

Modern Slavery Statement 2025/2026**Esri Australia Pty Ltd****ABN 16 008 852 775****Reporting Period:** 1 July 2025 to 30 June 2026**1. Introduction**

This Modern Slavery Statement (**Statement**) is made by Esri Australia Pty Ltd ("**Esri Australia**") pursuant to the *Modern Slavery Act 2018* (Cth) for the reporting period ending 30 June 2026.

Esri Australia is committed to conducting its business ethically and responsibly and opposes all forms of modern slavery, including forced labour, child labour, debt bondage, servitude, human trafficking, forced marriage and other slavery-like practices.

This Statement outlines the actions taken by Esri Australia during the reporting period to identify, assess and address modern slavery risks within its operations and supply chains.

2. Reporting Entity

Esri Australia is an Australian proprietary company limited by shares. The company employs approximately 250 personnel and operates from offices located throughout Australia. Esri Australia's ultimate parent entity is Boustead Singapore Limited, a company incorporated in Singapore.

3. Structure, Operations and Supply Chains

Esri Australia is a specialist provider of geographic information systems (GIS) software, including professional services, support, training and managed services.

Esri Australia provides solutions and services to government, utilities, defence, transport, telecommunications, environmental, mining and commercial sectors throughout Australia.

Supply Chain

Esri Australia's supply chain is relatively limited and predominantly consists of:

- Software and technology vendors;
- Data and content providers;
- Cloud computing and hosting providers;
- Office facilities, equipment and fit-out providers, and
- Cleaning, maintenance and workplace service providers.

The majority of Esri Australia's principal technology vendors are headquartered in Australia, the United States and the European Union. Esri Australia recognises, however, that many vendors operate complex global supply chains involving subcontractors, outsourced services and manufacturing arrangements in other jurisdictions.

4. Modern Slavery Risks

Esri Australia recognises that modern slavery risks may arise either directly within its operations or indirectly through its supply chain.

Based upon its assessment of operations and vendor relationships, Esri Australia considers modern slavery risks to be comparatively low within its direct Australian workforce due to:

- Australia's established workplace relations framework;
- compliance with employment legislation;
- internal governance controls; and

- active human resources oversight.

The principal modern slavery risks identified by Esri Australia relate to its supply chains, including:

- labour exploitation within outsourced service providers;
- unethical recruitment practices;
- use of subcontracted labour;
- technology hardware manufacturing;
- supply chains involving lower-tier vendors; and
- operations conducted in higher-risk jurisdictions.

While Esri Australia's primary vendors operate within jurisdictions that generally maintain strong legal, regulatory and governance frameworks, Esri Australia recognises that modern slavery risks may arise in any jurisdiction and at any level of a supply chain. Accordingly, Esri Australia continues to monitor and evaluate modern slavery risks on an ongoing basis.

5. Actions Taken to Assess and Address Modern Slavery Risks

Governance Framework

Esri Australia maintains a governance framework designed to support ethical and responsible business conduct.

This framework includes:

- Code of Conduct requirements;
- procurement management processes;
- whistleblower protections;
- complaint escalation procedures; and
- internal governance policies addressing ethical behaviour and regulatory compliance.

Oversight of modern slavery compliance is supported by senior management with the ongoing management undertaken by its Legal and Commercial function.

Vendor Due Diligence and Risk Assessment

Esri Australia adopts a risk-based approach to vendor due diligence.

During vendor onboarding and engagement, Esri Australia seeks to:

- assess prospective vendors and business partners;
- consider the jurisdictions in which vendors operate;
- evaluate the nature of goods and services supplied;
- review publicly available information relating to vendor compliance and ethical business practices;
- consider whether vendors maintain policies relating to labour standards, human rights and responsible sourcing;
- include contractual obligations requiring compliance with applicable modern slavery and employment laws; and
- escalate higher-risk vendors or circumstances for additional legal and commercial review.

Vendor assessments are undertaken having regard to relevant factors including:

- industry risk;
- geographic risk;
- workforce characteristics;
- subcontracting arrangements; and
- dependency on temporary or migrant labour.

Where elevated risks are identified, Esri Australia may seek additional information, implement enhanced monitoring arrangements, require corrective actions or reconsider vendor engagement.

Contractual Controls

Esri Australia continues to strengthen modern slavery risk management through contractual controls.

Standard vendor terms and procurement arrangements may require vendors to:

- comply with applicable laws, including modern slavery laws;
- act ethically and responsibly;
- notify Esri Australia of material compliance concerns; and
- implement appropriate corrective measures when issues are identified.

Training and Awareness

Esri Australia promotes staff awareness of modern slavery risks through compliance training, governance education and internal policies.

Training supports personnel to:

- recognise indicators of modern slavery;
- understand reporting pathways;
- conduct responsible procurement activities; and
- escalate concerns where appropriate.

6. Remediation and Grievance Processes

Esri Australia is committed to responding appropriately to actual or suspected instances of modern slavery.

Employees, contractors and relevant stakeholders may raise concerns through established reporting channels, including confidential reporting mechanisms.

Reported concerns are assessed and investigated by appropriate management personnel and, where necessary, escalated to the Legal and Commercial team.

Where issues are identified, Esri Australia may undertake actions including:

- engagement with the vendor or relevant stakeholder;
- implementation of corrective action plans;
- monitoring remediation activities;
- escalation to senior management;
- suspension or termination of vendor relationships where appropriate; and
- referral to regulatory or law enforcement authorities where required by law.

7. Assessing Effectiveness

Esri Australia continues to assess the effectiveness of actions taken to identify and address modern slavery risks.

Effectiveness is assessed through:

- annual reviews of policies and procedures;
- periodic evaluation of procurement controls;
- vendor engagement and review activities;
- monitoring completion of compliance training;
- review of reports received through whistleblower and reporting channels;
- consideration of lessons learned from risk assessments and investigations; and
- ongoing review of legal and regulatory developments.

Esri Australia uses the outcomes of these activities to strengthen its modern slavery risk management approach and drive continuous improvement.

8. Consultation Process

In preparing this Statement, Esri Australia consulted with relevant internal stakeholders, including representatives from Legal & Commercial, Finance, and Human Resources, as well as operational business functions.

The consultation process included the review of:

- vendor relationships;
- procurement practices;
- governance frameworks;
- contractual controls;
- workforce management processes; and
- identified modern slavery risks.

Where relevant, Esri Australia also engaged with broader group stakeholders to support a consistent approach to modern slavery risk management.

Esri Australia has two subsidiary entities:

- Esri Defence Australia Pty Ltd, and
- MapData Services Pty Ltd

however, consultation was not required in preparing this Statement, as Esri Australia carries out any vendor engagement on these behalf of these entities.

9. Approval

This Statement was approved by the Board of Directors of Esri Australia Pty Ltd on 31 August 2026.

The Board has authorised the Managing Director to sign this Statement on behalf of Esri Australia Pty Ltd in accordance with the requirements of the *Modern Slavery Act 2018* (Cth).



Brett John Bundock
Managing Director
Esri Australia Pty Ltd

Date: 31 August 2026