



Modern Slavery Statement

Convergint Australia Pty Ltd
(ACN 114 266 232)

Reporting Period: 1 January 2024 – 31 December 2024





A Message from our Managing Director

At Convergint Australia Pty Ltd (***Convergint Australia***), we are committed to conducting our business with integrity, transparency, and accountability. Ethical operations are not optional—they are foundational to our long-term success and our obligations to clients, regulators, and the broader community.

Respecting and promoting human rights is a core component of this commitment. We recognise that modern slavery, in all its forms, is a serious violation of fundamental human rights and presents real risks within global supply chains. We take a proactive, risk-based approach to identifying, mitigating, and managing those risks within our own operations and those of our suppliers.

This approach is not only consistent with our legal obligations under Australia's *Modern Slavery Act 2018* (Cth) but is also fully aligned with Convergint's global Values and Beliefs [convergint.com/culture/values-beliefs/].

We are focused on continuous improvement in this space and actively engage with stakeholders to uphold high ethical standards across our value chain.

This statement outlines the steps we have taken and will continue to take to identify and address modern slavery risks in our operations and supply chain.



A handwritten signature in black ink, appearing to read "Dean Monaghan".

Dean Monaghan
Managing Director
Convergint Oceania



About This Statement

This statement has been prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth). It covers the reporting period ending 31 December 2024 and applies to Convergent's Australian operations and any subsidiaries, including Prosys Services Pty Ltd (ACN 003 756 554) (**Prosys Services**), and Peace of Mind Installation & Integration Pty Ltd (ACN 097 498 069) (**POMT**).

Our Structure, Operations and Supply Chain

As an integrator, Convergent works alongside a global network of partners and manufacturers to design, install, and service security and audio-visual solutions for enterprise customers. Convergent is focused on delivering results for our customers through unparalleled service excellence.

Solutions overview

 Electronic security Video surveillance & analytics Secure identities & credentials Access control	 Advanced solutions Customised solutions Data and analytics Integrating diverse systems
 Audio-visual UC & VC Digital signage Video walls	 Building automation HVAC controls Energy management Indoor air quality
 Situational awareness Mass notification Advanced sensors GSOC & Fusion centers	 Digital transformation AI & computer vision IoT & edge computing Cloud solutions

In Australia, Convergent primarily services customers through the employment of permanent employees located across Australia, supplemented by sub-contractors and labour hire workers to a limited extent when necessary. In Australia and New Zealand, we have approximately 340 colleagues on staff across 6 cities.

Our supply chain encompasses domestic and international vendors providing electronics, software, uniforms, installation materials, and professional services.





Modern Slavery Risk Areas

Based on internal risk assessments, we have identified potential exposure to modern slavery risks in the following areas:

- **Electronics and Component Manufacturing:** Sourcing from regions with higher prevalence of forced labour.
- **Uniforms and Textiles:** Procurement from sectors historically linked to exploitative labour practices.
- **Facilities Management and Cleaning Services:** Engagement of third-party service providers.
- **Subcontracted Labour:** Use of subcontractors in installation and service delivery.

We recognise that certain categories of goods—such as electronics and componentry—may involve upstream sourcing from regions with a higher prevalence of forced labour. While Convergent Australia purchases these products from Australian-based vendors, the complexity and opacity of global supply chains mean there is residual risk further down the chain that requires ongoing monitoring and due diligence. A further challenge lies with the fact that in the majority of cases, much of the electronics we utilise for projects are of a proprietary nature, stipulated for use by our clients and may originate from a single source.

To better understand and communicate our modern slavery risk exposure, our Legal and Compliance team conducted a targeted audit of our supplier base, focusing on vendors with annual spend exceeding AU\$100,000. This involved contacting 101 active suppliers and collecting structured responses to a modern slavery risk questionnaire. The results were analysed by both geographic origin and supplier category to inform our risk prioritisation and mitigation strategies.

The audit revealed that:

- Over 90% of our suppliers are based in Australia, with the remainder operating in regions including North America, Asia, and the United Kingdom.
- The largest supplier categories include electronic equipment, subcontracted labour, and facilities-related services, which align with sectors generally regarded as higher risk for modern slavery practices.

These insights have helped shape our ongoing due diligence focus areas and future engagement strategy with suppliers. Notably, the audit did not identify any





instances of major concern or non-compliance relating to modern slavery across the respondents.

At a high-level, our analysis revealed:

- **Geographic distribution of suppliers:** Most of our suppliers are located in Australia, where the overall risk of modern slavery is lower. A smaller proportion operate in higher-risk jurisdictions internationally, which we monitor closely as part of our due diligence processes.
- **Supplier type breakdown:** Our supply chain includes suppliers from sectors commonly associated with elevated modern slavery risks, such as electronics, subcontracted labour, and general services. These sectors often involve complex, multi-tiered supply chains and can be vulnerable to exploitative labour practices. We prioritise these categories in our risk assessment and engagement activities.

This analysis supports our targeted approach to due diligence, supplier engagement, and risk mitigation efforts.

Actions to Assess and Address Risk

Convergent Australia has implemented a due diligence and supplier onboarding framework, incorporating:

- Supplier self-assessments and modern slavery compliance declarations. High-risk suppliers may be subject to additional review or third-party assessments.
- Risk-based screening of suppliers.
- Targeted reviews or third-party audits for high-risk suppliers.

Modern slavery risks are assessed at the point of supplier onboarding through a structured review of established high-risk indicators. These include, but are not limited to, the following:

- **Entity-specific risk:** Certain suppliers may present elevated risk due to previous unethical conduct, poor transparency, or weak governance frameworks.
- **Geographic exposure:** Countries or regions with known issues related to conflict, corruption, weak enforcement of labour laws, or systemic rights violations are flagged as higher risk.





- Sectoral and industry risk: Industries characterised by informal labour, low-skilled or seasonal workforces, or opaque supply chains are scrutinised more closely due to the heightened risk of exploitation.
- Product and service risk: Specific goods or services may pose increased risk based on how they are sourced, manufactured, or delivered, particularly where raw materials or assembly occur in regions with documented labour concerns.

These factors form part of our due diligence framework, enabling us to identify and assess potential exposure to modern slavery early in our supplier engagement process.

Convergint Australia has also commenced Oceania-wide employee awareness training and updated contract templates to include modern slavery compliance clauses. The aim of the training is to assist employees to identify any indicators of modern slavery and ethical sourcing risks during their work (including for example, during supplier onboarding, and/or on construction sites). Oversight and escalation support is provided by the Legal and Compliance team.

Governance and Policies

Our governance framework includes the following policies:

- Modern Slavery Policy;
- Convergint Code of Ethics;
- Employee Code of Conduct;
- Human Rights Policy; and
- Whistleblower Policy.

These policies articulate our zero-tolerance approach to modern slavery and outline mechanisms for raising concerns.

Monitoring and Effectiveness

We measure the effectiveness of our actions through:

- Monitoring supplier compliance and engagement;
- Tracking employee training participation rates;
- Operation of grievance mechanisms such as our anonymous Integrity Helpline; and
- Conducting audits of our supply chain, in addition to internal audits and responding to supplier feedback.

We are committed to continuous improvement and recognise the need to evolve





our practices over time. This may include surveying employees for their understanding of the issues surrounding modern slavery risks.

Consultation and Collaboration

This statement has been developed through structured consultation with key business units across Convergent Australia, including Legal, Procurement, HR, and Compliance, as well as our wholly owned subsidiaries, Prosys Services and POMT. Engagement included targeted workshops, internal briefings, and coordinated reviews of supplier risk assessment practices, contract terms, and due diligence procedures.

We recognise that effective consultation goes beyond compliance and forms a critical part of embedding modern slavery awareness across the organisation. Convergent Australia also acknowledges that entities it owns or controls (such as Prosys Services and POMT) must not only be informed of their obligations but actively supported in understanding and executing the actions required to manage modern slavery risks in their own operations and supply chains. This includes providing access to relevant training, compliance resources, and reporting frameworks.

Our Legal and Compliance team leads this process and ensures alignment across all entities under our control through regular communication and oversight mechanisms. Going forward, this team will maintain ongoing oversight of best practices in this area, ensuring our policies, procedures, and risk controls remain current and effective. This includes regular reviews of industry guidance, government resources, and peer benchmarks to inform continuous improvement.

Next Steps and Future Commitments

We are committed to expanding supplier assessments, and reviewing supplier audit practices. We aim to further integrate modern slavery risk considerations into procurement decisions.

At the date of signing, in the 2025 reporting period, we commit to:

- establishing a unified, Oceania-specific Supplier Code of Conduct that specifically covers Convergent Australia and its subsidiary businesses;
- establishing a Modern Slavery Committee, comprised of senior executives and governed by a formal Charter, with a commitment to bi-annual meetings. This Committee would ensure there is an internal mechanism to assess the effectiveness of actions being taken to address modern slavery risks;



- enhancing our colleague training on Modern Slavery risks, introducing a mandatory requirement to *all* employees, so that awareness is continuously increasing across our organisation; and
- expanding our supplier risk assessments and developing improved supplier audit processes.

Given the absence of a sector-specific modern slavery working group for security integrators, there is potential scope for Convergint Australia in taking the lead in establishing such a forum. A working group in this space could facilitate shared learning, standardise risk assessment methodologies, and enhance collective responses to modern slavery risks within the industry.

Approval and Sign-Off

This statement was approved by the Board of Convergint Australia 18 June 2025, in accordance with the *Modern Slavery Act 2018* (Cth).

Signed:

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Name: Dean Monaghan
Title: Managing Director – Convergint Australia
Date: 18 June 2025

