risks.
- Continued to educate key employees on slavery risks
- Introduced a Counterfeit Policy

FUTURE COMMITMENTS

Our key focus areas will be:

- Continue collaborating with internal and external stakeholders to prevent and address any potential contributions Multimedia Technology may have to the global issue of modern slavery.
- Explore the implementation of internal modern slavery training as a core component of the onboarding process for Purchasing team members.
- Conduct ongoing analysis of our operations and supply chains to identify risk areas and develop targeted strategies for effective mitigation.

REVIEW

Our commitment to preventing modern slavery within our supply chain is ongoing. We recognise that addressing this complex issue requires continuous vigilance, reflection, and improvement. As part of our efforts, we may review and refine our approach to ensure it remains effective, relevant, and aligned with best practices. Accordingly, this statement may be updated and amended from time to time to reflect any changes in our policies, procedures, or understanding of modern slavery risks.

APPROVAL

This statement was approved by the board of directors of Multimedia Technology Pty Ltd on 18th June 2025

Signed: _____



Johan Meyer
Chief Executive Officer
Multimedia Technology Pty Ltd

Date: 18 June 2025