



ipd group 

MODERN SLAVERY STATEMENT

20
25



This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2025 and was approved by the Board of IPD Group Limited on 25 November 2025.

About this Statement

This Modern Slavery Statement outlines the actions taken by IPD Group Limited (ACN 123 230 975) and its controlled entities to identify, assess, and address modern slavery risks across our operations and supply chain during FY25.

The statement covers the entire IPD Group, including IPD, EX Engineering, Addelec Power Services, and CMI Electrical. Senior leaders from each entity contributed to the development of this report, ensuring a coordinated and transparent response to modern slavery risk.



Message from the CEO

At IPD Group, we are committed to responsible and ethical business practices. That includes ensuring that our operations and supply chains respect the rights, freedoms, and dignity of all individuals.

In FY25, we took deliberate steps to strengthen our approach to modern slavery risk, including an independent assessment of our supply chain conducted by a third-party specialist. This work helped us pinpoint areas of potential exposure, engage more deeply with our suppliers, and raise performance expectations across our sourcing network.

As we continue to grow and evolve, our focus remains on improvement. We are committed to greater transparency, stronger governance, and collaborative engagement to prevent modern slavery in all its forms.

Thank you to our people and our suppliers for your continued commitment to this important work.



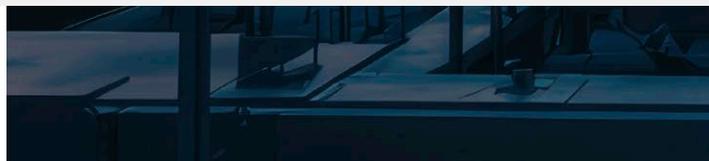
Michael Sainsbury
Chief Executive Officer
IPD Group Limited



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Ethical practices and safe workplaces are at the heart of everything we do—building a responsible future together.

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About IPD Group

IPD Group Limited is an ASX-listed company headquartered in Australia. Through our four operating businesses—IPD, EX Engineering, Addelec Power Services, and CMI Electrical—we deliver electrical and automation products, hazardous area equipment, engineering services, and project support nationwide.

We support critical sectors such as mining, energy, infrastructure, utilities, and manufacturing, with over 600 employees across major cities and regional hubs. Additional support functions are located in Sri Lanka and the Philippines.



12 111 178 351



ABN: 12 111 178 351

Distributor of power distribution, automation, and energy management products with custom-built solutions.



ABN: 95 118 144 399

Specialists in hazardous area electrical equipment supply, design, modification, and repair.



ABN: 74 139 629 593

Providers of HV/LV services, testing, commissioning, and EV charging infrastructure.



ABN: 87 088 279 270

Manufacturers and distributors of industrial-grade plugs, cables, couplers, and related accessories.





Our Vision

To help build a future where sustainable electrical infrastructure creates a better life for all.



Our mission

To enhance every aspect of infrastructure through energy efficiency, automation and secure connectivity while prioritising the safety and wellbeing of people.



Our Values



People first



Courage to evolve



Earn customers for life



Stronger together



Own it



Knowledge is our key

2025 Modern Slavery Statement

Our Supply Chain

IPD Group's supply chain is broad and complex, spanning both domestic and international suppliers. These partners support our operations by providing:

- | | | | |
|-------------------------------|------------------------------------|-----------------------------|--|
| 1. Products for customer sale | 2. Services delivered to customers | 3. Products used internally | 4. Operational and professional services |
|-------------------------------|------------------------------------|-----------------------------|--|

Key Sourcing Regions



Australia



China



United States



Germany



India

We work with suppliers of varying sizes and levels of maturity—from global manufacturers to smaller specialist firms. Some of these operate in industries or geographies associated with elevated modern slavery risks, including electronics, metals, and logistics.



Modern Slavery Risks We Face

We acknowledge that our diverse supply chain and international footprint come with inherent human rights risks. Our exposure falls into two broad categories:

Supply Chain Risks

Through our independent review, we identified suppliers operating in regions and sectors with higher vulnerability to modern slavery. Common risk indicators include:

- Limited or non-existent human rights policies
- Inconsistent supplier governance practices
- Low transparency in employment conditions and subcontractor arrangements

Operational Risks

The majority of our workforce is directly employed, with employment protections in place under:

- Australia: Fair Work Act, National Employment Standards, Federal Awards
- Sri Lanka: Shop and Office Employees Act

In the Philippines, where we engage contractors, we apply stringent oversight to mitigate human rights risks. Due diligence is also conducted for all acquisitions, including site visits and post-acquisition alignment with our operational standards.



2025 Modern Slavery Statement continued

Our Risk Management Approach

We take a proactive stance to assess, manage, and reduce modern slavery risk. In FY25, we:

- Used third-party tools to assess supplier risk based on location, industry, and governance practices
- Prioritised deeper engagement with high-spend and high-risk suppliers
- Embedded modern slavery due diligence into supplier onboarding and procurement policies
- Maintained board-level oversight of all modern slavery activities

We recognise that as supply chains evolve, so must our systems, and we continue to refine them to meet emerging risks.

Measuring Our Impact

To assess how effective our actions are, we:

- Monitored supplier engagement and return rates of documentation
- Tracked employee training completion rates, especially in procurement
- Reviewed supplier feedback and noted areas for policy improvement

These measures provide insight into where our efforts are working and where further focus is needed.

In FY26, we plan to:

- Implement a supplier feedback loop
- Incorporate risk scoring into procurement decisions
- Expand training across more business functions

Consultation and Collaboration

This statement was developed through consultation with key leaders across all business units. Collaborative efforts included joint supplier reviews, alignment of risk criteria, and policy development.

We also remain active in relevant industry forums to share knowledge and benchmark best practices in tackling modern slavery.

Grievance and Reporting Mechanisms

IPD Group has accessible grievance mechanisms in place for employees, suppliers, and other stakeholders across our operations and supply chain. Any reports or suspicions of modern slavery are taken seriously, investigated thoroughly, and met with appropriate action.

No reports of modern slavery were received during the FY25 reporting period.

Looking Ahead: Our Next Steps

To build on our progress in FY26, we will:

- Roll out internal training via the ELMO learning platform to increase awareness and capability across our teams
- Launch a supplier awareness campaign to promote transparency and reinforce expectations around human rights and modern slavery compliance

These initiatives form part of our broader strategy to uphold ethical standards and minimise risk in all areas of our business.

Declaration

This statement was approved by the Board of IPD Group Limited on 25 November 2025 and is signed by:



Michael Sainsbury
Chief Executive Officer
IPD Group Limited



