

JaybroGroup

Annual Modern Slavery Statement

FY 2024/2025



December 2025

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Introduction and Overview

Jaybro Group Pty Ltd remains committed to upholding human rights and promoting ethical conduct across all areas of our business. This Modern Slavery Statement outlines the actions taken during the financial year ending 30 June 2025 to identify, assess, and manage modern slavery risks within our operations and supply chains, in accordance with the Modern Slavery Act 2018.

Building on the foundations established in previous reporting periods, this year we focused on strengthening and formalising the processes already in place. Our efforts centred on improving supply chain visibility, refining our internal governance approach, and enhancing the tools that support our risk assessment and supplier onboarding activities. While our overall risk profile has not changed significantly, we have continued to advance our capabilities through incremental improvements—particularly with the transition of supplier assessments into the iPro platform and the reinforcement of internal awareness around ethical sourcing expectations.

As a leading provider of products and services to the construction and civil sectors across Australia and New Zealand, we recognise the complexity of the supply chains that support our diverse operations. Our responsibility extends beyond compliance; it includes ensuring that our business partners uphold the same values of transparency, respect, and ethical conduct. By continuing to refine our processes and strengthen collaboration across our business units and controlled entities, we reaffirm our commitment to mitigating modern slavery risks and supporting improved outcomes throughout our supply chain.

This statement has been reviewed and approved by the Board of Directors and reflects our ongoing dedication to accountability, responsible sourcing, and continuous improvement across the Jaybro Group.

About Jaybro Group

This Modern Slavery Statement is submitted on behalf of Jaybro Group Pty Ltd (ACN 159 122 488), with its registered office located at 29 Penelope Crescent, Arndell Park, New South Wales. Jaybro Group is a leading supplier of essential products and services to the civil and construction sectors in Australia and New Zealand, with operations spanning multiple locations and a diverse product portfolio.

This statement also applies to the fully owned subsidiaries that form part of Jaybro Group's integrated supply and service model. These entities operate under a shared governance and compliance framework and contribute to the Group's overall risk management approach. The entities include:

- **Global Synthetics Pty Ltd** – Delivering geosynthetic solutions for civil, environmental, and geotechnical applications.
- **Jaybro NZ Ltd** – Providing infrastructure supplies and services within New Zealand.
- **Cadia Group Pty Ltd** – Distributing specialised plumbing, civil, and irrigation products.
- **Delnorth Group Pty Ltd** – Manufacturing road safety products, including signage and delineation systems.
- **Link Plus Pty Ltd** – Supplying civil and electrical safety equipment and associated solutions.
- **Safe Direction Pty Ltd** – Manufacturing and distributing road safety barriers and fencing systems.
- **Specialised Force Pty Ltd** – Providing industrial tools and equipment for heavy-duty and specialised applications.
- **Plastics Solutions Australia Pty Ltd** – Offering customised plastic solutions to support infrastructure and industrial needs.

Collectively, these entities are referred to as the **Jaybro Group**. All operate under a unified approach to governance, ethical conduct, and compliance, and each plays an active role in supporting our efforts to identify, manage, and mitigate modern slavery risks.

This statement outlines our approach to assessing and addressing modern slavery risks across the Jaybro Group, reflecting our shared commitment to integrity, responsible business practices, and respect for human rights throughout our operations and supply chains.

Our Structure, Operations and Supply Chain

Structure

Jaybro Group Pty Ltd operates as a key supplier to the civil and construction sectors in Australia and New Zealand, with its head office located at 29 Penelope Crescent, Arndell Park, New South Wales. Our operating model is supported by a network of fully owned subsidiaries—Global Synthetics Pty Ltd, Jaybro NZ Ltd, Cadia Group Pty Ltd, Delnorth Group Pty Ltd, Link Plus Pty Ltd, Safe Direction Pty Ltd, Specialised Force Pty Ltd, and Plastics Solutions Australia Pty Ltd.

Together, these entities enable Jaybro Group to deliver a broad and integrated portfolio of products and solutions across sectors including civil consumables, geosynthetics, road and traffic infrastructure, concrete technologies, and specialised equipment.

Operations

Jaybro Group's operations span sales, distribution, and manufacturing, supporting the infrastructure and safety needs of customers across Australia and New Zealand. With approximately 40 distribution sites, we maintain a strong operational footprint that enables reliable service delivery and close customer engagement.

Manufacturing is a core component of our business, with specialised facilities producing custom items such as banner mesh, printed road safety signs, and roadside safety barriers. These products are designed and manufactured with a focus on quality, safety, and performance in line with Jaybro Group's commitment to industry-leading standards.

Our workforce of more than 600 employees includes warehouse and production staff, sales teams, and professionals across functions such as procurement, customer service, quality assurance, safety, finance, marketing, logistics, and executive leadership. This diverse structure positions us to meet customer expectations while upholding robust ethical, compliance, and governance practices throughout our operations.

Supply Chains

Jaybro Group's supply chains support a broad range of goods and services essential to our operations, including:

- **Goods for Resale:** Construction consumables, safety equipment, and specialty products sourced from long-term partners and reputable manufacturers.
- **Materials for Manufacturing:** Raw materials and components for in-house production, including banner mesh substrates, sign materials, and components for roadside barriers.
- **Freight and Logistics:** Domestic and international freight services that support efficient movement of goods across our distribution network and customer channels.
- **Professional Services and Contractors:** Third-party providers supporting areas such as technology, compliance, finance, maintenance, and specialist consulting.

Our supply chain strategy emphasises long-term, sustainable supplier partnerships that align with our ethical values and expectations. Through supplier assessments, audits, and ongoing engagement, we aim to identify, monitor, and address modern slavery risks across our supplier network. This approach strengthens the transparency and resilience of our supply chain while supporting continuous improvement in responsible sourcing practices.

Risk of Modern Slavery Practices

Jaybro Group acknowledges that modern slavery risks may be present across various segments of our operations and supply chains. The scale and complexity of our global supplier network require a proactive and structured approach to identifying, assessing, and addressing potential areas of vulnerability. Key risk indicators include geographic location, industry sector, and labour practices, particularly where factors such as weak labour protections, limited transparency, and labour-intensive production environments are present.

To better understand and monitor these evolving risks, we undertake a range of activities designed to strengthen our visibility and responsiveness:

- **Monitoring External Factors:** We continue to track external developments—such as geopolitical instability, supply chain disruptions, and climate-related impacts—that may increase the likelihood of modern slavery conditions in certain regions or industries.
- **Staying Informed on Regulatory Changes:** We monitor updates to relevant regulatory frameworks, including the US Uyghur Forced Labour Prevention Act, the proposed EU Forced Labour Regulation, the Australian Modern Slavery Act 2018, and the California Transparency in Supply Chains Act. This ensures our practices remain aligned with emerging global expectations and compliance requirements.
- **Supplier Screening and Risk Assessment:** All new suppliers are subject to a structured screening process prior to engagement. Existing suppliers undergo ongoing desktop risk reviews to help identify potential red flags or shifts in risk profiles over time.
- **Reviewing Industry Disclosures:** We regularly review modern slavery statements and other disclosures from peers, industry bodies, and suppliers to benchmark our approach, understand broader challenges, and identify areas of improvement.
- **Consulting with Experts:** Where appropriate, we seek guidance from subject matter experts to support our understanding of modern slavery risks and help refine our internal processes and controls.

Through these monitoring and assessment activities, Jaybro Group continues to strengthen its ability to identify and mitigate modern slavery risks. This approach supports greater transparency, accountability, and continuous improvement across our operations and supply chains.

Risks within Our Operations

While we actively review and monitor modern slavery risks across our business, we consider the risk within our direct operations to be low. This assessment is supported by the robust governance, employment, and compliance measures in place across the Jaybro Group, including:

- **Rigorous Employment Verification:** Our HR policies require thorough verification of right-to-work documentation for all prospective employees, alongside police checks to confirm minimum age requirements. These steps ensure all hires meet legal employment standards.
- **Strong Legal Protections for Workers' Rights:** Australia's well-established workplace relations framework offers extensive protections for employees, supported by clear regulatory oversight and accessible mechanisms for raising concerns or seeking assistance.
- **Compliance in Employment Contracts:** All employment contracts are drafted in alignment with Australian labour laws and relevant industry awards, ensuring fairness, transparency, and compliance throughout the organisation.

- **Comprehensive Induction and Onboarding:** Every employee completes an onboarding program that introduces key policies—including our Modern Slavery Policy, Code of Conduct, and Anti-Discrimination and Anti-Harassment policies. This ensures employees understand both their rights and their responsibilities towards maintaining a safe and respectful workplace.
- **Whistleblower Protection:** Our Whistleblower Policy, communicated during induction and available on our website, provides a secure and anonymous reporting channel for concerns or suspected misconduct. This supports a culture of transparency and reinforces accountability across the organisation.
- **Open Communication and Supportive Workplace Culture:** We encourage open dialogue and provide employees with direct access to management should they have concerns, grievances, or feedback. Our commitment to employee wellbeing—supported by flexible working arrangements and wellness initiatives—contributes to Jaybro being recognised as a Great Place to Work for the fourth consecutive year.



These measures collectively help ensure that Jaybro Group’s direct operations maintain a low risk of modern slavery, underpinned by strong governance, ethical employment practices, and a culture that prioritises safety, respect, and transparency.

Risks within Our Supply Chain

Through extensive research and the use of guidance from agencies specialising in modern slavery, we have identified several key risk factors that may increase the likelihood of modern slavery within our supply chain. These criteria help us pinpoint where risks are most pronounced, particularly in situations where multiple indicators overlap. This assessment underpins our Supplier Self-Assessment Questionnaire (SAQ), enabling us to identify higher-risk suppliers more efficiently and strengthen our monitoring and engagement processes.

Our approach to managing supply chain risks emphasises long-term, stable partnerships with suppliers, as sustained relationships support better visibility, trust, and alignment with ethical expectations. Many of our supply agreements allow for justified price adjustments over the term of the contract, helping reduce pressure on suppliers and lowering the risk that cost-driven practices may contribute to modern slavery conditions.

We recognise, however, that the highest risks often lie within the lower tiers of the supply chain—particularly in complex product categories involving multiple components or material sources, where visibility is inherently limited, even for our Tier 1 suppliers.

To illustrate our understanding of these risks, the following table outlines common risk categories, contributing factors, and examples relevant to our supply chain:

Risk Category	Risk Factors	Examples
Sector, Industry, and Category Risks	<ul style="list-style-type: none"> - Poorly regulated industries - Seasonal work - Intensive manual labour - Low-paid work - Base-skilled work - Dangerous work - Remote or isolated work - Long or complex supply chains with low visibility 	Industries/Sectors: Mining and extractives, textiles/garments, electronics, fishing, agriculture, bricks, cotton, rubber Services: Cleaning, Ocean Freight
Geographic/Population Risks	<ul style="list-style-type: none"> - Poor governance - Weak labour laws and enforcement - Conflict zones or war-torn regions - Corruption or bribery - Displaced populations - Large migrant worker population - Minority discrimination - Socio-economic factors such as poverty 	High-Risk Countries: Afghanistan, Bangladesh, Cambodia, India, Pakistan, Nigeria, Myanmar, Vietnam, Yemen, Syria, among others
High-Risk Business Models	<ul style="list-style-type: none"> - Extensive use of third-party labour contractors - Use of labour recruiters with limited transparency - Deceptive recruitment practices (e.g., charging excessive fees) - Low-skilled foreign worker recruitment with limited oversight 	Sectors: Construction, agriculture, manufacturing

Our assessment of key modern slavery risks remains broadly consistent with previous years. However, we have continued to strengthen our understanding in several areas. The primary risks identified within our supply chain include:

- **Unknown origin of raw materials or intermediate components:**
In certain high-risk product categories, such as IT hardware and textiles, the origin of raw materials and sub-components is often difficult to trace. This lack of visibility increases exposure to unethical labour practices. International organisations, including the International Labour Organization and Walk Free Foundation, consistently identify manufacturing supply chains as particularly vulnerable to forced labour, debt bondage, child labour, excessive overtime, and human trafficking. The use of labour-hire arrangements for low-skilled workers—especially in higher-risk jurisdictions—further heightens these concerns.
- **Outsourcing to high-risk countries:**
Some suppliers may subcontract or outsource manufacturing processes to countries with weaker labour protections and limited regulatory oversight. These practices reduce transparency and make it more challenging to monitor compliance with ethical sourcing standards.
- **Manufactured goods produced in high-risk regions:**
Products sourced from countries such as China, India, and parts of Southeast Asia may present increased risk, particularly when they involve complex production processes or multiple tiers of suppliers. Lower-tier visibility often remains limited, increasing the potential for modern slavery conditions to go undetected.
- **High-risk services:**
Certain service sectors—such as global shipping—are widely recognised as higher-risk due to the mobility of workforces, limited regulation on international waters, and the potential for exploitative labour conditions on cargo vessels.

By identifying and closely monitoring these risks, we continue to strengthen our approach to supply chain management, reinforce transparency, and uphold ethical practices across all stages of procurement and production. Jaybro Group uses this framework to continually assess and refine our approach, maintaining strong supplier relationships, updating our risk assessments, and applying targeted actions where needed. Through these efforts, we remain committed to reducing modern slavery risks and fostering responsible sourcing across our business ecosystem.

Actions Taken to Address Modern Slavery Risks

At Jaybro Group, we maintain a unified and structured approach to addressing modern slavery risks, applying consistent policies and processes across all areas of our operations. The following provides an overview of the key actions undertaken during the reporting period to strengthen our prevention, detection, and management of modern slavery risks.

Governance

Responsibility for human rights matters, including modern slavery, is embedded within our broader governance framework. Leaders at all levels are expected to consider modern slavery risks within their areas of responsibility, supported by our Modern Slavery Management Plan.

The Board retains oversight of modern slavery risk management and is responsible for approving all related policies, including our Modern Slavery Policy. Modern slavery continues to be an important component of our Sustainability (ESG) framework, with quarterly updates provided to the Board.

Operationally, the Head of Supply Chain oversees the coordination of our modern slavery program, ensuring compliance with reporting obligations under the Modern Slavery Act 2018 and supporting continuous improvement in risk identification, assessment, and mitigation.

Each year, we review our strategy to ensure our approach remains effective, aligned with current regulations, and responsive to emerging risks.

Supplier Due Diligence

Suppliers play a critical role in our operations, and we invest considerable effort into selecting partners whose practices align with our values and expectations. New suppliers undergo a suitability assessment that considers geographic risk, business size, reputation, capability, financial stability, cost, and alignment with ethical standards.

As part of this process, new suppliers are required to complete a Modern Slavery Self-Assessment Questionnaire (SAQ), which includes formal acknowledgement of our Modern Slavery and Ethical Sourcing Policies, incorporating the Supplier Code of Conduct. This helps us identify potential risk areas before entering into a commercial relationship.

Depending on the initial risk profile, our procurement team determines whether additional vetting is required, which may include review of financial documentation, HSEQ performance, insurances, licenses, or ethical conduct. Where appropriate, supplier site audits are undertaken either by Jaybro staff or external auditors.

This year, we continued transitioning supplier assessments into the iPro platform. The platform supports automated risk scoring based on factors such as geographic location and industry, enabling improved consistency and visibility across our supplier base. Full implementation is expected in the next reporting period, which will allow us to develop more targeted action plans and prioritise higher-risk suppliers more effectively.

Procurement Management

Our Procurement team applies a risk-based approach to managing suppliers across major spend categories. Depending on the nature of goods or services provided, supply arrangements may involve formal agreements or be governed by purchase order terms and conditions.

The new supplier management platform will support an annual supplier review program, allowing us to track changes in supplier risk profiles over time and maintain consistent standards across our supply

base. All suppliers—regardless of category or contract type—are required to comply with our Modern Slavery Policy and Ethical Sourcing Policy.

During the reporting period, we engaged with suppliers in several higher-risk categories, including PPE, to assess their awareness of modern slavery risks within their own supply chains. Responses varied: some demonstrated strong awareness, while others lacked visibility or cited confidentiality constraints. Although no severe issues were identified, this engagement reinforced the importance of continued education and dialogue to improve supplier transparency and capability.

Policies and Standards

Respect for human rights is central to our values, and our policies are reviewed regularly to ensure they remain current and aligned with best practice. We expect all business partners to uphold the same standards.

Our Whistleblower Policy, publicly available on our website, provides a safe and confidential mechanism for reporting concerns relating to modern slavery or other unethical conduct. Suppliers and contractors may also use this channel. No reports relating to modern slavery were received during this reporting period.

Summary of Activities and Plans

The table that follows summarises the actions undertaken during the reporting period and outlines planned future activities. Completed items from previous reporting years have been removed to reflect a forward-looking view.

		Ongoing	In progress	Completed	Future planned activities
Governance	Develop and implement Ethical Sourcing Policy.			<input checked="" type="checkbox"/>	
	Incorporate modern slavery risks into an internal audit program.				
	Monthly reports to Board.				
	Development of risk mitigation strategies to minimize risk to the overall business based on susceptibility to risk factors.				
	Raise awareness on issues				

		Ongoing	In progress	Completed	Future planned activities
Risk Identification and Due Diligence	surrounding modern slavery and its risk factors to all levels of the business.				
	Identify Tier 2 and below suppliers based on risks assessed.			<input checked="" type="checkbox"/>	
	Provide further training on specific employee roles and responsibilities with respect to modern slavery policy and associated processes.				
	Expand due diligence for new suppliers to determine risk level and control measures.			<input checked="" type="checkbox"/>	
	Implement acknowledgement process for Ethical Sourcing Policy (encompassing Supplier Code of Conduct) for all suppliers.				
	Minimum standards for ethical sourcing issued to new and existing suppliers as part of compliance program.				

		Ongoing	In progress	Completed	Future planned activities
	Issue modern slavery survey to all tier one suppliers to assist prioritisation of risks.				
	Follow up survey with Tier 1 suppliers.				
	Develop supplier awareness module targeting overseas suppliers				
	Expand existing supplier site audit program to cover risk factors and red flags for modern slavery.				
Risk Management and Reporting	Develop and implement a reporting system for identified cases and/or extreme risk factors or concerns in the supply chain.				
	Ensure awareness, accessibility, and assurance of confidentiality for reporting mechanism is communicated to suppliers.				
	Develop risk analysis procedure for				

		Ongoing	In progress	Completed	Future planned activities
	reported incidences.				
	Procure management system platform and automate SAQ scoring to better manage supplier risk assessments			☑	
Remediation	Collaborate with suppliers to remediate any reported incidences	🔄			
	Develop remediation procedures for reported incidents.			☑	
Review of Effectiveness	Develop and implement procedures to review effectiveness of risk management activities.			☑	
	Annual review of effectiveness of actions with respect to risk minimization.	🔄			
	Develop measurable outcomes or KPI targets to aid review activities.		⌚		
Improvements	Examine other entities' approaches to aid continuous	🔄			

		Ongoing	In progress	Completed	Future planned activities
	improvement activities.				
	Collaborate with suppliers to help identify where the greatest impacts can be made.				»»»
	Expand Modern Slavery awareness training to induction/onboarding module.			<input checked="" type="checkbox"/>	

Remediation

Our approach to remediation, should Jaybro Group identify that our operations or supply chains have caused or contributed to modern slavery, is guided by the United Nations Guiding Principles on Business and Human Rights. These principles emphasise a person-centred, rights-based response that prioritises the safety, privacy, and wellbeing of affected individuals.

Because each situation may differ in complexity and severity, we are committed to undertaking a thorough investigation and determining appropriate, tailored actions on a case-by-case basis. Our aim is to ensure effective resolution, provide meaningful support to those affected, and implement safeguards to prevent recurrence.

As part of our remediation framework, we maintain a list of referral pathways to ensure that expert advice and victim-support services can be accessed promptly where required.

For locally identified concerns or suspected cases:

- **Australian Federal Police (AFP):**
To report a crime or suspicion of modern slavery, contact the AFP via <https://www.afp.gov.au/contact-us> or by calling **131 444**. The AFP will assess whether criminal conduct has occurred and may refer victims to a government-funded support program.

Additional support services include:

- **Anti-Slavery Australia (UTS)** – +61 2 9514 9660
- **Anti-Slavery Legal Practice (UTS)** – +61 2 9514 8115
- **Domus 8.7** – +61 2 9307 8464 or antislavery@sydneycatholic.org
- **Translating and Interpreting Service** – 131 450
- **Red Cross Support for Trafficked People Program** – 03 9345 1800

These resources ensure that any concerns relating to modern slavery can be escalated and addressed quickly, and that individuals impacted have access to appropriate protection, advice, and ongoing support.

Assessing the Effectiveness of Actions

During the reporting period, we formalised several processes to support the evaluation of our modern slavery risk management activities. These processes are currently being embedded across the organisation and are intended to strengthen our ability to measure, monitor, and improve the effectiveness of our actions over time. Key measures include conducting targeted audits, establishing performance indicators, and reviewing any reported cases.

An internal compliance review highlighted challenges in managing and categorising the high volume of supplier questionnaires within our previous system. In response, we transitioned to the iPro platform, which provides enhanced capability to assess and monitor modern slavery risks across both new and existing suppliers. As part of this transition, we have begun revising our KPIs to align with the platform's functionality and are developing supplier awareness training modules that will support more consistent and measurable tracking of effectiveness.

Insights from the first two reporting periods have informed our understanding of the practical challenges associated with evaluating effectiveness. Key challenges include:

- **Variable influence across suppliers:**
Our level of influence differs across supplier types and sizes. Smaller suppliers may also have limited oversight of their own upstream supply chains, reducing their capacity to enforce ethical standards.
- **Accuracy of questionnaire responses:**
Some suppliers may provide incomplete or overly cautious responses, which can limit the accuracy of risk assessment and hinder early identification of red flags.
- **Concerns about business impact:**
Certain suppliers may be reluctant to provide detailed information due to concerns that transparency could impact their commercial relationship with Jaybro.
- **Confidentiality of supplier sources:**
Requests for detailed sourcing information can raise confidentiality concerns, leading to reduced visibility in specific supply chain tiers.

We acknowledge that the process of measuring effectiveness will continue to evolve as we strengthen human rights considerations within our daily operations. By refining our tools, enhancing training, and increasing engagement with suppliers, we aim to build a more robust and transparent framework that ensures our actions are meaningful, measurable, and aligned with our commitment to addressing modern slavery risks.

Future Commitments and Continuous Improvement

Jaybro Group remains committed to strengthening our approach to identifying, managing, and mitigating modern slavery risks across our operations and supply chains. As part of our ongoing commitment to continuous improvement, we will continue to refine our processes, build capability, and deepen our understanding of emerging risks.

Future Initiatives

- **Enhanced Supplier Engagement:**
Building on our existing due diligence processes, we plan to expand engagement with suppliers, particularly those operating in higher-risk categories. This includes developing targeted training and awareness resources to improve supplier capability, promote transparency, and strengthen understanding of modern slavery expectations.
- **Advanced Risk Assessment Tools:**
With full implementation of the iPro platform, we will be able to utilise more sophisticated risk assessment features, including automated scoring based on geographic, industry, and supplier-specific factors. These tools will support more targeted intervention and improved prioritisation of high-risk suppliers.
- **Annual Supplier Review Program:**
We are establishing an annual review cycle to assess suppliers against updated KPIs, questionnaire outcomes, and changes in risk profile. This structured review process will enable us to identify key trends, monitor improvements, and ensure ongoing alignment with our Modern Slavery and Ethical Sourcing Policies.
- **Improved Monitoring and Reporting:**
We will continue to refine our internal monitoring and reporting practices to better evaluate the effectiveness of our actions. This includes developing measurable KPIs, conducting periodic internal reviews, and integrating insights into our broader risk management strategy.

Continuous Improvement Goals

- **Policy and Framework Enhancement:**
We will continue reviewing and updating our Modern Slavery Policy, Supplier Code of Conduct, and related governance frameworks to ensure they reflect evolving regulatory expectations and industry best practices. Feedback from audits, employee input, and external developments will be incorporated into these ongoing improvements.
- **Strengthening Internal Awareness:**
To continue embedding human rights considerations into day-to-day operations, we will enhance internal training and awareness initiatives. This includes ongoing education for employees across relevant functions to ensure modern slavery risks remain a consistent consideration in business decision-making.
- **Regular External Engagement:**
We recognise the importance of collaborating with external stakeholders—including NGOs, government agencies, and industry experts—to stay informed on evolving risks and best practices. Ongoing engagement with these groups will continue to shape the development of our modern slavery strategy.

These commitments reflect Jaybro Group's dedication to maintaining an ethical, transparent, and responsible supply chain. We acknowledge that addressing modern slavery is a dynamic, long-term

undertaking, and we remain committed to advancing our practices to protect human rights and uphold the integrity of our business.

Consultation with Controlled Entities

As part of our commitment to addressing modern slavery risks across the entire Jaybro Group, we maintain a collaborative and coordinated approach with all controlled entities. These entities—Global Synthetics Pty Ltd, Jaybro NZ Ltd, Cadia Group Pty Ltd, Delnorth Group Pty Ltd, Link Plus Pty Ltd, Safe Direction Pty Ltd, Specialised Force Pty Ltd, and Plastics Solutions Australia Pty Ltd—operate within our overarching governance and compliance frameworks, ensuring alignment with our modern slavery policies and risk management expectations.

During the reporting period, we engaged with each controlled entity to ensure a consistent and integrated approach to modern slavery risk assessment and mitigation. These consultations focused on:

- **Policy Alignment:**
Reviewing and confirming alignment with the Modern Slavery Policy and related governance documents to ensure consistent standards in ethical sourcing, supplier management, and risk mitigation across all entities.
- **Shared Training and Resources:**
Providing access to shared training materials, tools, and resources—including the iPro platform—to support modern slavery risk assessment and monitoring. The platform enhances visibility across supply chains and assists entities in identifying and responding to potential risks.
- **Risk Assessment and Reporting:**
Collaborating with leaders across each entity to understand specific operational and supply chain risks. This process contributes to a more accurate and comprehensive risk profile for the Jaybro Group as a whole.
- **Regular Communication:**
Maintaining ongoing communication between the central compliance function and controlled entities to exchange information, monitor emerging risks, and share updates on regulatory developments.

These collaborative efforts help ensure that all entities within the Jaybro Group are equipped with the knowledge, tools, and support needed to address modern slavery risks effectively. By embedding consistent practices across the Group, we strengthen our collective impact, uphold our ethical standards, and ensure a coordinated and proactive response to modern slavery risks across our organisation.

Approval and Sign-Off

This Modern Slavery Statement for the financial year ending 30 June 2025 has been reviewed and approved by the Jaybro Group Board of Directors. The Board remains committed to upholding the standards outlined in this statement and ensuring that Jaybro Group's actions continue to align with our ethical values and our obligations under the Modern Slavery Act 2018.

Responsibility for implementing, monitoring, and continuously improving our approach to managing modern slavery risks rests with the Chief Operating Officer and the broader leadership team, with oversight from the Board. This statement reflects our ongoing commitment to transparency, accountability, and the ethical treatment of all individuals across our operations and supply chains.

The undersigned confirms that this statement has been approved by the Board of Directors of Jaybro Group Pty Ltd.

A handwritten signature in black ink that reads "Paul Dumbrell". The signature is written in a cursive style with a large, stylized initial 'P'.

Paul Dumbrell

CEO, Jaybro Group Pty Ltd

Date: 11 December 2025