



PIL Australia Pty Ltd

Modern Slavery Statement

FY2025

Reporting Period: 1 January – 31 December 2025

Prepared pursuant to the Modern Slavery Act 2018 (Cth) | Sixth Annual Statement

MESSAGE FROM THE MANAGING DIRECTOR



Modern slavery has no place in business or society. It remains a serious human rights issue and an ongoing risk within global supply chains, particularly where operations span multiple jurisdictions and complex supplier networks. It therefore requires continued vigilance, strong governance, and ongoing improvement from all organisations.

As PIL Australia presents its sixth Modern Slavery Statement under the Modern Slavery Act 2018 (Cth), this statement summarises the steps taken during FY2025 to strengthen governance, improve oversight of higher-risk areas, and continue enhancing our approach to identifying and managing modern slavery risks.

During FY2025, we further strengthened our risk management framework across operations and supply chains. This included ongoing oversight of outsourced operations, continued refinement of workforce and recruitment controls, supplier due diligence activities, and preparation for the implementation of our Supplier Onboarding Tool in FY2026 to improve consistency, transparency, and auditability in supplier onboarding.

We also maintained a focus on our people and culture initiatives, including employee engagement surveys and participation in the Great Place to Work certification process. These provide additional channels for feedback and support a culture where concerns can be raised appropriately.

Based on the information available through our reporting, monitoring and due diligence processes, no instances of modern slavery were identified during the reporting period. However, we recognise that modern slavery risks can be difficult to detect, particularly within complex global supply chains, and the absence of identified incidents should not be interpreted as confirmation that such risks do not exist.

In FY2025, PIL Australia prepared for the January FY2026 go-live of the Supplier Onboarding Tool, an automated procurement and supplier management system designed to embed supplier registration and compliance requirements at the onboarding stage. The tool is expected to improve the consistency and auditability of new supplier due diligence.

This statement outlines our structure, key risk areas, actions undertaken in FY2025, and priorities for FY2026. We remain committed to continuous improvement and to maintaining a practical, transparent, and risk-based approach to addressing modern slavery risks across our operations and supply chains.

A handwritten signature in black ink, reading "Andrew Maguire".

Andrew Maguire

Managing Director, PIL Australia Pty Ltd

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This statement is PIL Australia Pty. Ltd.'s Modern Slavery Statement for the reporting period 1 January 2025 to 31 December 2025. It is prepared pursuant to the Modern Slavery Act 2018 (Cth) and describes the entity's structure, operations and supply chains, the modern slavery risks identified in those areas, the actions taken during FY2025 to assess and address those risks, and how PIL Australia assesses the effectiveness of those actions.

PIL Australia recognises the importance of respecting human rights and addressing the risk that modern slavery practices may be directly linked to its operations, outsourced service arrangements, procurement activities, or broader supply chains. Our approach is grounded in governance, workforce safeguards, supplier due diligence, training, and continuous review.

This statement is intended to provide a transparent account of the steps taken during the reporting period, the areas where risks are considered higher, the controls in place to manage those risks, and the further actions planned for FY2026.

MANDATORY REPORTING CRITERIA

Our Modern Slavery Statement has been prepared in accordance with the Act's mandatory reporting criteria, which require us to describe:

- PIL Australia's entity, structure, operations, and supply chains;
- The potential modern slavery risks in those operations and supply chains;
- The actions we have taken to assess and address those risks;
- How we assess the effectiveness of those actions;
- The process of consultation with any entities we own or control; and
- Any other information we consider relevant.

Modern slavery describes serious forms of exploitation involving coercion, threats, deception, or abuse of vulnerability. It is a serious human rights issue and can arise in business operations and supply chains, particularly where there is limited visibility, weak worker protections, complex subcontracting, or heightened worker vulnerability.



WHAT CONSTITUTES MODERN SLAVERY

Practices that constitute modern slavery include:

- Human trafficking — the recruitment, transfer, or receipt of people by force, fraud, or coercion for the purpose of exploitation;
- Slavery — the exercise of powers of ownership over a person;
- Servitude — a person’s obligation to provide services, enforced by coercion;
- Forced labour — work or services extracted from a person under threat or coercion;
- Debt bondage — the use of a debt to control a person and force them to provide labour or services;
- Forced marriage — a marriage to which one or both parties have not or cannot freely consent; and
- The worst forms of child labour — work that harms or exploits children.

Modern slavery does not include practices such as substandard working conditions or underpayment of workers, although these practices are also harmful and may be present in some situations of modern slavery.

THE SCALE OF MODERN SLAVERY

For PIL Australia, modern slavery risk is most relevant where labour is outsourced, supplier workforces are less visible, goods are manufactured through multi-tier supply chains, or services are delivered in sectors or geographies associated with increased labour exploitation risk. Understanding those exposure points helps us focus our due diligence and monitoring efforts on the areas of greatest potential concern.

PIL AUSTRALIA’S COMMITMENT

PIL Australia considers modern slavery risk management to be part of responsible business conduct. Addressing these risks supports legal compliance, governance integrity, workforce protection, and more resilient supply chain management.

ORGANIZATIONAL STRUCTURE AND LEGAL ENTITY



PIL Australia Pty Ltd (ACN 051 866 409) is a proprietary company limited by shares, incorporated and operating within Australia.

PIL Australia maintains a comprehensive national footprint, with operational presence and commercial offices located across all major Australian port gateways: Melbourne, Sydney, Brisbane, Adelaide, Fremantle, alongside critical regional hubs including Darwin and Townsville.

OPERATIONAL MODEL AND CORE BUSINESS ACTIVITIES

PIL Australia serves as the specialised local shipping agency arm under an Agency Model, representing its overseas principals, Pacific International Lines (PIL) and Mariana Express Lines (MELL). The entity manages extensive domestic logistics and maritime agency functions, which encompass:

- **Port Agency Management:** Coordinating over one hundred vessel port calls monthly across Australia, facilitating customs clearance, ship husbandry, and regulatory compliance.
- **Freight and Cargo Handling:** Managing the booking, tracking, and local processing of diverse cargo types, including general containerized cargo, refrigerated freight (reefers), breakbulk, and specialized project cargo.

SHARED GROUP RESOURCES AND GOVERNANCE ALIGNMENT

PIL Australia maintains a shared corporate services framework designed to support effective governance and operational efficiency. The entity leverages centralised business functions, including Human Resources, Information Technology, Finance, Procurement, and Risk and Compliance. As a result, the governance mechanisms, due diligence processes, and risk assessment methodologies described throughout this Statement are applied consistently across the business and support PIL Australia's approach to identifying, assessing, and addressing modern slavery risks within its operations and supply chains.

In FY2025, PIL Australia employed ninety-three people at the start of the reporting period, comprising full-time, part-time, fixed-term and casual employees, together with shared services staff. All employees were based in Australia and performed primarily office-based roles. This workforce profile reduces direct labour exploitation risk when compared with sectors that rely on low-skilled, seasonal, migrant or labour hire workforces; however, it does not eliminate risk and requires ongoing oversight of recruitment, remuneration, workplace culture, and grievance pathways.

PIL Australia implements workforce safeguards through recruitment and onboarding controls designed to reduce the risk of deceptive recruitment practices, workplace exploitation, underpayment, and non-compliance with employment laws. Where external recruitment support is required, we engage reputable providers and undertake work rights verification for prospective employees. We assess role classification and remuneration against applicable workplace laws and industrial instruments and conduct periodic remuneration reviews to support fair and lawful employment practices.

PIL Australia also places emphasis on employee welfare and retention through workplace flexibility, wellbeing support and access to learning and development opportunities. These measures support a respectful and stable workplace environment and help reduce vulnerability factors that can arise where workers feel unable to raise concerns or leave unsafe or unfair conditions.

Employees have access to formal grievance and reporting mechanisms, including Work Health and Safety reporting processes, internal conduct policies, and whistleblower channels. PIL Australia is committed to confidential handling of concerns raised in good faith and to protecting reporting individuals from retaliation.





Stevedoring companies to manage loading and unloading of general and containerised cargo



Sea pilots to manage safe passage of our principals' ships



Tug operators to manage towage and marine related services



Seaports as a place to unload or load goods from a vessel



Trucking companies to transport goods from and to ports



Storage and logistics companies for safe storing of goods for its clients

As a shipping agency and logistics business, PIL Australia Pty Ltd relies on a network of suppliers and service providers to deliver port agency, freight, and cargo-handling services on behalf of its principals, Pacific International Lines (PIL) and Mariana Express Lines (MELL). We recognise that responsible management of this supply chain is central to upholding human rights and to identifying, assessing, and addressing modern slavery risk.

PIL Australia's supply chain is predominantly domestic. During FY2025, 96.72% of our suppliers were located in Australia, with the remaining 3.28% spread across five countries - Singapore, France, Ireland, the Netherlands, and the United Kingdom. Concentrating expenditure with Australian-based suppliers, who operate within a strongly regulated jurisdiction, supports a lower-risk supply chain profile. However, we acknowledge that a domestic supply base does not eliminate modern slavery risk, and we continue to apply due diligence across all supplier categories.

Our supply chain comprises four broad categories of goods and services:

- **Operational services** that support our offices, including cleaning, catering, security, office equipment maintenance, utilities, IT, and telecommunications. These providers are located almost exclusively in Australia.
- **Service partners** that contribute to the services we provide our clients, including stevedoring companies, sea pilots, tug operators, seaports, trucking companies, and storage and logistics providers. These suppliers are based in Australia.
- **Goods not for resale**, such as equipment, packaging materials, office stationery, personal protective equipment, and promotional products. These are purchased locally in Australia, although some items may be manufactured offshore.
- **Professional services**, including education and training, consulting, and financial services, all sourced from Australian-based providers.

PIL Australia also recognises that risk can arise beyond our first-tier suppliers. Goods such as uniforms and branded products may be manufactured through complex, multi-tier international supply chains with limited downstream visibility, and certain labour-intensive service categories - including cleaning, catering, and security - can involve more vulnerable worker cohorts even when delivered domestically. We take these factors into account when assessing supplier risk and prioritising due diligence.

Our approach to assessing and managing the risks within this supply chain, including supplier risk assessments, contractual controls, and the Supplier Onboarding Tool introduced for FY2026, is described in the *Actions Taken* section of this statement.

MODERN SLAVERY RISK ASSESSMENT

PIL Australia assesses modern slavery risk using factors including geography, industry sector, workforce vulnerability, visibility over labour conditions, use of outsourcing or subcontracting, and the extent of contractual and operational control. This assessment is used to identify the areas where focused due diligence and ongoing monitoring are most necessary.



RISKS IN OUR OPERATIONS

PIL Australia's direct workforce is primarily office-based and located in Australia, which reduces exposure to some of the more acute indicators commonly associated with forced labour and severe labour exploitation. Even so, modern slavery risk can still arise through recruitment practices, treatment of vulnerable workers, underpayment, poor grievance access, or outsourced work arrangements.

The most material operations-related risk identified by PIL Australia relates to outsourced service arrangements in the Philippines and India. These arrangements increase risk because labour is performed outside Australia, direct visibility over day-to-day conditions is lower than for the domestic workforce, and local labour market dynamics may increase worker vulnerability if not actively monitored.

These risks are addressed through contractual requirements, offshore engagement, training, and periodic site visits, which are described further in the actions section of this statement.

OPERATIONS RISKS

In FY2025, PIL Australia continued its operations primarily within Australia, where the geographical risk of modern slavery is lower. However, we acknowledge that modern slavery does occur in Australia, particularly affecting vulnerable workers, migrants, and individuals in low-skilled or casualised employment.

PIL Australia also maintains a small percentage of its operations and accounting functions in the Philippines, which poses a high geographic risk of modern slavery, and India, which carries a moderate risk of modern slavery. While our outsourced operations in the Philippines and India primarily involve entry-level clerical services and are not identified by the Global Slavery Index as high-risk industries, we remain vigilant regarding the elevated risks associated with this aspect of our operations.

To monitor workplace conditions, PIL Australia conducts on average biannual visits to our outsourced operations offices.

LABOUR RISKS

Within PIL Australia's direct employment model, labour risk is moderated by the professional and skilled nature of roles, Australian workplace law protections, and internal remuneration and governance controls. However, labour-related modern slavery risk may still arise where workers are vulnerable, where reporting

channels are not trusted, or where third-party labour or service providers operate in sectors associated with higher exploitation risk.

RECRUITMENT RISKS

Recruitment-related risk can arise where recruitment intermediaries engage in deceptive practices, charge prohibited worker fees, misstate role conditions, or fail to ensure lawful work rights and fair pay. PIL Australia did not engage labour hire or temporary agency workers in FY2025. However, the use of external recruitment agencies for certain roles remains an area requiring oversight. PIL Australia mitigates this risk by using reputable recruitment providers where external support is required, maintaining a preferred supplier approach, verifying work rights, and reviewing remuneration settings. These controls reduce risk but do not remove the need for continued scrutiny of recruitment channels.

RISKS IN OUR SUPPLY CHAINS

PIL Australia recognises that modern slavery and broader human rights risks may arise within its supply chain and operational interfaces due to varying levels of labour intensity, jurisdictional regulation, and transparency across supplier and service delivery models.

Overall, PIL Australia assesses its supply chain risk profile as varying by category, with heightened risk typically associated with labour-intensive services, offshore manufacturing, and multi-jurisdictional service delivery arrangements where visibility over employment conditions may be reduced.

Higher relative risk is identified in outsourced, labour-intensive service categories such as cleaning, catering, and security services, where work may involve vulnerable worker cohorts, lower wage environments, subcontracting chains, and reduced transparency over employment practices. These factors may increase the potential for labour exploitation risks within direct service delivery arrangements.

PIL Australia also recognises that certain goods, including uniforms, branded merchandise, and similar products, may present elevated risk due to the likelihood of offshore manufacturing within complex global supply chains. While such goods are typically procured through Australian-based suppliers, PIL Australia acknowledges that domestic procurement does not eliminate upstream manufacturing risks, including risks associated with subcontracting and limited visibility beyond first-tier suppliers.

Information technology services and other professional service categories are generally assessed as lower risk where services are provided by suppliers operating under Australian regulatory frameworks. However, residual risk may remain where services are delivered offshore or through subcontracted arrangements.

In addition to procurement-based supply chain risks, PIL Australia recognises that vessel crew engaged under international maritime employment arrangements during port operations may be exposed to labour risks, including reduced transparency over working conditions due to multi-jurisdictional crewing structures involving vessel owners, operators, and third-party crewing arrangements.



07 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

During FY2025, PIL Australia continued to develop and apply controls intended to identify, assess, and address modern slavery risks in its operations and supply chains. These actions included policy maintenance, workforce and recruitment controls, supplier due diligence, offshore monitoring, training, and governance reporting. PIL Australia did not identify any reported instances of modern slavery during the reporting period. Where issues or concerns were to arise, they would be managed through existing grievance, investigation, and escalation processes, including whistleblower channels and management oversight.

POLICY AND STANDARDS FRAMEWORK

PIL Australia maintains a policy framework that supports respectful treatment of workers, lawful employment practices, grievance reporting, and ethical business conduct. During FY2025, relevant policies and internal documents continued to operate as part of the control environment used to assess and address modern slavery risks. These documents included the Employee Handbook, Modern Slavery Policy, whistleblower protections, anti-bullying and anti-discrimination settings, workplace conduct expectations, and flexibility and wellbeing-related controls.

During FY2025,

- the Employee Handbook was comprehensively reviewed and updated for release in FY2026, including strengthened anti-retaliation and whistleblower protections, expanded health and safety obligations, and enhanced learning and development content;
- PIL Australia conducted a full review of its WHS Policies and Procedures, covering health, safety, and environmental requirements to ensure safe working conditions, protect workers, and reduce vulnerability to exploitation. These updates ensure compliance with recent legal changes.
- Following the deployment of new Artificial Intelligence (AI) tools, PIL Australia implemented a Generative AI Policy to ensure AI is used ethically, securely, and responsibly. The policy is guided by core principles such as fairness, transparency, privacy, safety, and accountability, and sets clear rules for authorized use, data protection, intellectual property, staff training, and human oversight. While the policy does not directly address modern slavery, it reinforces ethical practices and responsible decision-making across our operations, supporting PIL Australia's broader commitment to human rights and responsible supply chain management.

These new and updated policies reinforce the standards expected of employees, contractors, and suppliers, and provide clear guidelines to ensure compliance with relevant regulations, strengthen our ethical standards, and reinforce our commitment to preventing modern slavery. Any further policy developments will be reported in future periods as part of our ongoing commitment to transparency, accountability, and continuous improvement.

RESPONSIBLE RECRUITMENT

PIL Australia continued its practice of using external recruitment providers primarily for senior, specialist, or difficult-to-fill roles. Agency engagement requires internal approval, and provider selection is managed through oversight by the Chief Human Resources Officer and relevant business leaders.

During FY2025, PIL Australia maintained a preferred supplier approach for recruitment providers to support consistency, compliance, and ethical recruitment practices.

Additional controls included work rights checks, role classification and remuneration review, and annual salary audit activity to support compliance with employment obligations. These measures are intended to reduce the risk of deceptive recruitment, underpayment, and unfair treatment.

INTERNSHIPS AND STUDENT PLACEMENTS

PIL Australia continued to support internships and student placements through Australian tertiary institutions and school-based work experience programs. These arrangements are managed in accordance with the applicable educational framework and Australian workplace requirements.

Where students are undertaking observational placements, arrangements are managed consistently with the relevant educational program settings. Where work performed provides productive value, remuneration is provided in accordance with legal requirements.

During FY2025, PIL Australia engaged secondary students through a Victorian work experience program. The students were supervised throughout and paid a daily rate above the minimum prescribed by the Department of Education.

CULTURE AND EMPLOYEE SURVEYS

PIL Australia uses employee survey mechanisms to understand workplace culture, employee sentiment and whether people feel supported, heard, and safe at work. These insights assist management to identify potential issues relevant to workforce wellbeing and organisational culture.

In FY2025, PIL Australia participated in the PIL Global Culture Survey and achieved Great Place to Work certification. The survey recorded a 92% participation rate and 81% of employees agreed that PIL Australia is a Great Place to Work. Survey outcomes are reviewed by senior leadership and used to inform action planning.



WELLBEING INITIATIVES

During FY2025, PIL Australia introduced a wellbeing calendar to support the mental and physical health of our teams. This includes regular activities, awareness campaigns, and resources that encourage employees to prioritise self-care, balance, and a positive work environment.



OFFSHORE VISITS AND MONITORING

During FY2025, representatives from PIL Australia visited offshore service providers in Manila and Hyderabad as part of ongoing engagement and oversight. The visits included training activity, operational support, and discussion of workplace conditions and expected standards.

These visits support PIL Australia's assessment of offshore working environments and provide an additional control over outsourced service arrangements that are assessed as higher relative risk than the domestic workforce.

TRAINING AND AWARENESS

PIL Australia provides modern slavery awareness training as part of induction for new employees and uses targeted training during offshore visits and other compliance activities where relevant. This training is intended to support awareness of worker vulnerability indicators, escalation pathways, and the company's expectations regarding lawful and ethical labour practices.

During FY2025, all new employees completed induction training, supporting the company's training compliance target for new starters. PIL Australia also arranged broader compliance training during the reporting period, including the mandatory annual Cybersecurity Training and Security Awareness Proficiency Assessment completed in September 2025, and scheduled Privacy and Data Protection Awareness training for November 2025. While these programs are not modern slavery-specific, they support the wider control environment by reinforcing staff awareness of governance, compliance obligations, and responsible business conduct.



RETENTION

PIL Australia focuses on employee engagement, recognition, and career development to retain talent. Initiatives include mentoring, wellbeing programs, internal advancement opportunities, and continuous learning, fostering a highly skilled, motivated, and committed workforce.

COMMUNITY ENGAGEMENT

Pil Australia supports a variety of charitable organizations, including initiatives for clean water in developing countries, educational opportunities for neurodiverse children, and cancer awareness and prevention. Through our Giving Back Policy, employees participate in an annual charity day, working in teams to contribute to local causes. This program fosters teamwork, collaboration, and meaningful community impact.

SUPPLIER DUE DILIGENCE AND PROCUREMENT CONTROLS

PIL Australia continued to strengthen supplier due diligence during FY2025 through policy maintenance, supplier risk assessment processes, contractual expectations, and procurement controls intended to embed ethical requirements into supplier onboarding.

- Suppliers are required to comply with applicable laws and with PIL Australia's expectations regarding ethical business conduct, safety, and lawful employment practices. Supplier risk is assessed with reference to sector, geography, and service profile.
- For offshore service providers and other relevant suppliers, PIL Australia uses contractual requirements and onboarding documentation to communicate expectations regarding lawful work practices, working conditions and prohibition of modern slavery practices. These measures support due diligence and create escalation points if concerns are identified.
- While vessel operators remain responsible for crew employment and compliance with applicable legal and maritime safety obligations, PIL Australia supports the adherence to relevant international labour and maritime standards within its sphere of influence during port operations.

In FY2025, PIL Australia prepared for the January FY2026 go-live of the Supplier Onboarding Tool, an automated procurement and supplier management system designed to embed supplier registration and compliance requirements at the onboarding stage. The tool is expected to improve the consistency and auditability of new supplier due diligence.

MONITORING AND REPORTING

Modern slavery oversight continued through internal working group activity, management engagement, and regular reporting to governance forums during the reporting period.

Modern slavery reporting remains a standing agenda item at board and executive meetings, and PIL Australia continues to develop the metrics used to assess the effectiveness of its due diligence and risk management activities.

REMEDATION

Where modern slavery is identified or credibly suspected in PIL Australia's operations or supply chains, our response prioritises the safety and interests of affected people. PIL Australia will:

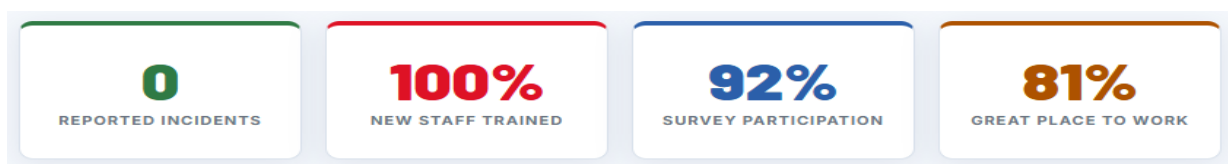
- (i) take immediate steps to protect any affected individuals;
- (ii) investigate through the Modern Slavery Working Group with senior management oversight;
- (iii) where PIL Australia has caused or contributed to harm, provide for, or cooperate in remediation for affected workers, including referral to relevant specialist support services and, where appropriate, relevant authorities;
- (iv) where PIL Australia is directly linked to harm through a supplier, use its leverage to require the supplier to remediate and to implement a corrective action plan, escalating to suspension or termination of the supplier where remediation is refused;
- (v) review the relevant controls to prevent recurrence; and
- (vi) track remediation outcomes to assess whether measures taken have achieved their intended effect for affected individuals.

Concerns may be raised confidentially through PIL Australia's whistleblower channels, which are protected from retaliation.

08 ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

PIL Australia assesses effectiveness by reviewing whether planned controls were implemented during the reporting period, whether identified higher-risk areas were subject to additional oversight, whether workers and suppliers had access to reporting channels, and whether governance forums received regular reporting. We acknowledge that further maturity in quantitative metrics remains a priority.

- Sixth consecutive year of reporting: No reported instances of modern slavery identified through PIL Australia's processes.
- Training: 100% of new employees completed induction training
- Survey participation: 92% participation rate in the FY2025 culture survey.
- Employee sentiment: 81% of employees agreed PIL Australia is a Great Place to Work.



Effectiveness Framework

Area	FY2025 Position	FY2026 Commitment
Governance	Employee Handbook reviewed and updated; modern slavery a standing board agenda item; quarterly executive and semi-annual board reporting maintained	Release updated Handbook to all staff; continue board reporting cycle
Procurement controls	Supplier Onboarding Tool prepared for launch in FY2025, with go-live scheduled for January FY2026	Go-live of the Supplier Onboarding Tool in January FY2026 and continued embedding of supplier screening requirements into the process
Supplier risk assessment	Tier 1 supplier assessments completed; no unacceptable risks were identified through those assessments	Extend assessment program to include tier two suppliers in higher-risk categories
Training	100% of new employees trained at induction; ongoing regulatory training programme	Maintain an induction and awareness program for new and existing staff across relevant functions
Offshore monitoring	Site visits completed for both the Philippines and India; workplace conditions and expectations were discussed as part of ongoing oversight	Maintain biannual visit cycle; document training completion rates from visits
Employee culture	Great Place to Work certified; 92% participation; 81% approval; action plans in development	Implement survey action plans; next survey cycle FY2026
Grievance mechanisms	Whistleblower Policy publicly accessible; no reports received through available channels during FY2025; anti-retaliation provisions strengthened in updated Handbook	Continue promoting policy awareness across supply chain and offshore teams
Reporting metrics	Training completion rate reporting; narrative assessment of supplier risk outcomes	Continue quantitative KPIs including supplier assessments count, training rates by category, and site visit outcomes

CONTINUOUS IMPROVEMENT PRIORITIES FOR FY2026

PIL Australia recognises that modern slavery risk management requires ongoing improvement. Key priorities identified for FY2026 are:

- PIL Australia will continue reviewing and updating relevant policies, procedures, and internal guidance to reflect evolving good practice and legal requirements.
- We will progress go-live of the Supplier Onboarding Tool in January FY2026 and continue maturing supplier due diligence and risk assessment processes, including further attention to higher-risk categories and upstream visibility where practical.
- We will continue to expand training and awareness activities for employees and relevant stakeholders beyond induction-only coverage.
- We will continue developing measurable indicators to better assess the effectiveness of actions taken during each reporting period.
- We will continue publishing an annual Modern Slavery Statement in accordance with the Act.



CONSULTATION AND GOVERNANCE

This statement was prepared through a collaborative consultative process involving PIL Australia's Modern Slavery Working Group, comprising representatives from Finance, Human Resources, Procurement, and Risk and Compliance. The Working Group is supported by the Chief Risk Officer, Chief Human Resources Officer, and Chief Financial Officer, who maintains oversight of modern slavery governance and reporting obligations throughout the year. This consultation supported identification of material developments during FY2025, and review of the controls described in this statement.

External advice may also be obtained where specialist input is required. PIL Australia does not own or control any other entities, and accordingly the consultation criterion relating to owned or controlled entities is not applicable to this statement.

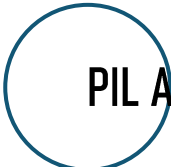
The statement was reviewed by senior leadership prior to submission for board approval.



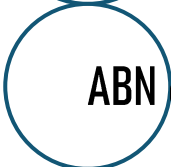
GOVERNING BODY APPROVAL

This Modern Slavery Statement was approved by the Board of Directors of PIL Australia Pty Ltd, acting as the principal governing body of the reporting entity, on 30 June 2026.

It constitutes PIL Australia's annual Modern Slavery Statement for the financial year ended 31 December 2025, prepared pursuant to section 16 of the Modern Slavery Act 2018 (Cth). The statement was signed on behalf of the Board of Directors by the Managing Director.



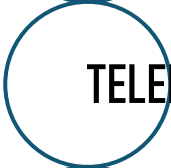
PIL AUSTRALIA PTY LTD



ABN 65 051 866 409



**HEAD OFFICE: 29 MILES STREET, SOUTHBANK, VIC
3006**



TELEPHONE: +61 3 9611 6801



WEBSITE: WWW.PILSHIP.COM/COUNTRIES/AUSTRALIA