



MODERN SLAVERY STATEMENT

FY25

INTRODUCTION

WELCOME TO ALSCO UNIFORM'S FY25 MODERN SLAVERY STATEMENT, PREPARED IN COMPLIANCE WITH THE AUSTRALIAN MODERN SLAVERY ACT 2018 (CTH) (ACT).

This is a statement for Alsco Pty Ltd (ACN 000 435 629) (Alsco Uniforms) a privately-owned Australian company and all related entities and or brands (together referred to as we, us, our, Alsco). Alsco is the parent company for Deane Apparel Pty Limited (ACN 001 352 923) and Australian Linen Supply Pty Limited (ACN 071 043 662). This statement describes the actions taken to assess and address modern slavery risks in our operations and supply chains during the financial year ending 31st December 2025.

The Alsco Pty Ltd Registered Office is:
Level 8
465 Victoria Avenue, Chatswood
NSW 2067
Australia

At Alsco Uniforms, we acknowledge we have a responsibility to address modern slavery as we understand that our industry may have caused, contributed or is linked to cases of modern slavery.

This statement details the continuous actions we are taking to identify and mitigate the risks of modern slavery and human trafficking in our supply chain and business activities.

This statement has been reviewed and approved by the Alsco Pty Ltd Board of Directors, and signed by the Chief Executive Officer (CEO) Mark Roberts on the 31st May 2026.

Mark Roberts



Chief Executive Officer (CEO)

KEY HIGHLIGHTS FOR FY25



Created and facilitated a **Supply Chain Working Group** working as a cross-functional team to address our modern slavery action plan.



Created and distributed a **Supplier Code of Conduct** and **Subcontractor Code of Conduct** for AlSCO Uniforms suppliers.



Launched our **Modern Slavery Policy** for employees.



Established a governance and reporting structure for employees to respond to modern slavery incidences.



86% of AlSCO Uniforms Australian employees have now attended training on modern slavery.



Implemented EiQ, a supplier risk platform, across our subsidiaries Deane Apparel and Australian Linen Supply.



Developed a Remediation process to help remediate any instances of modern slavery identified within our supply chain.



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LETTER FROM THE CEO

28 April 2026

Group Chief Executive Message – Modern Slavery Statement

We are pleased to present our annual modern slavery statement as we continue our pathway to work with suppliers that are committed to achieving a better future for all.

AlSCO Uniforms has continued to deliver on our commitment to improving our business practices across the entire ESG sphere, ensuring we remain ethical, sustainable, and that we are socially responsible in the way we work.

There have been no changes of significance in our supply chain in the past year, as we continue to trust and support supply partners whose values align to our own. This is increasingly important as we navigate a world where increased uncertainty and disruption have become the norm.

In challenging times AlSCO Uniforms believes it is even more important to be disciplined, and true to our principles, when selecting our critical supply partners.

Some of our relationships are of significant tenure (decades), and our knowledge of their practices does give us a great degree of comfort, in terms of their adherence to the maintenance of fair pay and ensuring they provide safe and legal working conditions.

A critical piece of our management framework is that AlSCO Uniforms supplements third party audits with regular visits to our supply partners. Post pandemic, there has been a commitment to physical visits by AlSCO Uniforms personnel to our supply partners; to witness firsthand the quality of the working environment they provide for the people they employ.

AlSCO Uniforms is committed to continuous improvement in our governance and working with all our supply partners in a transparent manner to ensure they are improving the working conditions and promoting the human rights of workers.

We look forward to reporting our progress in future updates of our modern slavery statement.



A handwritten signature in black ink, appearing to read 'Mark Roberts'.

Mark Roberts
Group Chief Executive

ALSCO UNIFORMS STRUCTURE

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ALSCO UNIFORMS STRUCTURE



AlSCO Uniforms is a privately-owned business, which commenced operations in North America over 135 years ago. We commenced operations in Australia in 1963 and we are now one of the leading providers of linen, uniforms, workwear, commercial floor mats, industrial cleaners, First Aid kits and training as well as washroom hygiene services and scenting across Australia and New Zealand.

FRESH
& CLEAN



AlSCO Pty Ltd also trades as *Fresh and Clean* – a managed hygiene and safety compliance service, and *Clean Room Garments (CRG)* who are market leaders in the supply of contamination and infection control solutions. These businesses offer both rental and consumable sales for customers and operate under the same ABN.

Deane.[®]
Apparel



AlSCO Pty Ltd also own *Deane Apparel Pty Ltd* (ACN 25 001 352 923), New Zealand and Australia's leading, high-quality uniform provider, and *Australian Linen Supply Pty Ltd* (ACN 071 043 662) Australia's foremost importer and distributor of premium commercial-grade linen products. Both companies offer purchase opportunities for linen and uniforms.

ALSCO UNIFORMS ORGANISATIONAL CHART

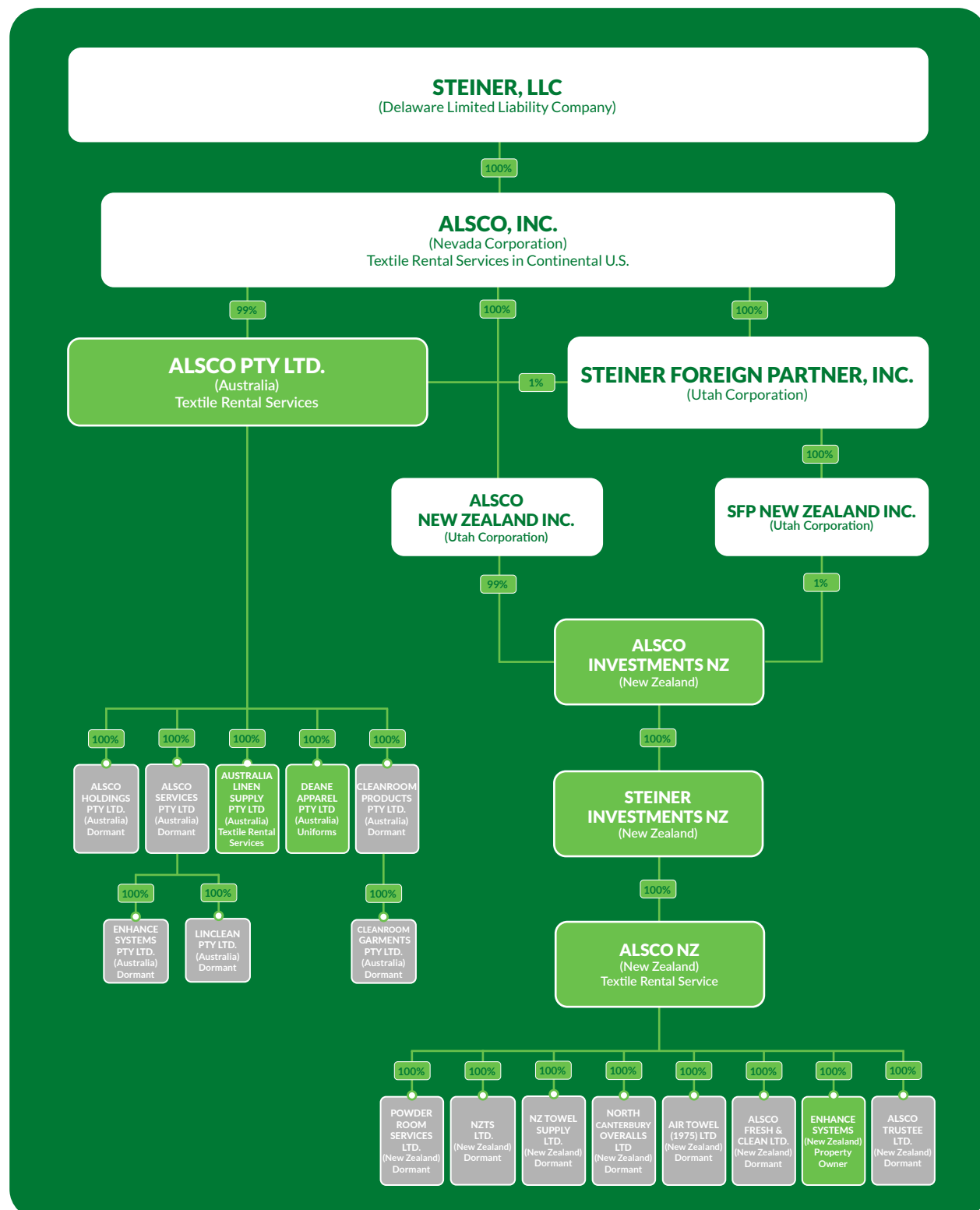
Key:



Formed in the United States



Formed in Australia or New Zealand



OUR OPERATIONS

AlSCO Pty Ltd operates from its headquarters in Chatswood, NSW, and manages a network of 13 commercial laundry facilities and seven service centres across Australia. Additionally, eight commercial laundry processing facilities and nine service centres are managed in New Zealand. These locations support the delivery of our AlSCO Uniforms uniform and linen rental services and laundering services, ensuring efficient operations in each region.

There has been no change to AlSCO Uniform's other subsidiaries including:



Fresh and Clean - operating from five locations across Australia, and three in New Zealand.



Clean Room Garments working from two locations in Australia.



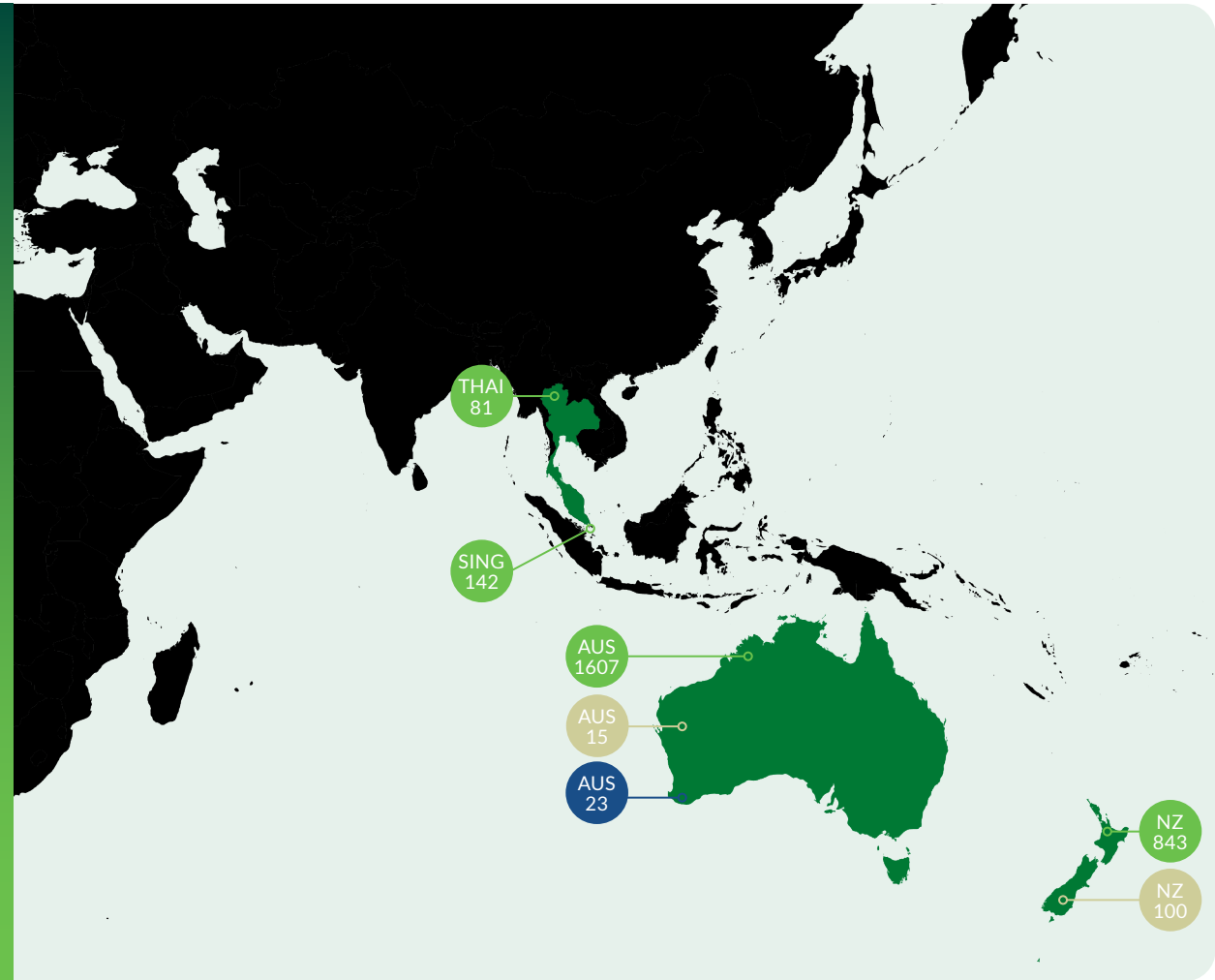
Deane Apparel operating from Auckland, New Zealand, and Sydney, Australia.



Australian Linen Supply (ALS) located in Ingleburn, NSW, Australia.



We are proud to be supported by over 2,700 staff across all our Asia-Pacific businesses, who operate across four countries:



Key:

- AlSCO Uniforms
- Deane Apparel
- Australian Linen Supply

Over the past financial year, we made the strategic decision to withdraw from our operations in Malaysia. The shares in the company were sold to a large European company as of 31 December 2025. The business continues to operate in Malaysia under new owners and the employees remain with the business.

Our **AlSCO Uniforms Code of Conduct** continues to govern all full and part-time AlSCO Uniforms, Clean Room Garments, Deane and ALS employees. It highlights expectations for all our staff on matters of health and well-being, management, confidentiality, legal obligations, and honesty in conducting business. This document is supported by our **Anti-Discrimination, Bullying and Harassment Policy, Diversity and Inclusion Policy, Staff Engagement and Development Policy and our Grievance Resolution Policy**. None of these policies were updated this financial year.

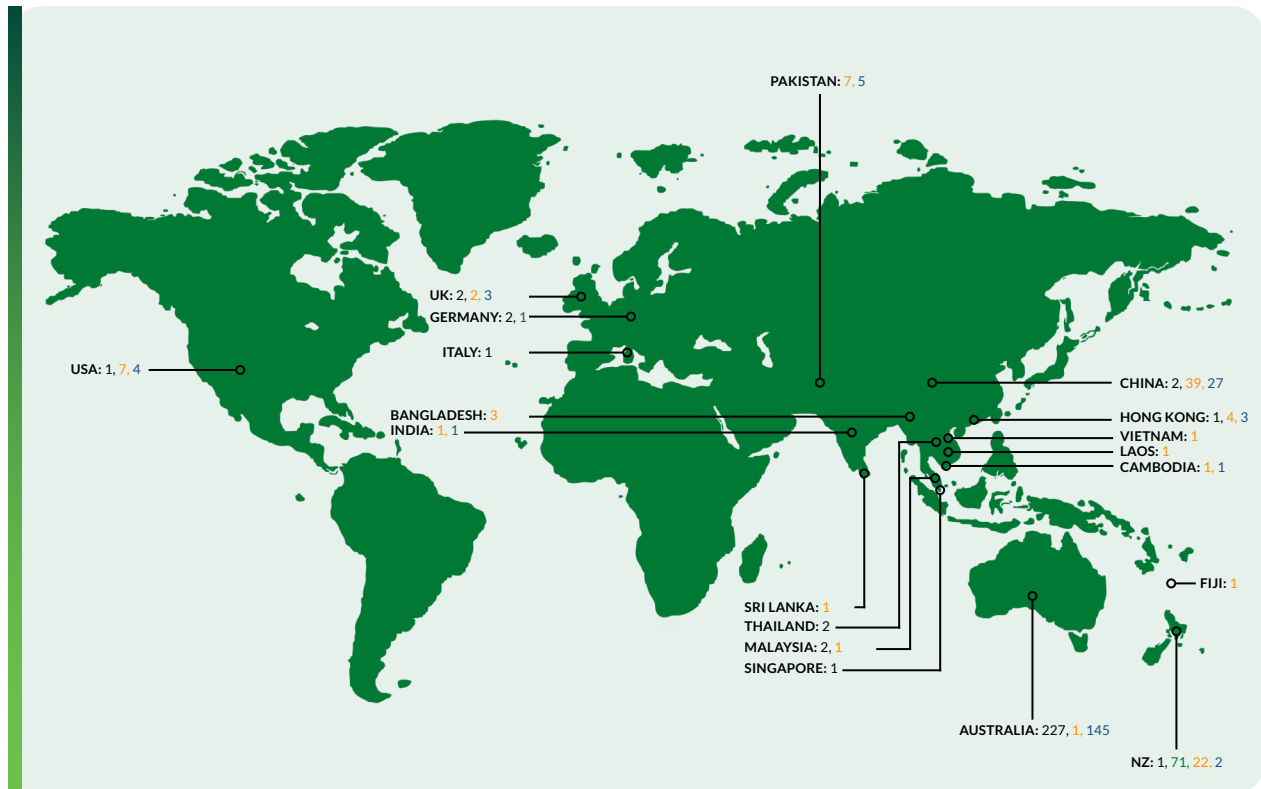
In the last financial year, we have also developed and distributed our **Modern Slavery Policy**, outlining our commitment to combatting modern slavery.

OUR SUPPLY CHAIN

AlSCO Uniforms is proud to partner with over 300 trade suppliers, across 11 countries. This is a slight reduction in the number of suppliers from the previous financial year. Deane Apparel and Australian Linen Supply continue to provide the majority of our uniforms and linens, and the remainder of the suppliers we work with continue to be chosen based on their strong ethics, quality and communication. In the last 12 months, we have not parted ways with any significant suppliers due to ethical reasons.

We have defined our trade suppliers as those that form a significant part of the product used by AlSCO Uniforms customers (end users). The majority of our direct or Tier One suppliers are located in Australia and New Zealand.

Please see below the locations of our tier one suppliers for the last financial year, and the percentage of our spend is spent with these countries:



Key:

- AlSCO Uniforms Australia No. of Suppliers
- AlSCO Uniforms New Zealand No. of Suppliers
- Deane Apparel No. of Suppliers
- Australian Linen No. of Suppliers

PERCENTAGE OF SPEND:

COUNTRY	ALSCO UNIFORMS AUSTRALIA: % OF SPEND
Australia	93%
Malaysia	2.6%
Thailand	1.5%
Hong Kong	1.2%
UK	0.7%
USA	0.4%
Italy	0.2%
Germany	0.2%
China	0.1%
Singapore	0%
New Zealand	0%

COUNTRY	ALSCO UNIFORMS NEW ZEALAND: % OF SPEND
New Zealand	100%

COUNTRY	DEANE APPAREL: % OF SPEND
China	39.3%
Malaysia	28.6%
Hong Kong	11.6%
Pakistan	5.8%
Vietnam	4.5%
USA	3.6%
UK	2.3%
New Zealand	1.7%
India	1.6%
Bangladesh	0.6%
Sri Lanka	0.2%
Fiji	0.2%
Cambodia	0.1%
Australia	0.1%
Laos	0.0%

COUNTRY	AUSTRALIAN LINEN SUPPLY: % OF SPEND
China	40.3%
Australia	25.7%
Pakistan	14.3%
UK	7.8%
Cambodia	6.5%
India	2.0%
USA	1.4%
Hong Kong	1.2%
Germany	0.6%
New Zealand	0.1%

There have been no significant changes to where our subsidiaries source from over the past financial year; however, both Deane Apparel and ALS have reduced the amount of product being sourced directly from China.

We continue to work on gaining transparency across our supply chain to address human rights and modern slavery risks. AlSCO Uniforms along with Deane and ALS are working with all our suppliers to improve visibility into the different tiers of our trade and non-trade supply chains, especially in countries and industries that are deemed as high risk.

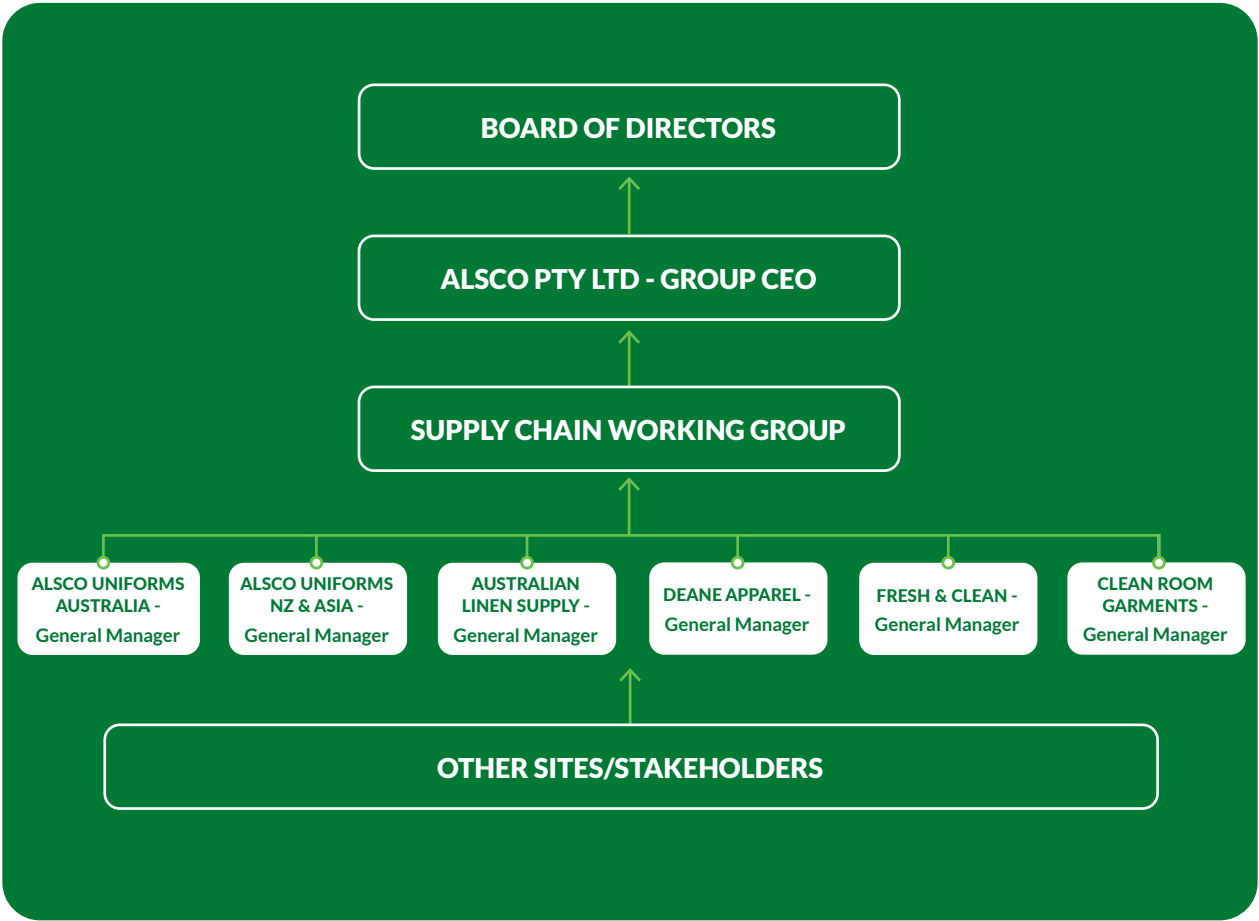


OUR GOVERNANCE

We are committed to promoting transparency, and accountability across our business, this is essential for the long-term performance and sustainability of our company. Accountability for our modern slavery progress and action plan sits with our board, and they are responsible for ensuring that human rights are upheld throughout all levels of the business.

Over the last reporting period we have developed a governance and reporting structure for addressing modern slavery risks. This outlines the importance of the newly formed **Supply Chain Working Group** who play an essential role in bringing together all departments and businesses across the group to ensure ethical sourcing practices are adhered to, and risks are continuously monitored and mitigated.

ALSCO UNIFORMS MODERN SLAVERY GOVERNANCE & REPORTING STRUCTURE:



MODERN SLAVERY RISKS IN OUR OPERATIONS & SUPPLY CHAIN

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We acknowledge that operating within the global laundry, uniform, and hygiene industry presents potential risks of contributing to modern slavery in both our operations and supply chain. To address this, we have reviewed our practices and identified areas where people may have an increased risk of slavery practices.

WHAT IS MODERN SLAVERY?

Modern slavery refers to a range of exploitative labour practices, including servitude, forced labour, human trafficking, debt bondage, forced marriage, slavery, deceptive recruitment, and child labour.

The International Labour Organisation (ILO) estimated that in 2021, over 50 million people were living in modern slavery, with one in four being children.

We recognise freedom from slavery as a fundamental human right and are committed to ensuring that everyone connected to our business is treated with respect and dignity.

OPERATIONAL RISKS

The majority of our operations continue to be based in Australia, New Zealand, and Singapore, where strong regulation and robust human rights protections contribute to a lower risk of modern slavery. However, our office in and Thailand continue to present a slightly higher risk due to less stringent human rights regulations and their geographical distance from our core operations.

All employees across our business operate under a consistent set of policies, procedures, and standards that support fair and ethical working conditions. We actively monitor adherence to these requirements across all locations and take steps to address any issues identified, which helps us maintain a low risk of modern slavery within our direct operations.

OPERATIONAL SUPPLIERS

Through our operations, we engage a range of operational (non-trade) suppliers for services and goods. As we do not directly employ the individuals delivering these services or producing these goods, there is a higher inherent risk that modern slavery could exist within these suppliers or their broader supply chains. These suppliers sit outside the direct application of our internal human rights policies and standards. In addition, the often physical and, at times, informal nature of this work can increase the likelihood of migrant labour or subcontractors being used to reduce costs.

To assess where we could be at most risk of modern slavery in our operations, we reviewed our operational (non-trade) suppliers by spend across both Australia and New Zealand and identified the suppliers that are of most importance to our business, and that have a heightened risk of modern slavery occurring. These areas are:

- Fleet suppliers and management
- The purchase of machinery for our laundries
- Recruitment services
- Construction companies



FLEET SUPPLIERS & MANAGEMENT

Access to reliable transport services remains critical to AlSCO Uniforms' operations across Australia and New Zealand. To support these operations, AlSCO Uniforms partners with established third-party fleet providers rather than maintaining an owned fleet.

AlSCO Uniforms recognises that the transport and logistics sector has elevated modern slavery risks, as the industry can sometimes rely on subcontracting arrangements, labour hire models, or vulnerable migrant workforces, which leaves them more at risk of worker exploitation.

While we seek to partner with reputable fleet providers, visibility beyond direct suppliers can be limited, particularly across extended labour supply chains. As a result, there remains a risk that modern slavery practices could occur within parts of these suppliers' operations or subcontracted workforce arrangements.



LAUNDRY MACHINERY

Our laundries are core to our business operations, and we purchase new machinery for our sites annually, especially when old machinery is no longer repairable or upgradeable. In the last financial year, we purchased 16 new machines from three main suppliers. All machinery contains electronics, components and materials. The supply chain for these units is complex, with raw materials and components coming from different countries around the world before being assembled.

According to the International Labour Organization (ILO), more than 26 million people work globally in electronics manufacturing and assembly¹, with migrant workers particularly vulnerable to risks such as debt bondage, underpayment, excessive recruitment fees, and exploitative working conditions². Recent allegations involving Dyson and a supplier factory in Malaysia have further highlighted the potential for labour exploitation risks within the sector³.

As AlSCO Uniforms does not own or directly manage these manufacturing facilities, visibility into labour practices beyond direct suppliers can be limited. As a result, there remains a risk that modern slavery practices could occur within parts of these extended supply chains.



CONSTRUCTION

In 2025, we started work on some major building and renovation projects in Australia. Due to this new focus, we investigated the new risks that working with the construction industry may bring. The construction industry has been identified globally as a sector with elevated modern slavery risks due to its reliance on subcontracted labour, complex supply chains, migrant workforces, and murky labour hire arrangements. The Australian Human Rights Commission has specifically highlighted the property and construction sector as a higher-risk industry for modern slavery practices⁴. Industry guidance also notes that globally, an estimated 18% of modern slavery victims are linked to the construction sector.



RECRUITMENT SERVICES

AlSCO Uniforms engages recruitment and HR agencies to support the sourcing of both permanent employees and contractors across Australia and New Zealand. While these providers play an important role in helping attract and place skilled workers, the recruitment sector can present elevated risk, particularly in relation to deceptive recruitment practices⁵, excessive recruitment fees, or the exploitation of vulnerable and migrant workers.

Recruitment agencies often act as the primary link between workers and employers and therefore play a critical role in ensuring employment arrangements are transparent, lawful, fair, and safe. As these services are external to our direct operations, there may be limited visibility into all recruitment practices across extended labour supply chains.

¹ International Labour Organization

² Electronics Watch

³ BBC

⁴ Australia Human Rights Commission

⁵ Australian Government



TRADE RISKS

AlSCO Uniforms and its subsidiaries do not own any product manufacturing facilities. However, we have developed long-standing relationships with many of our supply chain partners and will continue working closely with them to identify and address potential risks, including those related to modern slavery.

We remain vigilant in reviewing our trade suppliers across our Australia and New Zealand sites for those industries or geographies that are deemed 'high risk' for modern slavery. We keep abreast of developments published by the; **International Labour Organization (ILO)**, **Labour Rights Index 2025**, **WageIndicator.org**, 2023 Global Slavery Index report, **Transparency International** and **Anti-Slavery International**.

The majority of AlSCO Uniform's tier one trade suppliers are located in Australia, allowing us to have a closer relationship with our direct suppliers. However, we recognise that the increased risk of modern slavery is likely to happen further down the supply chain. Our key trade suppliers are used for:

- Products we procure for our customers – uniforms, linen, paper products, hygiene items etc, including the packaging they come in.
- Contractors we use to perform services on behalf of us.

PRODUCTS



TEXTILE PRODUCTS:

Textile products continue to be the largest items we procure at AlSCO Uniforms, in the form of uniforms, linens and other products. The majority of these continue to be sourced through our subsidiaries Deane Apparel and Australian Linen Supply (ALS).

The textile manufacturing sector remains associated with human rights risks, including forced and child labour, exploitative working conditions, and debt bondage. Research by **Fair Supply and Walk Free** found that 21.5% of Australia's imports are sourced from commodity categories—such as textiles—considered to carry a higher risk of modern slavery.



COTTON PRODUCTS

Cotton remains one of the most significant raw materials used within AlSCO Uniforms's textile products. However, the cotton industry still has elevated modern slavery risks due to complex global supply chains, labour-intensive farming practices, and ongoing concerns regarding forced labour and child labour in cotton-producing regions.

Sourcing cotton from the Xinjiang region in China continues to cause concern, with recent investigations and testing finding traces of Xinjiang cotton in approximately 19% of products from major US and global retailers⁶, despite many brands having policies prohibiting the use of Xinjiang cotton. The findings highlighted ongoing traceability challenges within the apparel and textile sector.

There is also increasing recognition that countries such as Bangladesh, Vietnam, Cambodia, and Pakistan continue to import significant volumes of cotton yarns, fabrics, and textile materials from China, resulting in possible imports of cotton originating from Xinjiang. This means that cotton linked to forced labour practices may still enter global supply chains indirectly through downstream manufacturing processes, even where finished goods are sourced outside of China.

⁶ Reuters



FIRST AID KITS:

Our first aid kits are stocked with all necessary supplies to address a wide range of workplace injuries, from minor cuts to more serious accidents. Due to the wide variety of products in our kits, there are several products that have documented links to modern slavery incidents. Some of the products with the highest risks of exploitative supply chains are PPE, cotton-based medical products, rubber gloves, textiles, and some surgical instruments.

In late 2025, **reports** emerged that one of our suppliers Ansell, was linked to forced labour allegations in one of their factories in Malaysia. The allegations relate to the treatment of more than 200 migrant workers and include issues such as debt bondage, wage concerns, and forced labour. However, these claims have been disputed by the supplier.

These reports have highlighted the importance for continued due diligence of our supply chain, and this was treated as a priority when the incidence occurred. We were pleased to discover that this particular factory is not used for AlSCO Uniform orders.

The healthcare and medical consumables sector is increasingly recognised globally as a higher-risk procurement category. Reviews conducted by the UK NHS found over 20% of suppliers assessed carried elevated modern slavery risks, particularly for gloves, gowns, masks, textiles, and surgical products⁷.

SERVICES ON BEHALF

As a national laundry business, we work across many locations and have a wide range of people and businesses who perform services on our behalf. This group of suppliers are our second largest group of trade suppliers and are a key part of our organisation's success.

As these contractors operate as independent businesses and are not owned or directly managed by AlSCO Uniforms, there can be limited visibility into their recruitment practices, labour standards, and broader supply chain management processes. Reduced oversight across outsourced operations can increase the risk of modern slavery practices occurring within parts of the contractor's workforce or supply chains.

The use of subcontracted labour and migrant workers within labour-intensive industries is recognised as a higher-risk area for modern slavery, particularly where workers may be vulnerable to underpayment, excessive working hours, coercive employment practices, or debt bondage. These risks have been identified globally, including within Australia, across sectors that rely heavily on contracted and lower-skilled labour.

⁷ UK Government



GEOGRAPHICAL RISKS

We continue to support our local suppliers in both Australia and New Zealand, helping to reduce the risk of modern slavery occurrences due to the stricter human rights and health and wellbeing regulations. We do still procure goods and services from some offshore suppliers, both directly and through our subsidiaries Deane Apparel and ALS, so there is a heightened risk in these jurisdictions due to different, sometimes more relaxed, labour laws.

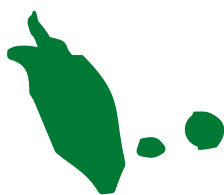


CHINA

China maintains its place as the world's largest manufacturing hub, with a growth of 7% in manufacturing output in the first half of 2025⁸. China is our main sourcing country for Deane Apparel and ALS, however, is only 0.1% of AlSCO Uniforms' direct suppliers.

Unfortunately, there are still reports of increased use of forced labour, and exploitative working conditions in China, with some evidence showing that the number of people caught up in these conditions is rising⁹. Parts of China's manufacturing and agricultural sectors continue to present elevated modern slavery risks due to the widespread use of migrant labour, labour transfer programs, and complex subcontracting arrangements¹⁰. Migrant workers can be particularly vulnerable to exploitative practices when working away from their home regions, including excessive working hours, restricted movement, underpayment, debt bondage, and coercive labour conditions.

The extensive use of subcontracting and multi-tiered supply chains within Chinese manufacturing can reduce visibility beyond direct suppliers, making it more difficult for businesses to fully trace labour practices and raw material sourcing throughout the supply chain.



MALAYSIA

The Malaysian textile manufacturing market is projected to expand from USD 3.49 billion in 2025 to USD 4.47 billion by 2030¹¹. Malaysia not only plays a key role in the supply chain of our Deane and ALS suppliers but also represents 2.6% of our direct AlSCO Uniforms trade suppliers.

Malaysia has been identified as a higher-risk country for modern slavery due to ongoing concerns regarding the treatment of migrant workers. Recent reports and investigations involving Bangladeshi migrant workers in Malaysia have highlighted risks including debt bondage, excessive recruitment fees, passport retention, underpayment, and exploitative working conditions¹². While the Malaysian Government has strengthened its response through initiatives such as the National Action Plan on Forced Labour 2026–2030¹³, the widespread use of migrant labour and third-party recruitment agents means forced labour risks remain an ongoing concern within some Malaysian supply chains.

⁸ PWC China

⁹ United Nations

¹⁰ International Labour Organization

¹¹ Malaysian Investment Development Authority

¹² UN

¹³ International Labour Organization



THAILAND

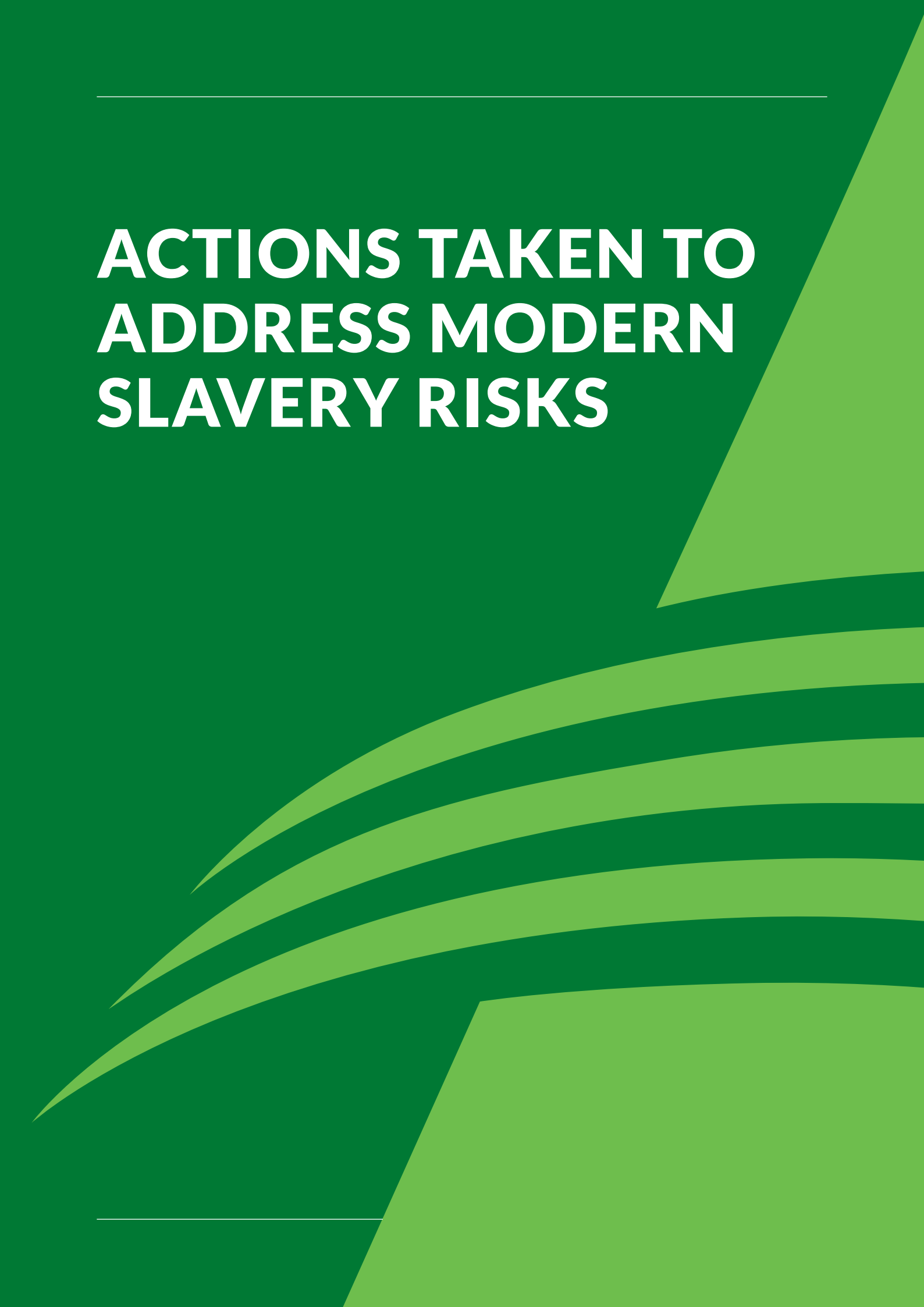
Thailand has successfully shifted its economy from reliance on agriculture to export-oriented manufacturing over the past four decades. Manufacturing now stands as a cornerstone of the nation's economy, accounting for around one quarter of total GDP¹⁴.

Thailand remains an important sourcing country for us; however, it has had ongoing links to forced labour and exploitation over the past two decades, particularly in the seafood and garment industries¹⁵.

¹⁴ OECD

¹⁵ US Department of Labour

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

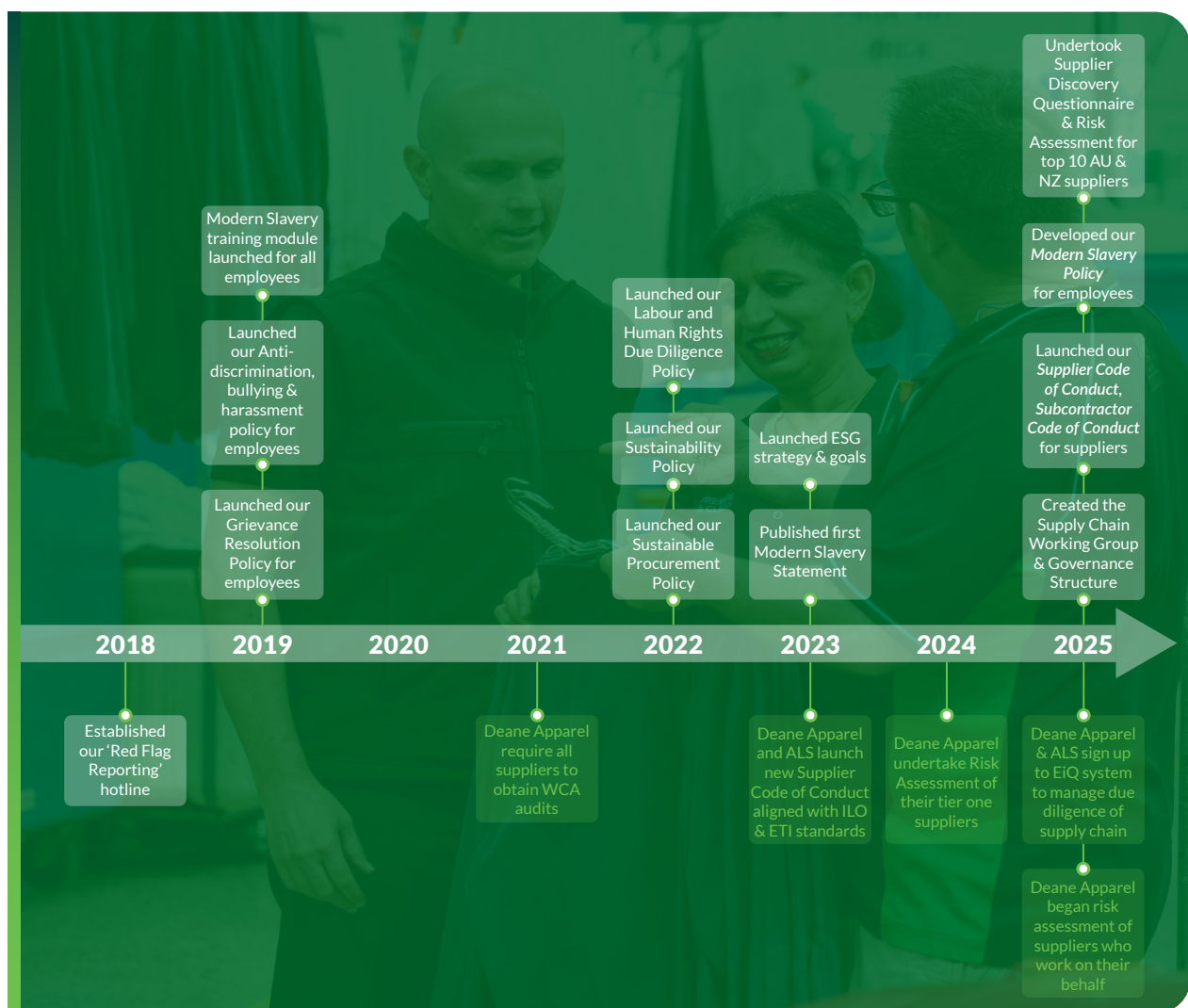
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At AlSCO Uniforms, we are committed to identifying and addressing modern slavery risks across our operations and supply chains. We take any potential risks seriously and align our approach with the United Nations Guiding Principles on Business and Human Rights, embedding the principles of protect, respect, and remedy throughout our business.

Our Board plays an active role in overseeing our approach to managing modern slavery risks. We work closely with team members and suppliers to identify, mitigate, and address potential issues, maintaining accountability for any impacts linked to our operations or supply chains.

This section outlines the actions we have taken during the financial year ending 31 December 2025 to assess and address modern slavery risks.

OUR DUE DILIGENCE JOURNEY



Key:



AlSCO Uniforms



Deane Apparel

OUR OPERATIONS

All AlSCO Uniforms team members, including permanent, part-time, casual, and contracted workers, are provided with employment agreements outlining their rights, responsibilities, and conditions of employment. Employees are also required to comply with AlSCO Uniforms's *Employee Code of Conduct* and supporting policies.

AlSCO Uniform's people and governance frameworks are designed to support the identification and management of potential human rights and workplace conduct issues. Team leaders and managers are responsible for monitoring workplace practices, responding to concerns raised by employees, and escalating or addressing reported incidents through the business' governance and reporting processes.

SUPPLY CHAIN WORKING GROUP

To strengthen AlSCO Uniform's approach to identifying and addressing modern slavery risks, a cross-functional **Supply Chain Working Group** was established during the reporting period. The Group includes representatives from across the business and subsidiary entities, bringing together expertise from operations, finance, sustainability, HR, and other key business functions. The purpose of the **Working Group** is to support the implementation of modern slavery initiatives across the organisation and have a centralised group for all modern slavery governance.

The **Supply Chain Working Group** is responsible for progressing the actions outlined in our modern slavery action plan, including the development and implementation of policies, supplier engagement activities, due diligence processes, training initiatives, and remediation pathways. A formal governance framework was developed to guide the Group's activities, with members meeting monthly to monitor progress, discuss emerging risks or concerns, and support ongoing collaboration across the business.

PARTNERSHIP WITH DICE RENASCENT

2025 was an exciting year for AlSCO Uniforms, with the development of two new plants in both Wollongong and Perth. Due to the links of modern slavery to the construction industry, we wanted to make sure we partnered with a company that valued human rights.

We were excited to partner with Australian company Dice Renascent for two of our major products. Dice Renascent have implemented a formal Modern Slavery Policy that outlines their zero-tolerance approach to forced labour, human trafficking, and exploitation within their operations and supply chain. Their policy includes commitments to supplier due diligence, ethical business conduct, transparency, training, stakeholder engagement, and clear reporting pathways for concerns relating to modern slavery risks.

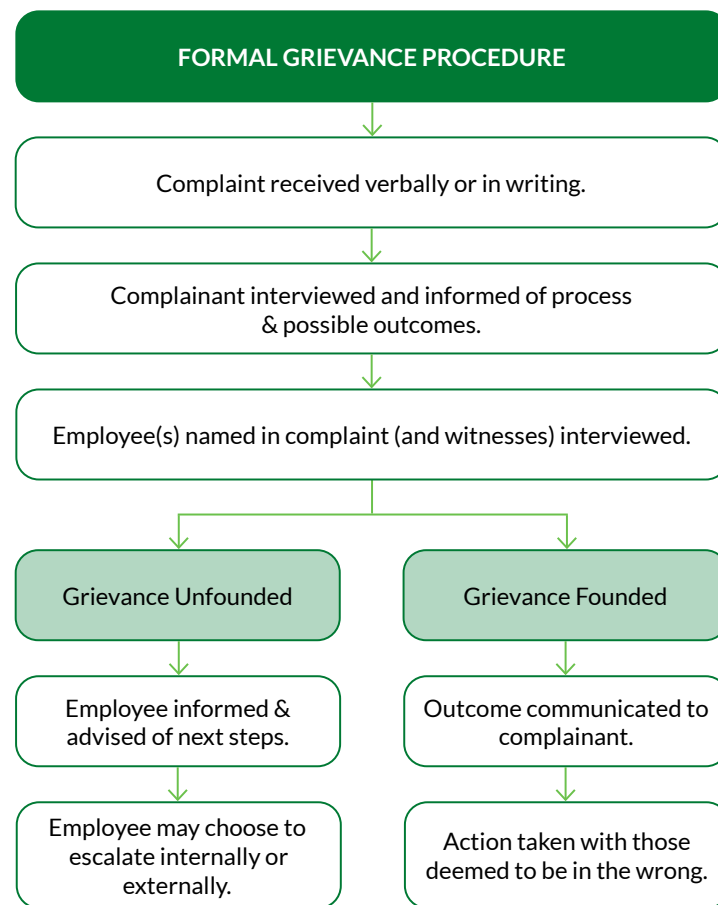
Beyond their policy commitments, Dice Renascent also demonstrates positive social impact through initiatives that support Indigenous engagement, employment pathways, and community participation. Supporting Indigenous businesses and creating inclusive employment opportunities contributes to stronger human rights outcomes by promoting fair access to economic participation and reducing vulnerabilities that can contribute to worker exploitation.

We look forward to the completion of our new sites in the coming years.



GRIEVANCE RESOLUTION

Our Grievance Resolution Policy continues to provide our employees with the pathway for lodging a grievance internally. The standards and actions outlined in the document have not been changed over the past financial year, and the process for lodging a grievance is as follows:



RED-FLAG REPORTING

Red-Flag Reporting remains in place for all AlSCO Uniforms and subsidiary employees, providing them an independent and anonymous way to report concerns or incidents.

Over the past financial year, the number of Red-Flag Reports remained the same as the previous year, showing that this process is working, and our employees are utilising this service.

TRAINING

Over the past financial year, we have expanded our ***Understanding Modern Slavery and Your Role in Preventing*** training to all AlSCO Uniforms Australian employees and subsidiaries. The training covers topics such as recognising the different forms of modern slavery, identifying key warning signs and risk factors, understanding reporting obligations, and supporting actions to help prevent and address modern slavery risks within the business and supply chain.

In the last financial year 86% of Australian AlSCO Uniforms employees have completed the course.



OUR SUPPLY CHAIN

Over the past financial year, we have continued to strengthen our approach to managing modern slavery risks through the implementation of enhanced policies, procedures, and governance processes. A key step in this process was the establishment of the cross-functional *Supply Chain Working Group*, which has led and coordinated these initiatives across the business.

SUPPLIER RISK ASSESSMENT

As part of our modern slavery action plan, we have started to conduct more thorough due diligence on our direct suppliers. In mid 2025, we sent out Supplier Discovery Questionnaires to AlSCO Uniform's Top 10 trade and non-trade suppliers both in Australia and New Zealand. The purpose of these questionnaires is to gain insight into our suppliers, their policies, training, social and environmental initiatives and the risk they pose to AlSCO Uniforms.

In addition to the questionnaire, relevant documentation—including social compliance audit reports, certifications, and internal policies—were reviewed to assess the likelihood of human rights or environmental risks occurring within our supply chain.

So far, we have had a 60% response rate to the questionnaires, and we are still working with those suppliers that have not returned their questionnaires to date.

Once the supplier response is received, it is then entered into our Supplier Risk Assessment sheet to analyse their response and rate the risk of that supplier in regards to modern slavery or human rights. The work on this is still ongoing, and we look forward to reporting back on this in the next financial year.

POLICIES

Over the past financial year we have created three new policies to help strengthen our response to human rights and modern slavery. These policies will sit alongside our already established *Labour and Human Rights Due Diligence Policy* and *Sustainable Procurement Policy*.

The new policies developed this year are:

SUPPLIER CODE OF CONDUCT

The **Alsco Uniforms Supplier Code of Conduct** outlines our commitment, standards, and values we expect of our supply partners. The Code has been aligned with the Ethical Trade Initiative (ETI) Base Code Guidelines and the International Labour Organisation (ILO) Principles. The Code is continuously reviewed and updated according to industry best practise guidelines.

All new suppliers are now required to sign this before we commence any work with them. We are also rolling this out to all current suppliers and aim to have 100% of all suppliers sign our Code of Conduct by end of the next financial year.

SUBCONTRACTOR CODE OF CONDUCT

In our response to the large number of suppliers we work with that provide a service on our behalf, we have developed a **Subcontractor Code of Conduct**. The Code outlines the principles and standards that subcontractors must adhere to when working on projects or providing services on behalf of Alsco Uniforms. This covers areas such as transparency, workplace practices, reporting processes and human rights.

All new subcontractors are now required to sign this before we commence any work with them. We are also rolling this out to all current suppliers and aim to have 100% of all suppliers sign our Subcontractor Code of Conduct by end of the next financial year.

MODERN SLAVERY POLICY

Our new **Modern Slavery Policy** was developed to outline our commitment to identifying, mitigating and remedying any potential cases of modern slavery in our operations and supply chains. The policy applies to all employees and subsidiaries across the Alsco Uniforms group and reinforces the organisation's commitment to upholding human rights and preventing exploitative labour practices.

The policy outlines employee responsibilities for identifying and reporting potential modern slavery risks and demonstrates our process for remediation for suspected cases identified (see below). It also formalises governance oversight through the **Supply Chain Working Group** and supports ongoing supplier due diligence and contractual expectations regarding compliance with human rights laws and regulations.



TRANSPARENCY & TRACEABILITY

We recognise that supply chain traceability and transparency are critical to effectively identifying and addressing potential modern slavery risks. To strengthen visibility across our supply chain, we are working closely with our product suppliers to better understand the origin of raw materials, map supply chain pathways, and identify areas where further information or due diligence may be required.



CASE STUDY: EiQ Software

In order to improve oversight and strengthen supply chain transparency, we identified the need for a centralised platform to consolidate supplier information and support more effective risk management across the business.

After much investigation, we proceeded with EiQ, a global software platform by LRQA. EiQ is a supply chain risk platform that uses supplier data, risk analytics, audit information, geographic risk mapping, and traceability tools to provide greater visibility into supply chains and sourcing regions. The platform enables us to identify higher-risk suppliers, products, and countries, improve traceability of raw materials, monitor emerging human rights risks such as forced labour, and prioritise due diligence activities based on risk exposure.

EiQ also assists with supplier engagement, audit management, and ongoing monitoring to support more informed and proactive supply chain risk management.

We began the roll out of the EiQ platform this past year with our subsidiary companies Deane Apparel and Australian Linen Supply, due to the international spread of their supply chains. The process is taking longer than anticipated, but we expect to have this fully operational by end of 2026.

COTTON SOURCING

Since our last Modern Slavery Statement, Deane Apparel and ALS have researched multiple avenues to help improve the traceability of our cotton raw material. Some of the areas we have investigated include DNA markers, certifications and other innovations. We are also conducting quality testing on different branded cottons to see if they can meet the durability requirements of our products. We will continue to focus on this for the next financial year and report on any progress.

ONBOARDING NEW SUPPLIERS

We understand the importance of conducting thorough due diligence before commencing any business relationship. As procurement is currently done by multiple different units across the business, we need a process that can be easily followed and managed centrally. In response to this, we have developed a supplier onboarding decision tree for the onboarding of all new suppliers across the group. This is currently being assessed and will be distributed and actioned over the next financial year.

TERMINATIONS

We were pleased to report that we terminated no suppliers over the FY25 financial year.

As part of our modern slavery action plan, the Supply Chain Working Group established a set of “zero-tolerance” breaches that may result in the immediate termination of a supplier relationship. These include confirmed instances of child labour, serious or deliberate non-compliance with applicable laws and regulations, and verified evidence of modern slavery practices where the supplier demonstrates no willingness to remediate, improve, or implement corrective actions.

We will continue to monitor the progress and action taken by our suppliers to ensure their commitment to upholding human rights is continued.

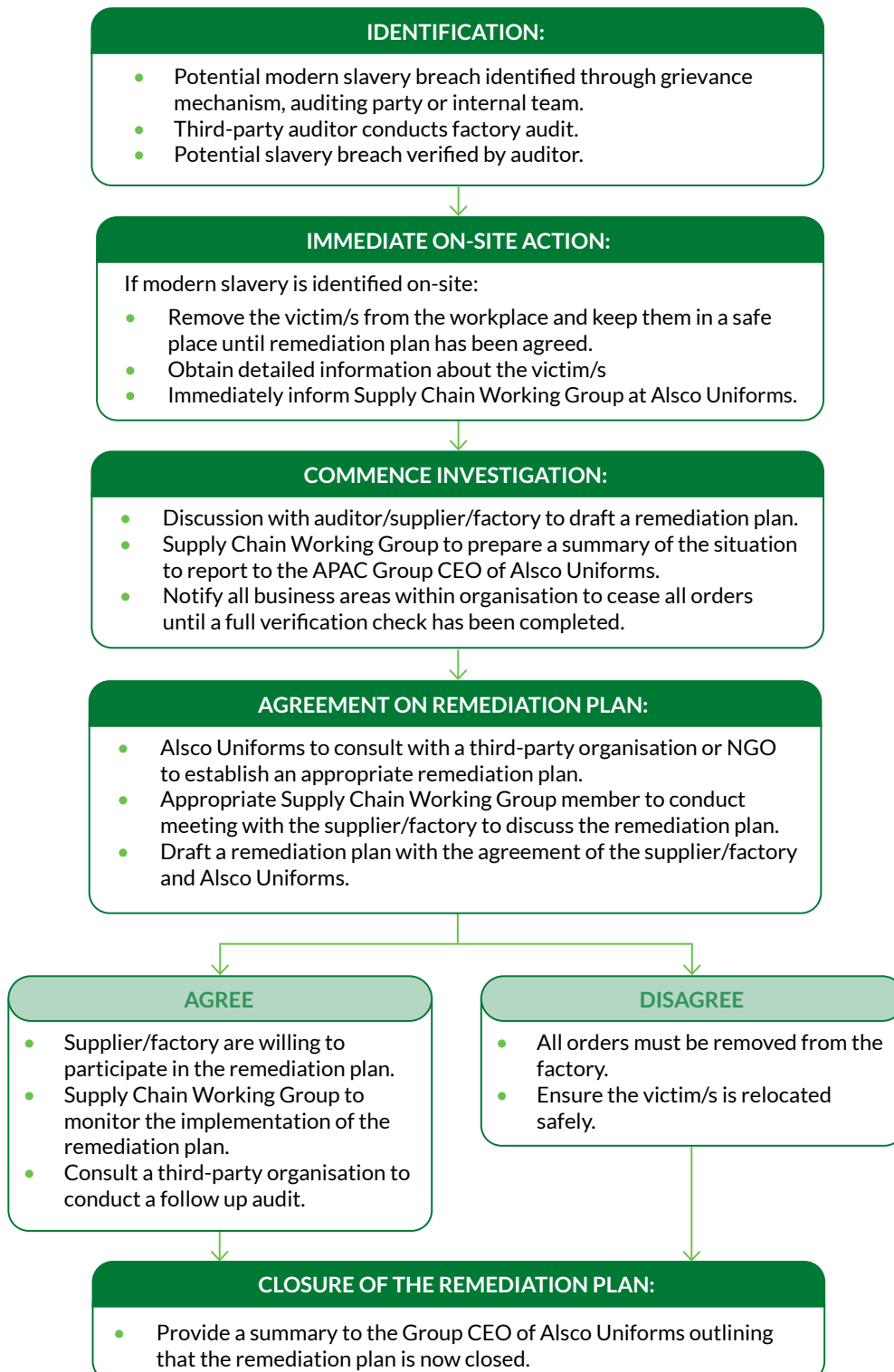


REMEDIATION

We recognise the importance of establishing a robust process to address and remediate any instances of modern slavery identified within our supply chain. Remediation involves implementing measures to prevent future harm, either through direct action or in collaboration with key stakeholders. Our approach prioritises accountability, transparency, and continuous improvement to uphold ethical labour practices.

Over the last financial year we have developed a Remediation process for all AlSCO Uniform suppliers to report on any potential or identified cases of modern slavery or exploitation happening in our supply chain. In time, this may be adapted or combined with other frameworks to ensure our remediation process stays relevant and robust.

ALSCO UNIFORMS REMEDIATION PROCESS:



MODERN SLAVERY INCIDENCES

In response to the allegations at Ansell (see *Product Risk page*), we swiftly undertook additional due diligence, including engagement with the supplier to seek clarification, reviewing available audit findings, and assessing appropriate corrective actions. We were pleased to find that Ansell do not use this facility for AlSCO Uniforms orders, and we will continue to ensure that due diligence and corrective actions are followed up swiftly.



ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

The background is a solid dark green. On the right side, there are several curved, overlapping bands of a lighter green color that sweep from the bottom towards the top right. These bands create a sense of movement and depth. The overall design is clean and modern.

It is difficult to measure the effectiveness of any single action we take towards identifying and mitigating modern slavery. To understand how we are managing the risk of modern slavery, we undertake the below assessments to review the effectiveness of these workstreams.

ITEM	OVERVIEW	MEASURES	FY25 RESULTS
Internal Policies	Every two years we undertake a review of internal policies to ensure they meet local and international best practice.	Ensure reviews are made, and each employee has signed and understood each policy.	No review of policies was conducted this financial year, so no update to report.
Red-Flag Reporting	The head of HR from each region receives all reports from Red-Flag.	We monitor the number of reports that are received each year, to track any increase of incidences by region.	We had one report through our Red-Flag reporting channel this financial year, the same as the last financial year.
Training	Modern slavery training modules are available on our online learning platform.	Employees who have completed the training are asked to do a "Check your learning" quiz and are asked to acknowledge their part in preventing modern slavery. We also track the number of employees who have completed the training.	We had 756 out of 875 Australian Alsco Uniforms employees complete our Modern Slavery e-learning module this financial year.
Supplier Code of Conduct (subsidiaries)	Our new Supplier and Subcontractor Code of Conduct's outline key human rights values and standards we expect of our suppliers.	Ensure each supplier has signed and dated the Supplier Code of Conduct.	To date, 100% of all Deane Apparel and ALS tier one suppliers have signed the Supplier Code of Conduct. We are still distributing the Codes to Alsco Uniforms suppliers.
Supplier Grievance Mechanism (subsidiaries)	Our grievance email was included as part of our Supplier Code of Conduct sent out to Deane Apparel and ALS suppliers.	We monitor and review the number of grievances received each year via this platform.	No grievances were received from any suppliers over the last financial year.
Supplier Audits (subsidiaries)	Deane Apparel and ALS receive annual social compliance audits from each of their suppliers.	We track the number of non-compliances and scores from each audit to review improvements over the year.	Due to the time taken to implement the EiQ platform, some of the audits may have lapsed this year. But we plan to follow this up.

CONSULTATION

All AlSCO Pty Ltd entities are subject to the same governance structure, policies, and procedures, including modern slavery compliance. Consultation across all entities and regions is extensive and collaborative.

Our newly appointed **Supply Chain Working Group** ensures all areas of the business are included and represented in our modern slavery work. We facilitate regular check ins with members from AlSCO Uniforms legal, compliance, HR, ESG and finance teams, along with representatives from Deane Apparel, Australian Linen Supply (ALS), Clean Room Garments and Fresh and Clean. Each business unit was required to supply relevant information, data and policies regarding their business activities over the previous financial year for this statement, along with actions they have taken to identify, mitigate or remedy any potential cases of modern slavery.

AlSCO Pty Ltd maintains regular communications with Clean Room Garments, Deane Apparel and ALS regarding supply chain due diligence, due to their supplier/buyer relationship.

FOCUS AREAS FOR THE NEXT 12 MONTHS

OPERATIONS

Add a modern slavery clause to all operational suppliers' contracts.

Review existing internal policies to ensure they are robust in their approach to human rights and modern slavery.

Online Training – aim for 100% completion of e-learning modern slavery training.

Facilitate extra training in modern slavery for all procurement, supply chain and finance staff.

Develop a pathway/mechanism for an easy, anonymous way for employees to report concerns or potential cases of modern slavery.

SUPPLY CHAIN

Complete Supplier Risk Assessment for Top 20 AlSCO Uniforms suppliers and expand to include ALS suppliers. Create corrective action plan for suppliers deemed as high risk.

Update Deane Apparel Supplier Risk Assessment based on any new suppliers, and latest audit results.

100% of Deane Apparel and ALS suppliers to be uploaded onto the EiQ platform, and corrective action plans developed.

Load Top 10 AlSCO Uniforms suppliers to the EiQ platform.

Investigate and pilot available grievance mechanisms for offshore suppliers.

Launch our onboarding process for new suppliers.

Decide on approach for traceable cotton, and set workable goals towards 2030 for AlSCO Uniforms, Deane Apparel and ALS.

Develop a stance and definition of what 'living wages' means to us.

For Deane Apparel and ALS suppliers, develop corrective action plans based on risk assessment results.

Identify the areas and stages in our business where we could be directly linked, may cause, or contribute to modern slavery risks.

Review risks and prioritise key focus areas for the next five years.



