

# MODERN SLAVERY STATEMENT

JUNE 2025



**ANCA**  
CNC MACHINES

## 1. Introduction

ANCA recognises modern slavery risk as a complex global human rights issue, and we continue to further our actions in pursuing the elimination of modern slavery across our operations and supplier chains.

In responding to our reporting obligations under the Australian Government’s Modern Slavery Act 2018, this statement describes:

- ANCA’s structure, operations and supply chains
- Action taken to assess and address risks of modern slavery across our operations and supply chains
- Summary of our work in this reporting period
- Future actions for continuous improvement

## 2. Our structure, operations and supply chains

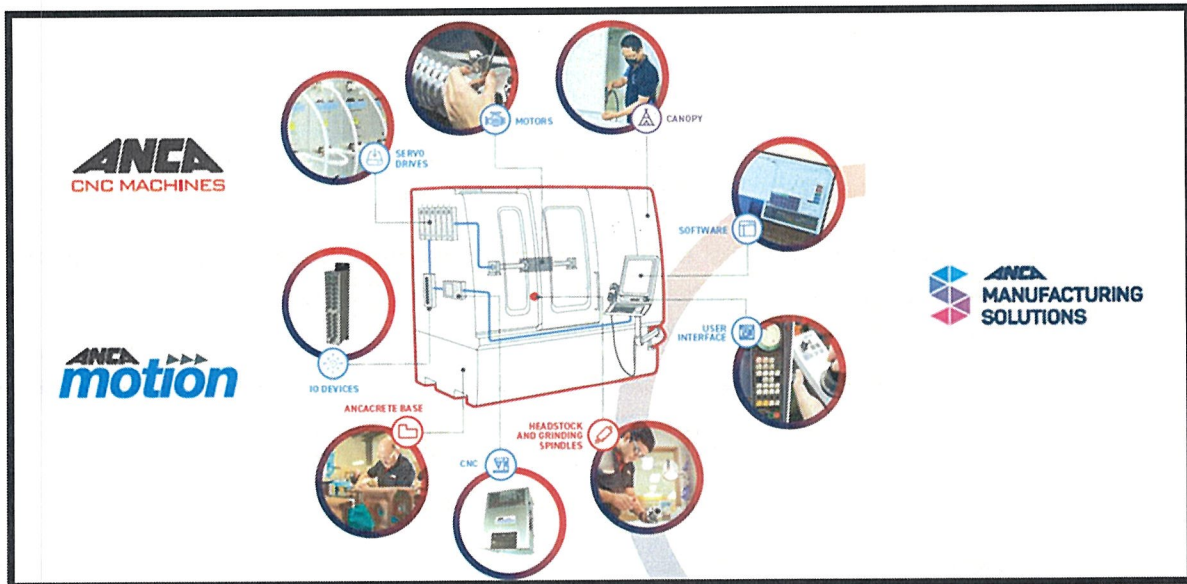
ANCA is a market leading manufacturer of CNC grinding machines. ANCA CNC grinders are used for manufacturing precision cutting tools and components across a diverse range of competitive industries including cutting tool manufacture, automotive, aerospace, electronics and medical.

ANCA was founded in 1974 in Melbourne, Australia where the company still has its global headquarters. ANCA operates in 31 countries globally, where 1245 employees are working to provide the best solutions for 2500 customers in over 45 countries.



ANCA CNC Machines is a division of ANCA Group:

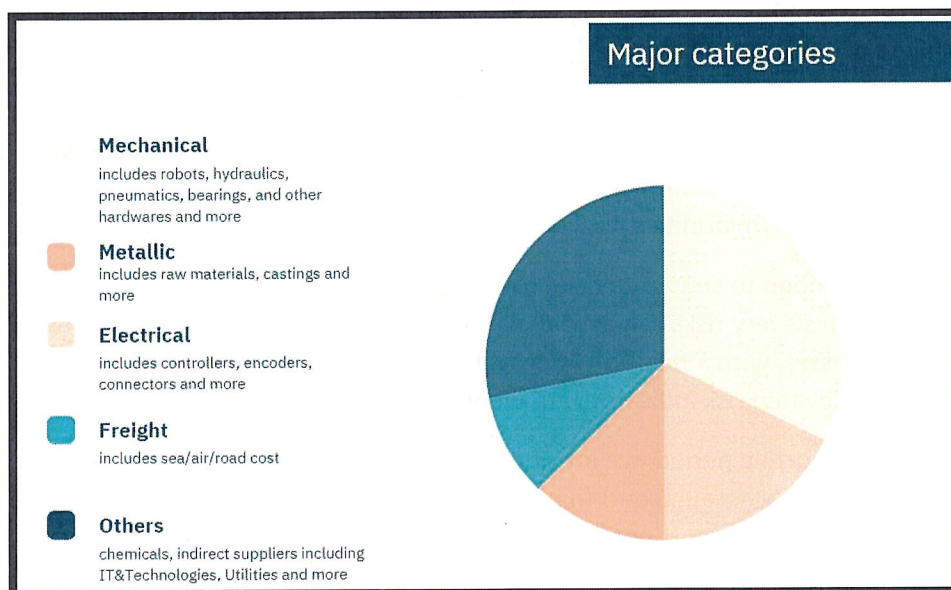
- **ANCA CNC Machines** - Precision machinery specialising in tool grinding
- **ANCA Motion** – Integrated motion control solutions
- **ANCA Manufacturing Solutions** – Manufacturing, finishing, assembly & distribution



As part of this reporting process, we consulted with both our Australian and overseas subsidiaries to gather supply-chain information and ensure that our modern slavery approach is consistently applied across all group entities. This included collecting supplier lists, confirming sourcing locations, reviewing applicable policies, and validating due-diligence practices. Information obtained from these entities has been incorporated into this statement to present a complete and accurate group-wide view of modern slavery risks.

ANCA has over 900 suppliers in more than 35 countries, with more than AUD\$100 million in spend. Please note that these countries are where direct suppliers (tier 1 of the supply chain) are registered. ANCA recognises that this does not always represent the country of origin of goods or services.

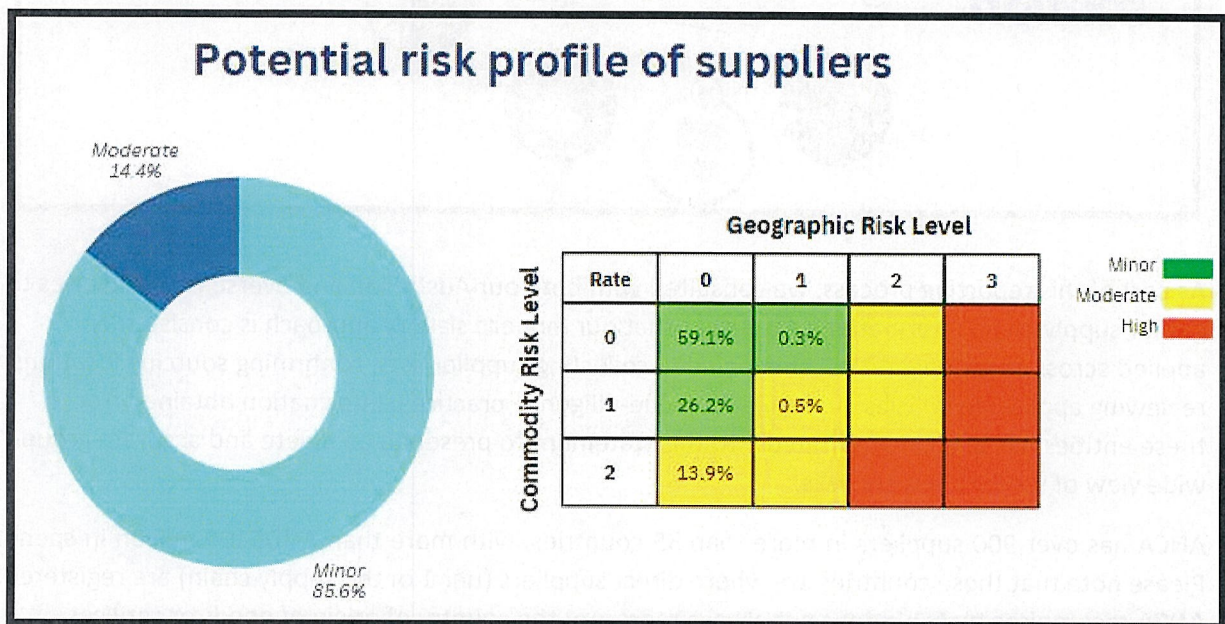
ANCA procures a range of products and services to support our activities. Our 2025 spend by category is summarised below.



### 3. Identifying risks

ANCA’s modern slavery committee continuously map our supply chain and complete assessments of suppliers to identify potential risks of modern slavery by using our Modern Slavery Risk Matrix, which considers the geographic and product risks.

**During 2025**, our analysis shows that most of our suppliers (85.6%) fall into the Minor risk category, indicating a relatively low exposure to modern slavery across our supply chain. 14.4% of suppliers are rated as Moderate risk, while no High-risk supplier is identified.



Our assessment indicates that the majority of suppliers present a low inherent risk of modern slavery. Approximately 85.6% of suppliers are classified as Minor risk, reflecting low-risk combinations of geographic and commodity factors. A further 14.4% are assessed as Moderate risk, while no suppliers currently fall within the High-risk category.

The geographic-commodity risk matrix shows that most suppliers are concentrated in lower-risk geographic regions and commodity categories, with limited exposure to higher-risk combinations. Where moderate risk has been identified, it is primarily driven by suppliers operating in medium-risk geographies or supplying commodities with elevated inherent risk characteristics.

These findings are intended to support a risk-based approach to supplier due diligence. We recognise that modern slavery risks can evolve over time, and we will continue to review and refine our assessment processes, with a focus on improving data quality, visibility, and supplier engagement where elevated risk indicators are identified.

During the previous reporting period, we introduced a modern slavery reporting channel ([modernslaveryhotline@ancagroup.com](mailto:modernslaveryhotline@ancagroup.com)) to provide a confidential avenue for employees and suppliers to raise concerns or report potential modern slavery-related issues.

Since its introduction, we have not received any reports or allegations relating to modern slavery or human trafficking through this channel. Should any concerns be raised in the future, we would

assess the matter promptly and take appropriate action in accordance with our policies, which may include engaging with the supplier, implementing corrective actions, and, where required, reporting matters to relevant authorities.

## 4. Addressing modern slavery risks

### Policies

ANCA is aware that setting clear expectations is very important. Summarized below are our policies, which collectively set the standards we require, encompassing the prevention of modern slavery in the workplace and in our supply chains. Our policies are supported by an internal business management system that outlines what we do and how we should do it, ensuring that we live up to our values. We regularly monitor compliance with our policies and report on our progress to our executive and audit committees.

Relevant policies and standards in our control framework include:

- Global Statement – Appropriate Workplace Behaviour
- Whistleblower Policy
- ANCA Group OHS Policy
- Gender Equality in The Workplace Policy
- Complaint Resolution
- Supplier Code of Conduct

### Supplier due diligence

ANCA continuously reviews contractual clauses to ensure they are in line with the “Modern Slavery Policy”. We also establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors.

New suppliers are screened using our supplier selection process. Answering our modern slavery questionnaire is a mandatory step in the supplier onboarding process. ANCA works with key suppliers to ensure alignment exists around organisational values, including the elimination of modern slavery.

We conduct the following supplier due-diligence activities:

- Requiring suppliers to complete a comprehensive Supplier Questionnaire covering modern slavery governance, labour practices, and worker conditions.
- Requesting relevant governance documentation such as modern slavery policies or equivalent statements.
- Reviewing and assessing supplier questionnaire responses to identify risks and opportunities for improvement.
- Conducting onsite supplier audits to validate compliance with our expectations and to verify questionnaire disclosures.
- Publishing our Supplier Code of Conduct to clearly communicate expectations on human rights, labour standards, environmental compliance, and ethical conduct.

## 5. Assessing the effectiveness of our actions

ANCA assesses the effectiveness of our modern slavery risk management framework through ongoing monitoring and periodic review of our internal processes and controls. This includes supplier evaluation procedures, due diligence activities, and the operation of our whistleblowing system.

Using our established geographic and commodity risk matrix, we periodically review assessment results to understand the distribution of supplier risk categories and identify any changes in risk profile.

We monitor supplier engagement by tracking completion rates of our modern slavery questionnaire and following up with suppliers who have not responded. This enables us to identify gaps in engagement and take appropriate steps to improve supplier participation.

We also track participation in modern slavery awareness training and review employee feedback and engagement to assess understanding and identify areas where additional guidance may be required.

## 6. Awareness and training

ANCA recognises that training our employees will help the identification of modern slavery practices in our supply chain.

A modern slavery training module was developed and implemented, which covers;

- Our commitment to the fight against modern slavery
- How employees should report suspicions of modern slavery
- Various forms of modern slavery in which people can be held and exploited
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation

## 7. Future plans

ANCA recognises that tackling modern slavery requires a continuing year-on-year commitment.

### Raising awareness of Modern Slavery

ANCA will conduct a supplier survey to measure the awareness around modern slavery risks. The frequency will depend on the individual supplier's risk level, with the plan as follows:

- High Risk – every 1 year
- Moderate Risk – every 3 years
- Minor Risk – every 5 years

ANCA will seek to empower our employees and suppliers through formal and informal training on human rights, including modern slavery risks.

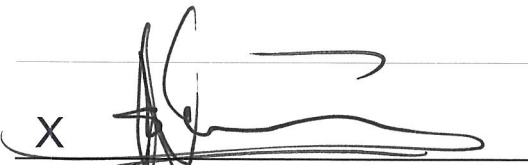
## Improving Risk Assessment Matrix and Remediation Plan

Currently, the risk assessment focuses on first-tier suppliers. With the implementation of ANCA new supplier relationship management (SRM) system now underway, we expect to expand our visibility beyond first-tier suppliers to better understand upstream risks. This tool also enhances our ability to monitor suppliers across all entities within the group, supporting a more consistent and coordinated approach to identifying potential modern slavery risks.

ANCA also recognises the importance of not only identifying potential modern slavery risks. With input from external compliance specialists, ANCA are considering the development of a remediation framework to guide us in addressing instances of suspected modern slavery practices. Such a framework would help ensure that any response prioritises the protection and support of affected individuals.

## Statement Approval

This statement was reviewed and approved by the board of ANCA at the board meeting dated 1/04/2026.

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Chris Weaver  
Chief Financial Officer

01/04/2026

