

## IMEX GLOBAL PARTNERS PTY LTD

### Modern Slavery Statement

**Reporting Period:** 1 July 2024 – 30 June 2025

**ABN:** 35 601 319 617

**Registered Office:** Suite 504, 365 Little Collins Street, Melbourne VIC 3000

**Website:** [www.imexglobalpartners.com](http://www.imexglobalpartners.com)

### 1. Identification of the Reporting Entity – s16(1)(a)

This Modern Slavery Statement is made by IMEX Global Partners Pty Ltd (“IMEX”, “we”, “us”, “our”) in accordance with the Modern Slavery Act 2018 (Cth). IMEX Global Partners Pty Ltd is an Australian proprietary company limited by shares, with operations across Australia, the United States, China, and selected international markets.

### 2. Structure, Operations and Supply Chains – s16(1)(b)

IMEX Global Partners Pty Ltd is a diversified international supply-chain and logistics solutions provider servicing the defence, emergency services, infrastructure, industrial equipment, energy, and food supply sectors.

#### Operations

Our core activities include:

- International procurement and trade
- Import and export of industrial and agricultural products
- Logistics coordination and freight management
- Wholesale distribution and project-based supply solutions

#### Supply Chains

Our supply chains involve:

- Manufacturers and OEMs in China, the United States, and Australia
- Logistics providers, freight forwarders and warehouse operators
- Agricultural, food and industrial product suppliers
- Engineering, fabrication, and construction subcontractors

Given the global nature of these supply chains, IMEX recognises an elevated modern slavery risk exposure in certain regions, particularly in labour-intensive manufacturing, agriculture, logistics and construction sectors.

### 3. Modern Slavery Risks – s16(1)(c)

IMEX has identified the following key modern slavery risk areas:

- Forced labour and debt bondage in overseas manufacturing
- Exploitation of migrant workers in logistics and warehousing
- Unethical labour recruitment practices within subcontractor networks
- Agricultural labour exploitation within food-supply chains

- Lack of regulatory enforcement in high-risk jurisdictions

Risk exposure is heightened in tier-one and tier-two supplier environments located in regions with:

- Weak labour protections
- Limited transparency
- Heavy subcontracting practices

#### 4. Actions Taken to Assess and Address Risks – s16(1)(d)

##### Governance and Policy

- Adoption of a Modern Slavery & Ethical Sourcing Policy
- Zero-tolerance stance on all forms of modern slavery
- Board-level oversight of compliance and risk management

##### Supplier Due Diligence

- Modern slavery risk screening for all new suppliers
- Contractual clauses requiring supplier compliance with slavery and labour laws
- Risk-based supplier reviews for high-risk geographies

##### Training and Awareness

- Staff training on identifying modern slavery indicators
- Procurement and compliance awareness education

##### Grievance & Remediation

- Confidential reporting channels for workers and stakeholders
- Escalation and investigation protocols for confirmed incidents
- Remediation actions including supplier suspension or termination if required

#### 5. Assessing the Effectiveness of Actions – s16(1)(e)

IMEX evaluates the effectiveness of its modern slavery actions through:

- Ongoing supplier monitoring
- Risk-based audit programs
- Compliance performance tracking
- Review of grievance and remediation outcomes
- Annual policy and controls review

Key performance indicators include:

- Supplier compliance rates
- Training participation levels
- Incident reporting trends
- Resolution timeframes

## 6. Consultation Process – s16(1)(f)

IMEX Global Partners Pty Ltd undertook formal consultation with all entities it owns or controls during the development and approval of this statement. This consultation process included:

- Circulation of the draft Modern Slavery Statement to:
  - Executive management
  - Controlled operating entities and key project subsidiaries
  - Senior procurement, logistics and compliance personnel
- Structured written feedback requests on:
  - Supply-chain risk exposure
  - Local labour practices
  - Existing due diligence controls
- Formal review workshops with senior leadership to validate:
  - Risk assessments
  - Control effectiveness
  - Future target actions
- Final Board-level consultation and approval

Where IMEX participates in joint ventures or acts under collaborative delivery models, consultation was also undertaken with those partner entities where relevant to ensure supply-chain risk alignment and shared ethical procurement expectations.

This multi-tiered consultation process ensures that:

- All controlled entities are fully aligned with IMEX's modern slavery commitments
- Risks are identified at both corporate and operational levels
- Continuous cross-entity compliance improvement is maintained

## 7. Other Relevant Information – s16(1)(g)

IMEX acknowledges that modern slavery risks evolve as geopolitical, regulatory and industry environments change. As part of our continuous improvement framework, we commit to:

- Expanding due diligence to deeper tier-two and tier-three suppliers
- Strengthening supplier audit depth in higher-risk jurisdictions
- Partnering with industry bodies to share best-practice frameworks
- Enhancing digital compliance tracking across supplier networks

## 8. Approval – s16(2)

This Modern Slavery Statement has been approved by the Board of Directors of IMEX Global Partners Pty Ltd in accordance with the Modern Slavery Act 2018 (Cth).

Signed:

  
Christopher Ortega  
**Director**  
**IMEX Global Partners Pty Ltd**  
**Date:** 1 July 2025

