

DOCUMENT VERSION 4

Outcomex Modern Slavery Statement

23/06/2026

outcomex

Speed. Agility. Proven Performance.

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1. Modern Slavery Statement

1.1 Reporting Entity

Outcomex Pty Ltd is a reporting entity under the Modern Slavery Act 2018 (Cth) (the Act) for the relevant reporting period, based on the applicable reporting criteria under the Act. Based on the criteria set out in this Act, Outcomex's modern slavery statement is reviewed annually. This Modern Slavery Statement outlines Outcomex's approach to identifying, assessing and addressing the risks of modern slavery in its operations and supply chains during the reporting period.

This Modern Slavery Statement covers the reporting period from 1 July 2024 to 30 June 2025 and has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Each year, Outcomex continues to relook and refine its programs and objectives, to identify and mitigate the risk of modern slavery across its business and supply chain. Outcomex continually strives to operate according to the highest ethical standards and integrity in everything it does and is committed to prevent any form of modern slavery within its business, supply chain and every project undertaken. Outcomex maintains stringent controls to ensure that its supply chain is free from any form of forced labour and that it is never involved, either directly or indirectly, in the infringement of human rights.

Outcomex has a zero-tolerance approach to slavery, exploitation, human trafficking in all its forms, and child labour, and is committed to safeguarding human rights in its operations and supply chains, as well as taking concrete steps to identify, mitigate, and respond to risks that have the potential to cause contribute to, or directly link its business to modern slavery. As such, Outcomex expects all its suppliers and partners to agree to its position on human rights, and to operate in accordance with all applicable Modern Slavery laws. including they never make use of child or forced labour.

1.2 Reporting Entity's Structure, Operations and Supply Chain

1.2.1 Structure and operations

Founded in 2012, Outcomex is an award-winning systems integrator, devoted to providing intuitive solutions in information technology, Australia wide. Offering software and technology infrastructure solutions to customers, it also offers professional services, resourcing, project management, and managed services to its customers.

Outcomex, has a three-split revenue earning line, comprising Infrastructure Solutions, Software solutions and Services. With head office in Sydney, Australia, Outcomex operates nationally, with its IoT arm extending internationally.

1.2.2 Supply chain

Outcomex is very stringent in who it permits into its supply chain – allowing it to concentrate on building strong, long-term relationships with key suppliers and vendors. As such, Outcomex partners only with select marketing-leading vendors, to provide the latest technologies and products to its customers. Outcomex deals directly with all its suppliers and vendors, majority of which have Australian-based subsidiaries, and who are in line with Outcomex's zero-tolerance stance towards slavery.

Understanding Outcomex's supply chain:

- Infrastructure Solutions

Selling of technology infrastructure like networks, servers etc to customers utilising the services or products of third-party [suppliers/vendors/distributors](#).

- Software Solutions

The reselling of software licensing to customers from [third party software vendors](#).

- Services

Delivery of services for the design and implementation of technology solutions, by Outcomex staff.

Support Services, such as managed services for operations and maintenance, by Outcomex staff.

1.3 Risks of modern slavery practices in the operations and supply chain

Since its inception, Outcomex has primarily focused on two key areas:

- Its own operations, including selecting specific suppliers/vendors who have a zero-tolerance stance towards slavery.
- Mapping the supply chain and putting systems and procedures in place to reduce risk factors and to improve due diligence.

For the current reporting period, Outcomex has continued to implement and refine the maturity of its due diligence measures to identify any potential risks of modern slavery practices in its supply chain.

1.3.1 Operations and supply chain

Outcomex recognises that modern slavery risks vary across its operations and supply chain and are influenced by factors including industry sector, geographic location, nature of goods and services provided, and the level of visibility and control Outcomex has over different tiers of its supply chain.

While Outcomex's direct operations are primarily based in Australia and involve professional and technical services delivered by employees, modern slavery risks are more likely to arise in indirect supply chains that support the information technology and technology infrastructure sector.

Key areas where Outcomex has identified a higher potential risk of modern slavery include:

- Manufacture of technology hardware and components: Certain hardware products supplied to Outcomex customers may include components manufactured in overseas jurisdictions where labour protections, enforcement mechanisms, and supply chain transparency can vary. These risks are typically most pronounced in lower-tier manufacturing and raw material sourcing, which are further removed from Outcomex's direct commercial relationships.
- Extended and multi-tier vendor supply chains: Although Outcomex contracts primarily with established vendors and distributors, those entities may rely on complex global supply chains. As supply chain tiers extend, Outcomex's direct visibility and influence decreases, increasing the risk of undetected labour exploitation at subcontractor or sub-supplier level.
- Third-party logistics and support services: The use of third-party logistics providers and service partners may present modern slavery risks where labour is outsourced or subcontracted, particularly where services are performed across multiple jurisdictions.

Outcomex employees are engaged under Australian employment legislation, including the Fair Work Act 2009 (Cth), and are subject to internal employment policies and management oversight.

Outcomex does not assume that modern slavery risks are absent from any part of its supply chain. Instead, it applies a risk-based approach to identifying, assessing, and addressing potential risks,

recognising that the presence of policies or supplier statements does not, in isolation, eliminate the risk of modern slavery.

Modern slavery risks within the IT and technology industries are considered a medium to high risk. Outcomex proactively works to identify potential modern slavery and human rights risks across its operations and supply chains. Whether it is workforce labour or sourcing materials and products, without appropriate due diligence, Outcomex's line of sight into its suppliers' supply chains is often limited. This is why Outcomex consistently strives to have and maintain full visibility over its operational activities directly undertaken by its staff.

During the reporting period, Outcomex did not identify any actual instances of modern slavery within its direct operations or through its supplier engagement and due diligence activities.

However, Outcomex recognises that residual modern slavery risks remain within global technology manufacturing, logistics, and multi-tier supply chains. Outcomex therefore continues to apply a risk-based approach to supplier engagement, due diligence, and ongoing monitoring to identify and address potential modern slavery risks.

1.4 Assessing and Addressing risk management, due diligence and remediation

Outcomex applies a risk-based approach to supplier assessment, considering factors including:

- geographic location;
- industry sector;
- nature of products and services supplied;
- reliance on outsourced labour;
- supply chain complexity.

Higher-risk suppliers may be subject to additional review and engagement.

1.4.1 Actions taken

To reduce risk factors and put appropriate diligence in place, Outcomex:

- Identifies key vendors and logistics partners, within its supply chain;
- Requests statements and compliance documents for their Modern Slavery policies;
- Catalogue and store these responses for reference;
- Use mandated ISO audits and review meetings to ensure currency of modern slavery policies.

Outcomex has allocated responsibility to identify and monitor particular areas of concern within its supply chain to an Alliance Partner Manager role. This enables Outcomex to take targeted steps to integrate screening, due diligence and audit protocols within its supplier screening and engagement procedures.

Additionally, Outcomex:

- has a zero-tolerance approach to slavery, exploitation, human trafficking in all its forms, and child labour.
- is committed to safeguarding human rights in its operations and supply chains, as well as taking concrete steps to identify, mitigate, and respond to risks that have the potential to cause contribute to, or directly link its business to modern slavery.

- will engage with key stakeholders to leverage influence and encourage positive, long-lasting change if risks outside of its control are identified.
- compels suppliers to identify, mitigate and address salient risks and instances of modern slavery in their supply chains and business operations.
- adopts a risk-based due-diligence and implements and regularly reviews systems and controls for identifying, addressing and remediating any known instance of modern slavery in its supply chains of its suppliers.
- is committed to developing training programs for our employees and/or suppliers to develop the mindset, behaviours, and skills to power a positive systemic transformation.
- is committed to establishing and providing access to grievance mechanisms and remedy modern slavery risks in its operations and supply chains.

1.4.1 Assessing the effectiveness of actions

Outcomex assesses the effectiveness of its actions to address modern slavery risks through a range of qualitative and quantitative measures, including supplier engagement outcomes, alignment of supplier policies with Outcomex's standards, completion of employee training activities, and the operation of reporting and grievance mechanisms.

These measures are reviewed periodically by management to assess whether existing controls remain appropriate, to identify areas for improvement, and to inform future enhancements to Outcomex's modern slavery risk management approach.

1.4.2 Continued and ongoing action: Reporting and monitoring grievances

Honesty and integrity are two of the fundamental values at Outcomex. Outcomex is committed to detecting and preventing illegal and other undesirable conduct within its business. As a key cornerstone, employees and others can report their concerns freely and speak up, without fear of repercussion to the Whistle Blower Protection Officer (WPO). Outcomex is committed to ensuring that all employees have a safe, reliable, and confidential way of reporting any suspicious activity. As such, it has established and will continue to maintain multiple channels that facilitate the reporting of any suspected incidence of bribery or corruption. Outcomex continue to provide training on its whistleblower policy to continue to promote awareness and effectiveness of it (see our Whistleblower policy).

During the reporting period, Outcomex received no reports relating to modern slavery concerns through its whistleblower or grievance reporting mechanisms.

1.4.3 Continued and ongoing action: Impact Assessments

Periodically, Outcomex conducts Human Rights Impact Assessments to identify potential human rights risks and impacts within its business and supply chains.

1.4.4 Continued and ongoing action: Employee training

During the reporting period, modern slavery awareness training was made available to employees involved in procurement, supplier management, and leadership functions.

1.4.5 Continued and ongoing action: Auditing existing suppliers/vendors

Outcomex has created a register of suppliers and corresponding checklist that is regularly updated and verified to ensure its suppliers/vendors approach to modern slavery risks in their operations and supply chain correspond with Outcomex's. This has helped Outcomex understand which of its suppliers have a robust governance process in place and allows Outcomex to forge stronger relationships with those who share the same ethical framework that it has.

The Supplier Code of Conduct establishes Outcomex's expectations of suppliers, and their supply chain, in providing goods and services Outcomex, such as ensuring that no forced labour (slavery) has been used, that their workplace and staff feel safe and are treated fairly. These expectations, including that of respecting all human rights, are clearly outlined prior to establishing an on-going working relationship with suppliers/vendors.

1.4.6 Consultation with Controlled Entities

Outcomex Pty Ltd does not own or control any separate reporting entities for the purposes of the Modern Slavery Act 2018 (Cth).

Accordingly, no consultation with controlled entities was required during the preparation of this Modern Slavery Statement.

This statement relates solely to the operations and supply chains of Outcomex Pty Ltd.

1.4.7 Future actions and assessments

As outlined in this statement, Outcomex is committed to:

- Continue to enhance the maturity of its diligence programs
- Look at ways to maintain and improve its approach to identify and reduce risk of Modern Slavery in all its operations and supply chain
- Annually review its processes, including employee training
- Continue to provide employees with training, and Outcomex's zero-tolerance stance on modern slavery
- Strengthen collaboration with vendors/suppliers to raise awareness

1.5 Approval and Signature

This Modern Slavery Statement was approved by Marco Delgado, Sole Director of Outcomex Pty Ltd, as the principal governing body of the reporting entity, on 26 June 2026.

Signed by a responsible member of Outcomex Pty Ltd:



Marco Delgado

Sole Director

Outcomex Pty Ltd

Date: 26 June 2026