



Modern Slavery Statement

2024-2025

STRIDENT
INVESTMENTS

Introduction

In accordance with the Commonwealth Modern Slavery Act 2018, Strident Investments Pty Ltd (Strident Investments) is pleased to present its Modern Slavery Statement for the period 1st July 2024 to 30th June 2025.

This is the second Modern Slavery Statement prepared by Strident Investments and sets out the actions taken by the organisation and its subsidiaries, including our risk management strategy, consultation undertaken and process for continual monitoring and review.

This Modern Slavery Statement has been reviewed and endorsed by the Strident Investments Board on the 16th December 2025

Pursuant to the requirements of the Act, authorised persons have reviewed the contents of this Statement and confirmed its accuracy.

This Statement is signed by Tim McCue in his role as a Strident Investments Director on the 16th December 2025.

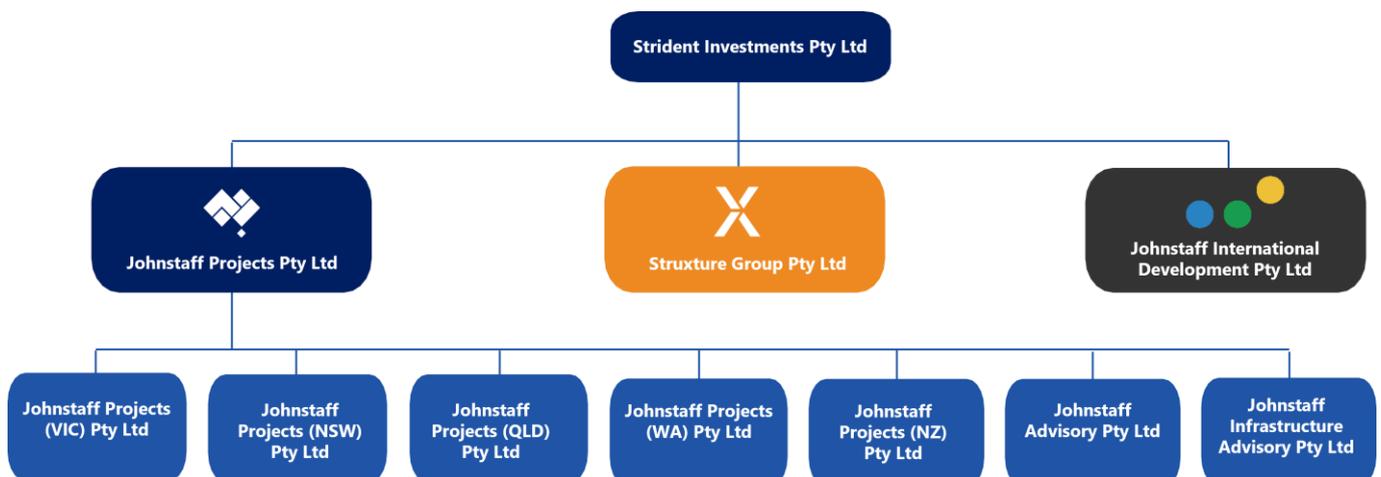


Tim McCue
Director

About Strident Investments

Strident Investments is an Australian Private Company that invests in various entrepreneurial ventures typically operating in the Australian and New Zealand construction sectors. Strident Investments predominantly trades as an investor and does not employ any staff or have any operational offices.

The Strident Investments group of companies comprise the following entities:



Johnstaff Projects Pty Ltd (Johnstaff), Struxture Group Pty Ltd (Struxture) and Johnstaff International Development Pty Ltd (JID) have their own Boards, each of whom are committed to identifying and reducing the risks of modern slavery in their operations and supply chain.

Procurement Arrangements

Given the nature of our operations as an equity investment company Strident Investments does not purchase or sell any products or services.

Our procurement is limited to purchasing from Australian owned and operated organisations for professional services, such as legal counsel, accounting or auditing services, and is organised informally or through a short to long term contract.

Consultation

This Modern Slavery Statement has been prepared in consultation and with input from the Strident Investments Board, as well as the Boards of Johnstaff, Struxture and JID, and was finalised following a review of the organisation's modern slavery risks within our operations.

The Strident Investments Board will continue to monitor and consult on its modern slavery risks to ensure such risk is mitigated.

Modern Slavery Risks

Strident Investments confirms that modern slavery risk within our own operations and supply chain in Australia is low and acknowledge that in some instances there may be suppliers engaged that source products from other countries and may not always achieve full transparency of our supply chain.

During the reporting period of 1st July 2024 to 30th June 2025, Strident Investments was not made aware, nor identified, any modern slavery issues within our operations or supply chain.

Strident Investments has visibility over our entities' risk management and compliance frameworks, where each business has assessed its modern slavery risks as follows:

- Johnstaff provides consulting services in Australia and New Zealand. Its modern slavery risks have been categorised as being in its office operations and suppliers of professional consulting services. Johnstaff has prepared its own voluntary Modern Slavery Statement.
- Struxture provides constructions services in Australia and New Zealand. Its modern slavery risks have been categorised as being in its office operations, suppliers of construction materials or plant, and trade contractors.
- JID provides consulting services in the international development sector in Australia, New Zealand and the broader Pacific region. Its modern slavery risks have been categorised as being in its office operations, suppliers of professional consulting services and suppliers of construction services, materials or plant.

Risk Mitigation Actions

Following the identification of modern slavery risks associated with its operations, from 1st July 2024 to 30th June 2025, Strident Investments completed the following activities:

- Developed a Modern Slavery Risk Assessment checklist for use in self-assessment by existing and prospective suppliers of the risk of modern slavery in their operations and supply chain; and
- Continued to monitor how each of its subsidiaries effectively managed the risk of modern slavery in their operations and supply chains. This was also confirmed through Risk & Compliance Reports prepared for each of the subsidiary Boards.

Johnstaff reports in accordance with the Modern Slavery Act and has submitted its own voluntary Modern Slavery Statement since 2022/2023. Johnstaff has developed its own Modern Slavery Policy and provided staff awareness training.

Struture and JID has undertaken a risk assessment of its operations and supply chain, and each subsidiary has developed its own Modern Slavery Policy.

Evaluation

Strident Investments continues to assess the effectiveness of the actions implemented to manage modern slavery risks within its operations through:

- Monitoring the regulatory environment associated with workplace laws, including any ratification of conventions or protocols relating to local or international labour requirements;
- Continuing to assess our supply chain for risks and those of our subsidiaries;
- Monitoring and positively responding to any grievances and whistle-blower related matters, where received; and
- Providing information and awareness to our executive management to ensure modern slavery risks are appropriately managed.