
2024 MODERN SLAVERY STATEMENT

Review Date: 30 June 2026 for the 2025 calendar year

Regulation Owner: Managing Director

Area of Validity: STIHL Australia

About this Statement

STIHL is committed to sustainable and responsible business practices – in the interests of the company, its employees and the general public alike. The STIHL Group recognises its responsibility as a member of society in all regions in which it operates. As a family-owned company, STIHL assumes a special responsibility for people and nature. STIHL respects and upholds the internationally declared human rights, the protection of natural resources as well as the cultural, social, political and legal diversity of societies and nations. STIHL's decision to join the United Nations Global Compact underscores how seriously we take our sustainability activities.

STIHL remains dedicated to promoting greater sustainability and respecting human rights within our sphere of influence. We want to be part of the solution. To this end, STIHL Pty Ltd (**STIHL Australia, we, us, our**) reports annually pursuant to the *Modern Slavery Act 2018* (Cth) in relation to the steps we have taken to assess and address modern slavery risks during the year ended 31 December 2024 (**Reporting Period**) and how we plan to progress our efforts in the next reporting period.

1 Our Structure, Operations and Supply Chains

1.1 Structure

STIHL Australia is a wholly owned subsidiary of STIHL International GmbH which is owned by Andreas STIHL AG & Co, a global company headquartered in Germany (**STIHL**).



STIHL develops, manufactures and distributes outdoor power equipment for forestry, agriculture, landscape maintenance, construction and private consumers. In addition to chainsaws, STIHL's portfolio includes a wide range of power equipment such as brushcutters, hedge trimmers, blowers, mistblowers, cleaning systems, cut-off machines, earth augers, lawn mowers and robotic mowers. STIHL's product portfolio additionally includes fuels and lubricants, accessories, and personal protective equipment, as well as digital solutions and services for our customers. The battery-powered product business is our main driver of growth. With a rising volume of investment in the

digitalisation of our products and services, STIHL is currently transforming itself from an engineering company to a provider of mechatronic and software solutions. STIHL distributes its products through 55,000+ authorised, independent servicing dealers as well as its own online shops. STIHL consists of 44 sales and marketing subsidiaries, approximately 120 importers, and operates in over 160 countries.

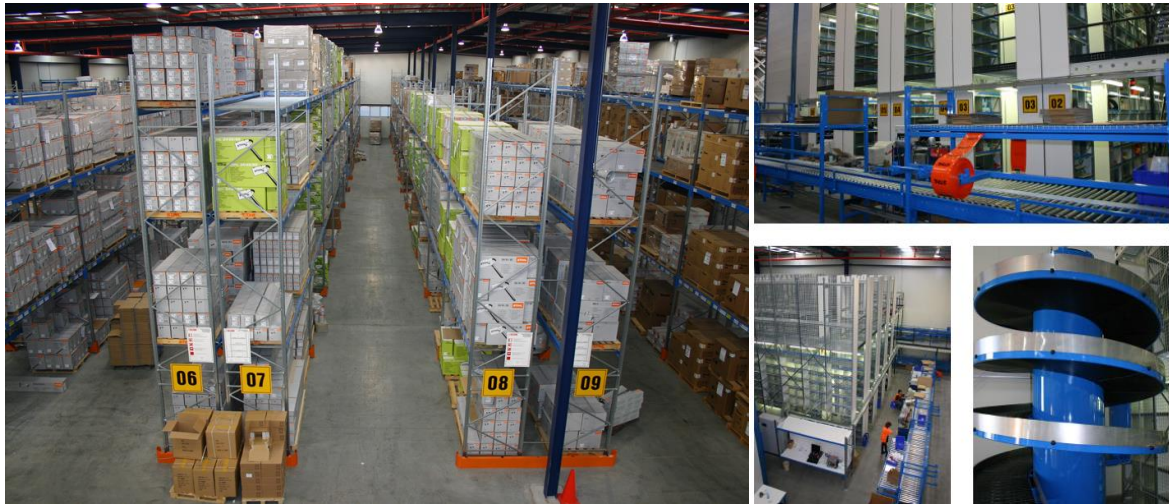
The following figure outlines the corporate structure of STIHL:



1.2 Operations

STIHL has manufacturing operations in eight countries: Germany, Romania, the U.S., Brazil, Switzerland, Austria, China, and the Philippines. STIHL Australia became part of STIHL in 1971, with responsibility for marketing and distribution in Australia and the Pacific Islands. STIHL Australia is a proprietary company limited by shares and the registered office and principal place of business is located at 5 Kingston Park Court, Knoxfield Victoria 3180.

Our Central Distribution Centre in Knoxfield, Melbourne, supplies product to state warehouses in Queensland and Western Australia using computerised storage and retrieval systems. The warehouse features approximately 19,000 unique locations and an average day will see approximately 400 orders picked and despatched.



We import products manufactured by STIHL in Europe, Asia and the USA and distribute the products through a network of over 600 specialist dealers in both rural and metropolitan markets. Our dealers are independent from the business (they are not franchised). We do not own or control any entities and therefore mandatory reporting criteria 6 is not applicable to our business.

STIHL Australia employs approximately 111 employees in Australia who perform roles across the following divisions:

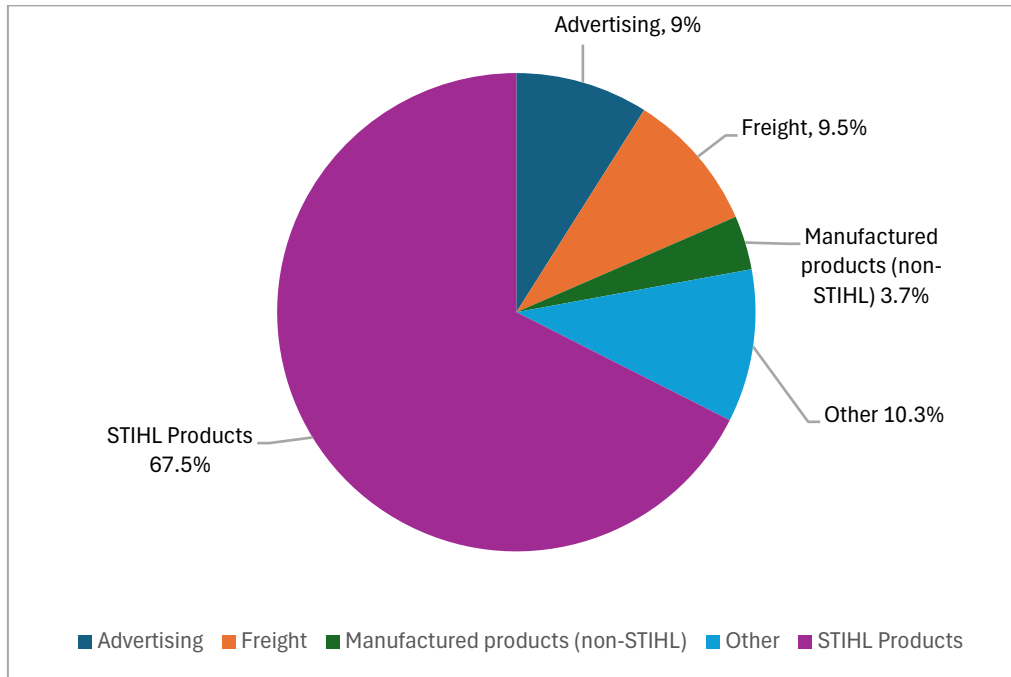
- Executive management
- Finance
- Information Technology
- Sales
- Supply chain
- Marketing
- Human Resources
- Retail Development
- Product, Technical and Training

Over 95% of our employees are employed on a permanent, full time basis. We have a small number of part time employees and casuals in our distribution centres. In our QLD and WA locations, employees perform roles such as field sales, product training support, warehouse storeman / picker and packer. In Victoria, employees perform roles such as customer service, executive management, finance, IT, administration support, marketing, human resources, field sales, product training support, warehouse storeman / picker and packers.

We make every effort to create secure jobs. In doing so, we make a contribution within our means to achieving the target of full employment, as stated in the goal “Decent work and economic growth” (United Nations Sustainable Development Goals, SDG 8).

1.3 Supply Chains

Our supply chain does not change substantially from year to year given the stable nature of our business model and products. As such, the description of our supply chain as contained in our previous modern slavery statements remains current. By way of overview, in 2024, our procurement spent was approximately \$202 million of which the bulk comprised spend on STIHL products for resale. The approximate breakdown of our main procurement categories from the Reporting Period is shown below:



Goods and services not for resale

In 2024, we procured from approximately 372 third party suppliers. Of these, freight/transportation, advertising, chemical manufacturing, visual merchandising systems, printing and printing support services, vehicle leasing, safety equipment, packaging solutions, insurance, legal and accounting services, corporate travel, meetings and events were some of the main categories of spend on goods and services not for resale during the Reporting Period. As noted in our previous modern slavery statement, STIHL Australia typically procures goods and services predominately from suppliers domiciled in Australia across a number of sectors, including:

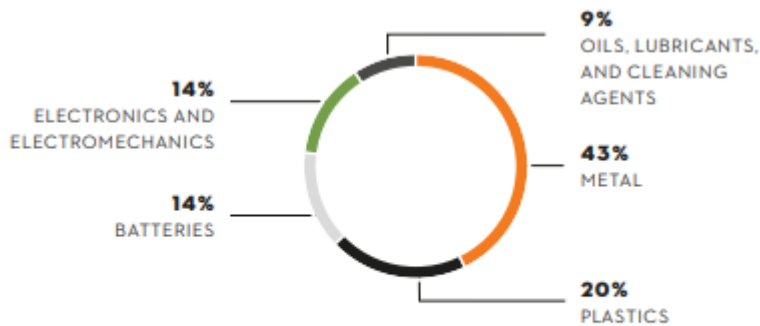
Freight/Transportation	Security	Financial/Accounting
Professional services	Gardening/landscaping	Cleaning
Graphic design	Commercial and retail shop fitters	Event management
Marketing	Building design	Document management
ICT services, hardware & software	Catering & staff amenities	Hand tools and cutting blades and wheels
Fleet leasing	Forklifts	Hotels
Promotional products	Recruitment	Storage
Commercial leases	Recycling	Steel wedges and steel shelving
Occupational health and safety	Signage	Postage
Utilities	Office consumables and clothing	Industrial machinery, including vacuum cleaners, and machinery rental
Helmets, glasses and safety gear	Contract packing	Augers and drilling parts
Oils and fuel stabiliser additives	Purchase store displays and shop fitting modules	Property/landlord

Of the top 12 suppliers by spend, half of them are subsidiaries of global companies and are reporting entities pursuant to the Modern Slavery Act in Australia. Accordingly, they are required to describe the modern slavery risks in their operations and supply chains and the steps taken to mitigate those risks.

STIHL products

STIHL Australia’s largest spend annually is on the importation of products manufactured by STIHL for distribution from several worldwide locations. Products include power equipment as described in paragraph 1.1 of this Statement as well as fuels and lubricants, accessories and personal protective equipment. The worldwide manufacturing network consists of STIHL owned and operated production plants in Germany, Switzerland, Austria, USA, Brazil, the Philippines and China. All production is under the control of STIHL and subject to STIHL policies. Products manufactured overseas include, for example, spare parts in Austria, and chain in Switzerland.

The graph below sets out the purchasing volume of essential production by type of material. It is a consolidation of STIHL production sites. In 2024, there were increased purchasing volumes in metals and plastics and decreased purchasing volumes in batteries and electronics.

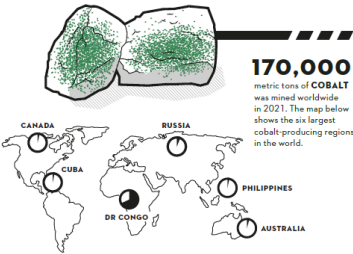


¹ Production companies only, not including ZAMA Group.

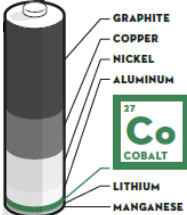
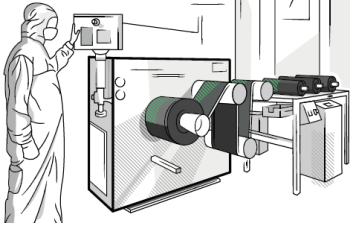
The 2024 Sustainability Report published by STIHL (**Report**) can be viewed on the company website at this [link](#). STIHL sources a wide range of materials from suppliers, including raw metals and plastics, along with electronic and electromechanical components. STIHL manufactures many key components of its tools in-house. This above-average vertical integration enables STIHL to safeguard our expertise in key areas of technology and our high quality standards. The lion’s share of indirect purchasing is attributable to the operation, maintenance, and repair of equipment, along with IT services and technical services.

From raw material to battery pack

STIHL's battery powered equipment relies on the production of battery cells and battery pack production. The table below provides an overview of the journey from raw materials to battery packs found in STIHL equipment. More information can be found on STIHL’s website.¹

Raw materials	 170,000 metric tons of COBALT was mined worldwide in 2021. The map below shows the six largest cobalt-producing regions in the world.	Cobalt is primarily produced from copper and nickel ores. More than half of all cobalt reserves are located in the southeast of the Democratic Republic of Congo, where the political situation is extremely unstable. Only 10 to 20 percent of the mines there are operated legally. The legal ones are comparatively large and mechanised, and they produce around 80 to 90 percent of the country’s cobalt. The remaining reserves are mined by small, illegal operations with extremely poor, dangerous, and lawless working conditions. For the locals, however, working in these illegal mines is often the only way to earn a living. Environmental damage through water pollution caused by cleaning the
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¹ <https://sustainabilityreport.stihl.com/2022/supply-chain.html>

		cobalt also has an adverse impact on people's health in the region.
Smelters, refiners and input materials		Cobalt is separated from nickel, copper, and other byproducts in the smelter, before being sent to the refinery for further processing. Most cobalt producers are located in China. The pure cobalt is delivered in the form of solid blocks, slabs, or powders that form the basis for further processing. This part of the cobalt supply chain lacks transparency. Because smelting and refining are high-energy processes, the production of cobalt is assumed to have a large carbon footprint. In addition, chemical waste, toxic gases, and particulate matter often cause soil, water, and air pollution.
The battery cell		Rather than manufacturing battery cells in-house, STIHL procures components from a handful of carefully selected suppliers.
Manufacturing battery cells		The process of manufacturing a battery cell starts with two electrode sheets. Together with other minerals and additives, the cobalt is turned into a paste and applied to a carrier sheet. This sheet is then compressed using rollers and cut to size. After that, alternating cathode and anode sheets are stacked together to create the battery cell. Lastly, the pole contacts are connected up and an electrolyte is added. Most battery cell production sites are located in China. Typical risks there include long working hours, low pay, a lack of safety in the workplace, and insufficient environmental protection. STIHL seeks to provide greater transparency regarding STIHL's battery cell suppliers and their production sites through a cloud-based sustainability assessment platform. This allows STIHL to work toward realising improvements in collaboration with suppliers along a defined development pathway.
Battery pack production		Battery packs consist of a group of battery cells, which are grouped together in a housing that protects them from their surroundings. Many STIHL battery packs are manufactured in-house in partnership with battery cell suppliers. High-performance packs for professional applications are also produced at STIHL's own battery pack production facility in Germany. All STIHL battery packs exclusively contain lithium-ion batteries.

2 Risks of modern slavery practices in operations and supply chains

In 2004, STIHL submitted its progress Communication on Progress with the UN Global Compact, reaffirming STIHL's support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.² In the update, the material human

² https://cop-report.unglobalcompact.org/COPViewer/2024?responseId=R_2soiuUvKYPDKGgl

rights topics connected with STIHL's operations and/or value chain included: freedom of association and the right to collective bargaining, child labour, forced labour and working conditions (wages and working hours).

2.1 Modern slavery risks in STIHL Australia's operations

STIHL Australia's business does not change substantially from year to year given the stable nature of our business model. As such, the description of modern slavery risks in our operations as contained in our previous modern slavery statements remains current. In short, we consider there to be a low risk that our business has caused or contributed to adverse human rights impacts, including modern slavery. This assessment is based on the fact that the vast majority of our operations are performed in Australia – a country with a lower prevalence for modern slavery risk according to the Global Slavery Index (GSI). This is not to say that slavery does not exist in Australia. To the contrary, STIHL Australia acknowledges that the recent GSI reported approximately 41,000 people experiencing modern slavery in Australia.

However, the industrial relations laws in Australia are highly regulated and we comply with all applicable legislation and have policies and procedures in place in relation to recruitment and workplace relations. All of our employees are remunerated in excess of minimum award wages and remuneration reviews are conducted annually having regard to the consumer price index changes and comparable pay rates for similar positions held in other companies. We also benchmark wages against modern award rates.

STIHL Australia utilises labour hire services to source a small number of workers at our warehouses for packing and picking work. People performing base-skilled labour such as warehouse workers may be considered vulnerable to modern slavery practices. However, we consider these risks to be mitigated by our engagement of accredited agencies including those with StaffSure certification and active registration with the relevant state government authorities such as the Victorian Labour Hire Authority and Labour Hire Licensing Queensland. Using registered agencies means that workers they hire must be paid at least the minimum wage, have reasonable working conditions and receive information on the terms and conditions of employment.

2.2 Modern slavery risks in our supply chains

Modern slavery risks in the supply chain of STIHL-manufactured products

The largest concentration of our supply chain is reliant on that of STIHL's own supply chain in the production of power equipment, which we procure for resale in Australia. Therefore, the risks of modern slavery, as described in STIHL's Sustainability Reports reflect the types of risks that permeate our supply chain by virtue of our supply arrangements with STIHL.

For example, the risks of forced and child labour in the mining of cobalt and other raw materials and in the processing of those materials in the smelters and refiners in jurisdictions with weak rule of law and state-imposed labour. Manufacturing facilities in countries with an increased prevalence of modern slavery also increases the chances of workers being exploited in situations of debt bondage, forced labour and trafficked labour.

The US Department of Labor released an updated List of Goods Produced by Child Labor or Forced Labor in 2024 (**List**).³ Electronics manufactured in China remains on the List as having risks of child labour or forced labour. STIHL's production sites, including subsidiaries within the ZAMA Group, are located in the Philippines, China and Hong Kong. By virtue of the geographic location of STIHL's manufacturing in China, there are risks of modern slavery in the supply chain of the production materials, namely, electronic modules purchased locally in China. In efforts to mitigate the risks of operating plants in jurisdictions considered to have increased risks, STIHL implements its policies globally to manage modern slavery, human trafficking, forced labour and other forms of human rights risks.

As noted previously in this Statement, a significant portion of STIHL's purchased materials and components is attributable to steel, plastic and electronic modules. These materials and components have long and complex supply chains before they reach STIHL production sites. Therefore, the most significant modern slavery risks are likely to exist well beyond the first tier of our supply chain.

³ [List of Goods Produced by Child Labor or Forced Labor | U.S. Department of Labor \(dol.gov\)](https://www.dhs.gov/eo-14818)

Adverse human rights impacts in the supply chain and production of batteries have continued to be the subject of media, NGO and academic reports. The NSW Anti-slavery Commissioner's recent report on modern slavery risks in electric vehicles sets out, at a high level, information about modern slavery risks associated with cobalt production and lithium-ion battery production.⁴ Although the report was about electric vehicles, it is relevance to most products containing lithium-ion batteries.

Having regard to the United Nations Guiding Principles on Business and Human Rights (**UNGPs**), we remain of the view that our main exposure to modern slavery risk is via the supply chains of our third parties, rather than any direct causal impacts or contributory actions of STIHL Australia's business.

Modern slavery risks in our supply chain of goods not for resale

As noted in the description of our supply chain of goods not for resale, freight comprises a significant portion of our annual procurement spend. STIHL manufacturing sites organises the shipping of STIHL products to Australia so international shipping is not a procurement category of STIHL Australia. Nevertheless, international shipping indirectly falls within our supply chain by virtue of the supply chain of STIHL. Modern slavery in the maritime industry has continued to be the subject of investigations by International Transport Workers' Federation (ITF) and other organisations. During the Reporting Period, the number of vessels and seafarers being abandoned was assessed by the International Labour Organization as increasing over the past few years. Crewmembers on abandoned vessels experience non-payment of wages, lack of food and water, no access to health care, and withholding of passports.

In terms of our domestic freight supply chains, we reviewed the modern slavery statements of our main freight transport service providers and freight forwarding service to identify the risks of modern slavery. They each noted that the risks are limited in respect of their direct workforce. However, the risks have been assessed as greater within the workforce of their third-party suppliers providing transport and logistics workers.

After freight transport, manufactured products (not for resale) constitute the second highest category of procurement spend by STIHL Australia. Products include those from the chemical manufacturing sector, steel fabrication and metalworking sector, industry, worker safety and consumer goods sector. Our suppliers providing goods and services in these sectors inevitably rely on global supply chains for the provision of raw materials and production processes. As such, the modern slavery risks in their supply chains are likely to be similar those that we have described in respect of the STIHL manufactured products, namely, beyond the first tier and within supply chains reliant on vulnerable populations and in jurisdictions with a greater prevalence of modern slavery.

3 Actions to assess and address the risks

3.1 In our operations

On 13 February 2023, STIHL joined the United Nations Global Compact, which demonstrates STIHL's commitment to align its corporate strategy with the Ten Principles on human rights, labour, environment, and anti-corruption. STIHL's 2024 communication on progress was published on 4 July 2024.⁵

As described in our previous modern slavery statements, we have a number of policies in place to prevent or minimise the risk of modern slavery in our operations and supply chain. These policies, as summarised below, and continued to be implemented during 2024.

In 2022, the STIHL developed a code of conduct for employees based on the principles of the United Nations' International Labour Organization (ILO). Designed as an important tool for preventing compliance violations, the Group uses it to affirm its aim of complying with internationally recognized human rights standards. The code was initially released internally in German and English on various platforms in late 2022 and was rolled out worldwide at the STIHL Group in 2023. The most important channel for spreading the message was the STIHL intranet, along with various training and

⁴ <https://dcj.nsw.gov.au/documents/legal-and-justice/our-commissioners/anti-slavery-commissioner/modern-slavery-risks-in-electric-vehicle-procurement.pdf>

⁵ <https://unglobalcompact.org/what-is-gc/participants/156370-Andreas-Stihl-AG-Co-KG>

communication offerings. In order to reach all employees as effectively as possible, versions in French, Spanish, Portuguese, and Chinese are now available in addition to German and English.

1.2 WE RESPECT HUMAN DIGNITY AND RESPECT HUMAN RIGHTS AND RIGHTS AT WORK.

In the STIHL Group, we respect, protect and promote compliance with internationally recognised human rights and good and fair working conditions. The STIHL Group respects the human rights of its employees and has set the prevention of human rights violations in the supply chain as a declared goal. In its decisions, the STIHL Group is guided by the corporate responsibility formulated in the United Nations Guiding Principles on Business and Human Rights and the 3-pillar model: protect, respect and remedy.

The STIHL Group's long-term values include trust, tolerance and employee participation. Degrading or humiliating behaviour that is likely to violate the dignity of another person, e.g. through discrimination, bullying, sexual harassment of any kind, threats or the use of physical violence and psychological coercion, has no place at STIHL. Mutual respect is our highest principle. Compliance with the fundamental rights and principles at work defined by the United Nations International Labour Organization (ILO) is a matter of course for the STIHL Group:

1. prohibition and abolition of child and forced labour:

We strongly reject child and forced labour in any form and advocate for their effective abolition.

2. protection against discrimination:

Discrimination on the basis of ethnic, national and social origin, gender, skin colour, age, language, disability or other characteristics, religious, political or other world view and sexual identity will not be tolerated.

3. freedom of association and the right to collective bargaining:

The STIHL Group is committed to freedom of association, the right to collective bargaining and „equal pay for equal work“. Trust and constructive cooperation characterise our dealings with employee representatives.

STIHL Australia's Whistleblowers Policy

STIHL Australia encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the company. Accordingly, STIHL Australia provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation, disadvantage or reprisal. The policy applies to protected disclosures made by:

- a Director, officer, employee, former employee or contractor of STIHL Australia;
- an individual who supplies goods or services to STIHL Australia;
- an employee of a person or entity who supplies goods or services to STIHL Australia (whether paid or unpaid);
- a legal representative of a person in the above categories

Recruitment Procedure

During the Reporting Period, we continued to require prospective employees to complete a national police check, provide proof of entitlement to work in Australia, and undergo a pre-employment medical. Employment offers are made subject to successful completion of these checks. Where we source staff via an agency, we use providers registered with the relevant authority, where registration is a requirement.

STIHL Australia Training

A modern slavery awareness module was delivered by our external subject matter expert and the recording was uploaded to our learning management system (LMS) and issued to relevant employees. This module was prepared with tailored content specific to our business to ensure that the risks and processes to mitigate the risks were relevant to STIHL Australia employees.

3.2 In our supply chain

Doing business responsibly goes beyond a company's own four walls. STIHL expects the same high standards from over 10,000 suppliers. Responsible labour and business practices, as well as environmental protection and transparency, are core values throughout STIHL's supply chain. During the Reporting Period, STIHL focussed on expanding a global sustainable supply chain network (SSC). The goal of the network is to create a community of people and organisations that are interested in SSCs and are responsible for promoting them within purchasing departments and at production companies. To this end, STIHL established a structure, convened regular meetings, and organised training on topics such as child labour, forced labour, and the sustainability processes at STIHL.

STIHL's supply chain management approach helps STIHL to contribute to the goal "Decent work and economic growth" (United Nations Sustainable Development Goals, SDG 8) by promoting minimum social standards and enforcing respect for human rights requirements, including the ban on child labour, as well as fair and safe working conditions.

Code of Conduct for Suppliers

During the Reporting Period, STIHL continued to use the Code of Conduct for Suppliers to clearly define the criteria that STIHL uses to assess suppliers and to monitor their commitment to sustainability.⁶ The code of conduct is based on the principles of the United Nations Global Compact and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and has been adopted by the Executive Board. The expectations of suppliers relate to: the prohibition of child labour, forced labour, fair working conditions, remuneration and working hours, equality and the prohibition of discrimination, freedom of association, occupation health and safety. The Code also provides suppliers with access to STIHL's complaint mechanism and sets out the right to conduct audits to verify compliance with the Code.

Over the course of the Reporting Period, STIHL trained all members of the SSC network on the content of the Code of Conduct for Suppliers and its application.

STIHL maintains an international reporting system to monitor and audit existing suppliers. Suppliers to STIHL may be required to undertake corrective measures if the annual risk analysis indicates that suppliers have failed to implement the Code. Termination is typically the last resort.

Due Diligence

During the Reporting Period, we continued to progress our discussions with STIHL on the use of its third party due diligence platform in Australia for our suppliers of goods and services not for resale. During the Reporting Period, we finalised the arrangements with STIHL and received access to the platform and will commence the process of developing a strategy to deploy the platform for our suppliers.

Given the bulk of our supply chain remains linked to that of STIHL, we continue to rely on the work undertaken by STIHL to assess modern slavery risks in our supply chain. The 2024 Sustainability Report details the due diligence efforts from the Reporting Period.

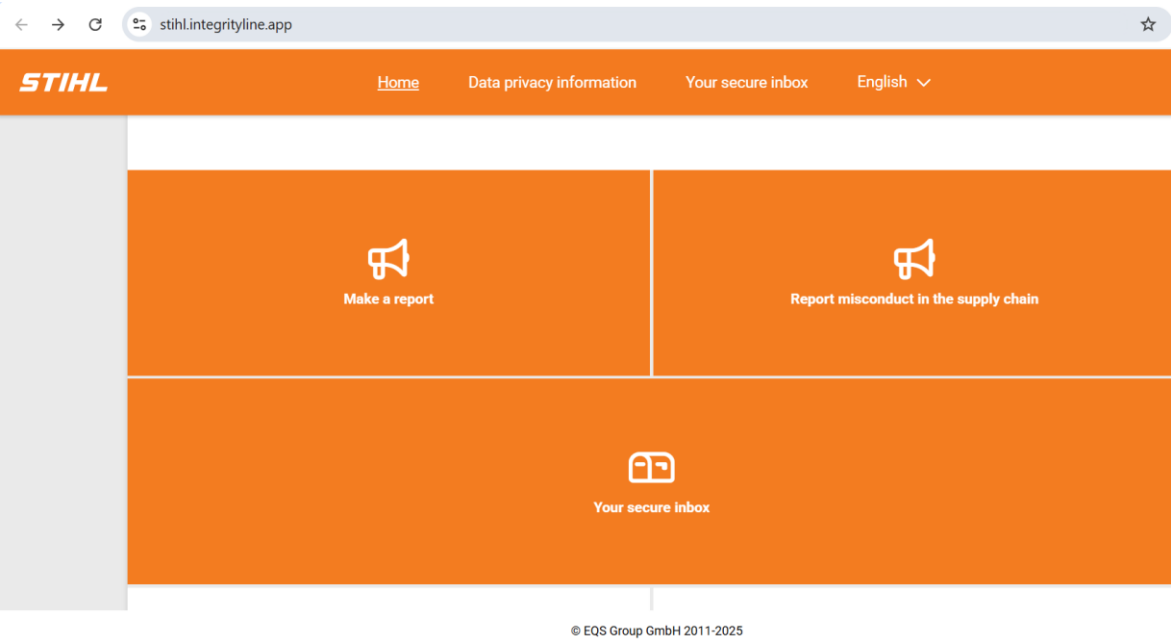
⁶ <https://www.stihl.com/p/media/download/en-com/V2-STIHL-Supplier-CoC-EN.pdf>

Remediation

If a supplier does not meet STIHL’s sustainability standards, STIHL initially aims to improve the situation, with a focus on dialogue and deriving measures for the supplier. The purpose of doing so is to empower suppliers before withdrawal from the partnership. STIHL reserves the right to terminate the working relationship as a last resort, should these efforts prove fruitless.

We did not receive any reports of or detect any instances of modern slavery in our operations or supply chain in 2024. If any such instances were brought to our attention and it was clear that we had caused or contributed to modern slavery, we would take guidance from the UNGPs. We would also undertake a full investigation of the situation to ensure that an appropriate corrective action plan is implemented and assess how similar impacts could be avoided in the future.

As explained in this Part 3, reporting is facilitated via a website which is made available to third parties, including suppliers (<https://Stihl.integrityline.com/>). There is an option on the website to report misconduct in the supply chain.



4 Assessing the effectiveness of actions

The following table provides an update on the progress of our goals, consolidated from over the past few years, and our next steps. Some of the goals have changed status from ‘completed’ to ‘ongoing’ or ‘in progress’ given the need for continuous improvement.

Goals set for 2024	Ongoing	In progress	Completed	Next steps
Seek to revise and update policies as required, particularly in light of STIHL’s membership of the UN Global Compact				Consider procurement processes for non-STIHL products and how modern slavery risk assessments can be incorporated as part of supplier selection and onboarding.
Track the number of Logistics Services Agreements that				Liaise with our key logistics services provider regarding

include the modern slavery terms.				their modern slavery reporting obligations and program to mitigate risks.
Collaborate with STIHL to roll out the screening platform for Australia.				Continue to work with STIHL to roll out the due diligence platform.
Develop training for staff with a procurement function as well as general training for all staff.				Review the training needs of staff to raise increase awareness of the prevalence of modern slavery and strategies to mitigate risks as individuals and as a company
Revise the roadmap to seek alignment with STIHL's sustainability efforts.				Track our progress against the revised roadmap.
Roll out the new code of conduct for suppliers and provide training to staff with a procurement function on the code				Continue to make suppliers aware of the code of conduct for suppliers.

We will continue to track our progress against the above goals to assess the effectiveness of the measures being put into place to mitigate modern slavery risks in the sourcing practices and manufacturing of STIHL products and within our own operations and supply chains.

5 Other information

STIHL joined the United Nations' Global Compact in February 2023, which obliges us to comply with social and environmental standards that can only be met through sustainable development.

6 Process of consultation and approval

This Statement was prepared with the input of representatives from a number of functions including procurement, human resources, finance and compliance. As STIHL Australia does not control or own any subsidiaries, no additional consultation was required. STIHL Australia also worked collaboratively with counterparts at STIHL in Germany in respect of the product supply chain and sustainability reporting.

This Statement was approved by the board of directors of STIHL Australia on 16 July 2025 and signed by a director of the board.

Leeson Brook
Managing Director



Annexure - Reporting criteria

Reporting criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	
6. Describe the process of consultation with any entities the reporting entity owns or controls	
7. Any other relevant information	