



SPL

MODERN SLAVERY STATEMENT

REPORTING PERIOD
FY24/25

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ACKNOWLEDGMENT OF COUNTRY

SPL acknowledges the Traditional Custodians of the land on which we live, work, and conduct our business operations.

We acknowledge the continuing connections of Aboriginal and Torres Strait Islander Peoples to Country and community.

We pay our respect to their Elders, past and present, and extend that respect to all Aboriginal and Torres Strait Islander people.

CONTEXT

The Modern Slavery Act 2018 (Commonwealth) came into force on 1 January 2019. It requires Australian entities with a minimum consolidated revenue of \$100 million to report on the risk of modern slavery in its operations and supply chain and the steps they are taking to respond to the risks identified.

This is the third annual statement by SPL and covers the period 1 July 2024 to 30 June 2025. This statement reflects our continued commitment to ethical business practices and human rights.

OUR STAND

SPL stands firmly against all forms of modern slavery. We believe every individual deserves dignity, fair working conditions and freedom from exploitation. We are committed to identifying, mitigating and elimination risks of modern slavery across our operations and supply chain.

INTRODUCTION

This Modern Slavery Statement is made on behalf of SPL Holdings (ABN 85 600 456 808) and the associated entities (listed below) collectively referred to in this Statement as 'SPL' or 'the Group'. This Statement is made for the purposes of the Modern Slavery Act 2018 (Cth) and is for the period 1 July 2024 to 30 June 2025.

ENTITY	ABN
Specialised Linen Services (Adelaide) Pty Ltd	37 610 545 974
Specialised Linen Services (Albury) Pty Ltd	44 141 792 083
Specialised Linen Services (Brisbane) Pty Ltd	36 601 098 060
Specialised Linen Services (Cairns) Pty Ltd	45 605 037 189
Specialised Linen Services (Melbourne) Pty Ltd	87 096 726 760
Specialised Linen Services (Sydney) Pty Ltd	79 115 941 010
Specialised Linen Services (Perth) Pty Ltd	55 611 100 371

ABOUT US

SPL provides premium quality linen and laundry services to a wide range of industry segments nationally. With an evolving requirement to meet the demands of our customers, SPL is leading the way through technological innovation and agility within the industry.

SPL continues to grow rapidly. With over one thousand employees, SPL has a presence in Perth, Adelaide, Melbourne, Sydney, Brisbane, Mackay, and Cairns, with depots servicing regional clients in Warrnambool, Albury, and Colac.



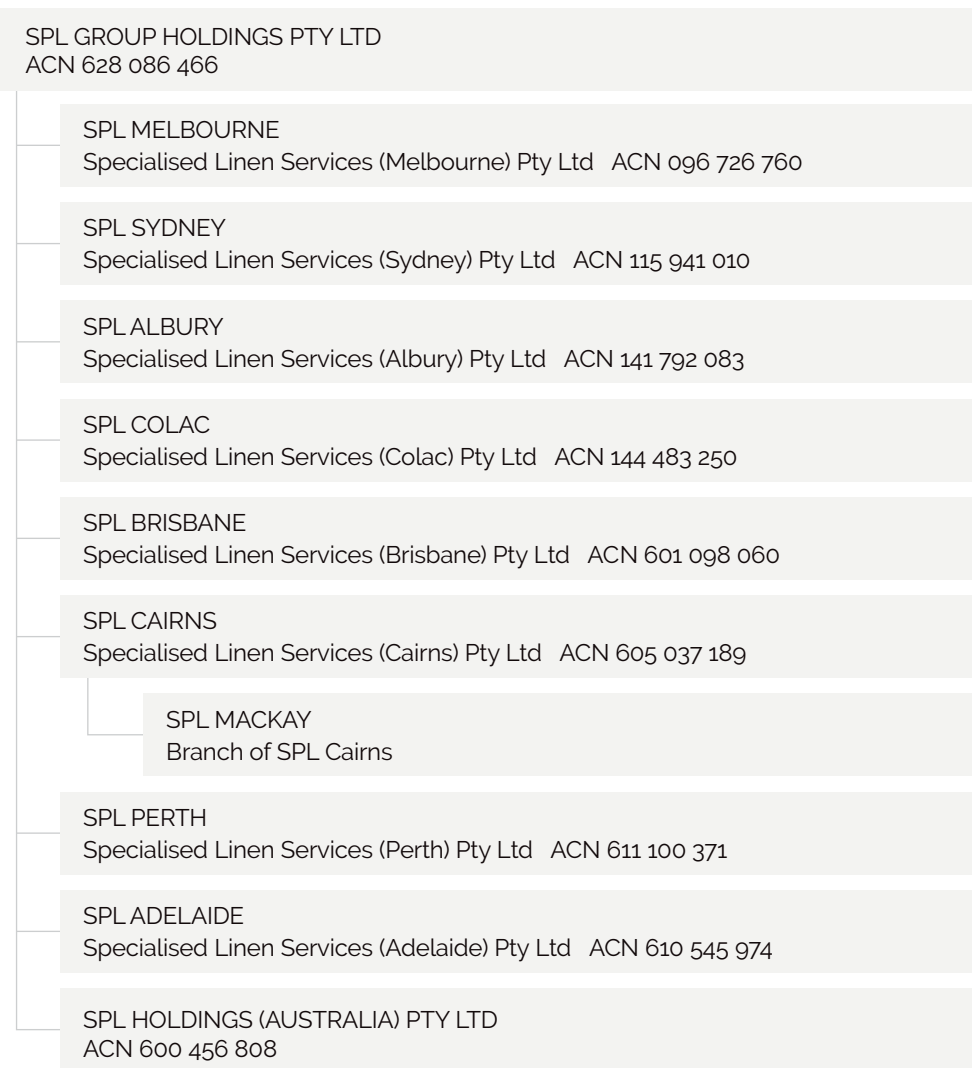
ORGANISATION STRUCTURE

SPL's Board of Directors is tasked with setting the strategic direction, establishing management goals, and monitoring both their achievement and the overall performance of the business.

The Senior Management team oversees the day-to-day operations of the business on a national level, organised into six groups that cover a range of areas, including:

1. Sales & Marketing
2. Innovation & Capability
3. Operations
4. Health, Safety, Environment, and Quality (HSEQ)
5. People and Culture
6. Finance Services

The corporate structure of the SPL Group operating entities is shown below:



OUR WORKFORCE AS OF 30 JUNE 2025:

566
FEMALE

508
MALE

492
CASUAL

36
PART TIME

546
FULL TIME

MANAGEMENT OF MODERN SLAVERY RISKS

SPL's approach to managing modern slavery risks is grounded in strong due diligence, transparent supply chain practices and a firm commitment to ethical labour standards that safeguard vulnerable workers.

To support this, SPL has implemented key controls including the Speak Up Policy, Human Rights and Social Responsibility Policy, Supplier Code of Conduct and Risk Management Policy, which collectively reinforce our efforts to identify, prevent and address modern slavery risks.

IDENTIFYING MODERN SLAVERY RISK IN OUR OPERATIONS AND SUPPLY CHAINS

SPL's Sustainability Committee continues to meet regularly to identify and manage environmental, social and governance (ESG) issues within our supply chain.

The risk of modern slavery within our Australian operations and local procurement continues to be assessed as low. We remain focused on local labour hire engagements and are actively working to improve supplier management practices.

We maintain a focus on international linen suppliers, which have traditionally operated in high-risk countries, although we do not currently source from such regions. Our commitment to sourcing linen from suppliers with robust governance systems remains strong, and we continue to review the effectiveness of those systems.

Our Supplier Code of Conduct outlines expectations for our suppliers and their relationships with second-tier suppliers, ensuring ethical and responsible practices throughout the supply chain.

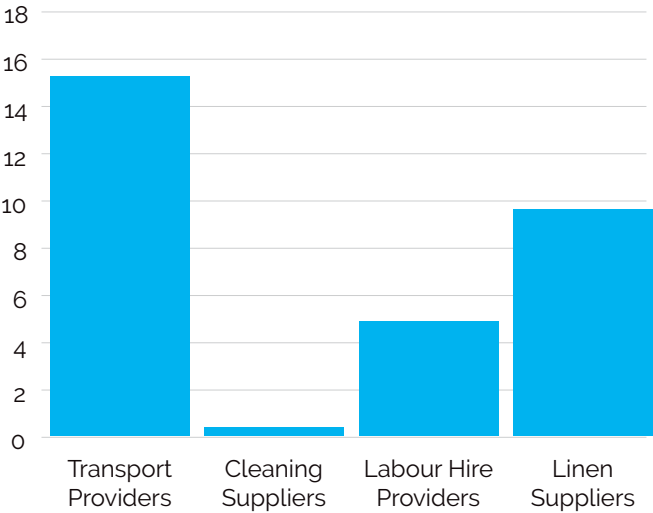
The risk factors that SPL have identified include Country of Origin, Employment Arrangements, Industry, Products and Supplier Transparency.

Considering these risk factors, SPL continue to assess the risk of our suppliers, with priority placed on suppliers who make up our highest spend and where SPL activities could cause or contribute to the modern slavery risk, and we may have an influence over the risk.

SPL continues to prioritise oversight of linen suppliers, labour hire providers, transport providers and cleaning service providers as key segments of the supply chain that may have exposure to modern slavery risks.

The below table shows the percentage of SPL expenditure these segments represent.

PERCENTAGE OF SPL EXPENDITURE



The following tables outline our risk identification process and provide a summary of the risk levels associated with our highest-spend categories.

RISK CATEGORY	TYPE OF SERVICE
Nil	- Federal or state government departments - Small suppliers with annual invoice value below \$300k - Companies providing one-off services e.g. equipment installation
Low	- Australian companies providing in-direct services/utilities to SPL - Companies supplying laundry equipment for one-off project work or general off-the-shelf products to SPL - Companies (own or subcontractor) with overseas manufacturing facilities in areas with prevalence under 5 per 1000 people and under 50% vulnerability according to the Global Slavery Index producing products for SPL
Medium	- Companies with staff working at SPL sites or processing SPL products within Australia - Companies (own or subcontractor) with overseas manufacturing facilities in areas with over 50% vulnerability according to the Global Slavery Index producing products for SPL
High	Companies (own or subcontractor) with overseas manufacturing facilities in areas of most prevalence of 10 or more per 1000 people and above 80% vulnerability according to the Global Slavery Index producing products for SPL

CATEGORY	COUNTRY OF ORIGIN	MODERN SLAVERY RISK LEVEL
Cleaning	Australia	Low
Labour Hire	Australia	Low
Linen Suppliers	Australia	Low
Linen Suppliers	China	Low
Linen Suppliers	India	Medium
Linen Suppliers	Bangladesh	Medium
Linen Suppliers	Pakistan	Medium
Transport Providers	Australia	Low

OUR RESPONSIBILITIES

The SPL CFO and People and Culture Manager have delegated responsibility for managing modern slavery risks in our business and report directly to the SPL Board. The SPL Board of Directors approves the Modern Slavery Statement. The table below shows SPL's governance structure for assessing and managing these risks.



ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

AUDITS

A SMETA (Sedex Members Ethical Trade Audit) has been confirmed and is scheduled to take place in the first quarter of the next reporting period. The audit will assess compliance with ethical trade standards across key areas, including labour, health and safety, environment, and business ethics. Preparations are currently underway to ensure all relevant documentation, policies, and site practices are up to date and aligned with SMETA requirements. The findings will be used to support continuous improvement initiatives and demonstrate our ongoing commitment to responsible business practices and supply chain transparency.

SPL conducts annual audits of its primary labour hire provider to ensure compliance with ethical and regulatory standards. All other labour hire providers are required to disclose their business practices transparently and agree to undertake random audits. We continue to strengthen our audit framework for transport providers, however, as subcontracting is not permitted, there is no second-tier supply chain involved in our transport operations.

POLICIES

SPL's Human Rights and Social Responsibility Policy outlines our efforts to respect and promote human rights in alignment with the UN Guiding Principles. Complementing this, our Speak Up Policy provides a safe and confidential channel for current and former employees, as well as other stakeholders, to report concerns about unethical conduct, compliance breaches or other forms of misconduct without fear of retaliation.

SPL's Junior Engagement Policy ensures compliance with legal requirements related to working with minors. This policy upholds ethical standards in all interactions with young people, fostering a supportive and inclusive environment, while providing remediation steps to take should a child be found in our employ.

ANNUAL SUPPLIER QUESTIONNAIRE

To uphold SPL's commitment to a supply chain free from exploitation and forced labour, we require suppliers within the four above mentioned categories to complete an annual supplier questionnaire as a reporting mechanism to assess modern slavery risks and address any concerns that may arise. This questionnaire is also required to be completed by any new suppliers prior to them commencing work with SPL.

ASSESSING EFFECTIVENESS

SPEAK UP POLICY AND HUMAN RIGHTS AND SOCIAL RESPONSIBILITY POLICY

SPL actively monitor for potential modern slavery breaches, and any identified concerns are reported to the SPL Board. In alignment with our Speak Up Policy and Human Rights and Social Responsibility Policy, employees receive training to recognise and report unethical behaviour. Reported concerns are escalated to our People & Culture Manager, who investigates the issue and implements measure to prevent recurrence in collaboration with Senior Managers and Operational teams.

MODERN SLAVERY AWARENESS TRAINING AND EDUCATION

A strong emphasis has been placed on building the capability of supervisors and team managers to identify, manage and report any indicators of worker exploitation. This training reinforces our commitment to maintaining ethical workplace practices and ensuring the wellbeing and protection of all workers within our operation.

SUMMARY

SPL remains committed to reducing the risk of modern slavery across our operations and supply chain. We continue to strengthen our internal processes, including policy updates, employee training and the development of a comprehensive audit framework for transport providers.

We understand that tackling modern slavery is a complex and evolving challenge that requires time, transparency, and collaboration. Our approach is grounded in continuous improvement, and we view this as a long-term journey of learning and refinement.

Clear communication with our suppliers is essential, and we strive to ensure our expectations are aligned with our procurement practices. We are also committed to working alongside industry peers and experts to share insights and enhance our collective impact.

CONSULTATION ACROSS OUR BUSINESS

The entities owned and controlled by SPL Holdings all operate under the direction and governance of the Board of SPL Holdings Pty Ltd and share the same executive management team.

In the process of preparing this statement, we have presented draft versions to our executive team and senior leadership teams to encourage discussion and invite feedback.

While the People and Culture function, in conjunction with the Procurement function, manage the systems, processes and tools that underpin our risk management approach and enable us to monitor effectiveness, the Board retains oversight of SPL's management of its modern slavery risks.

STATEMENT AVAILABILITY

This statement is made in accordance with section 16 of the Modern Slavery Act 2018 and constitutes The Modern Slavery Statement of SPL Holdings ABN 85 600 456 808 for the financial year ending 30 June 2025, to prevent Modern Slavery in our business operations and supply chain.

This statement has been approved by the principal governing body of SPL Holdings on 28 November 2025 and is signed by the CEO and Managing Director, Andrew Robson.



Andrew Robson
CEO and Managing Director

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