



MODERN SLAVERY STATEMENT 2025

REPORTING PERIOD
ENDING 30 JUNE 2025





Statement from the Managing Director

At PMT Security Systems Pty Ltd, we believe that ethical conduct and respect for human rights are fundamental to how we do business. Modern slavery in any form is unacceptable, and we are committed to taking meaningful steps to identify, assess, and address risks within our operations and supply chains.

This statement supports our obligations under the *Modern Slavery Act 2018* (Cth) and reflects actions taken for the reporting period ending 30 June 2025. Our approach is guided by our core values of honesty, integrity, respect, confidentiality, and safety, and is supported by governance frameworks including our Code of Conduct, Whistleblower Policy, and Quality Management System.

We recognise that addressing modern slavery risks is an evolving process. PMT Security Systems will continue to strengthen our risk management, supplier engagement, and training programs, and publish updated statements annually. Our commitment is to work collaboratively with our partners to ensure transparency, accountability, and continuous improvement across our operations and supply chains.

Approved by:
Darren Taylor

A handwritten signature in black ink, appearing to be 'Darren Taylor', written over a faint horizontal line.

Managing Director
PMT Security Systems Pty Ltd
Date: 15/12/2025

Modern Slavery Statement 2025

1. Introduction

PMT Security Systems Pty Ltd (ABN 14 005 822 097) is committed to conducting business responsibly, ethically and in compliance with the *Modern Slavery Act 2018* (Cth). Through continued business growth, the requirement to publish a Modern Slavery Statement was triggered for the first time for the period ending 30 June 2025. This statement outlines the actions we have taken to assess and address modern slavery risks within our operations and supply chains for the reporting period ending 30 June 2025.



2. Structure, Operations & Supply Chains

PMT Security Systems is a nationwide, Australian-owned company headquartered in Melbourne, Victoria. Founded in 1979, PMT Security has grown to become one of Australia's largest and most respected providers of integrated electronic security and communications solutions. We operate across all Australian states and territories, delivering projects and services to retail, commercial, logistics, government, health, education, and industrial sectors. We employ almost 250 team members across five state office locations.

Our supply chains include the procurement of electronic security hardware (such as CCTV, access control systems, and alarms), communications equipment, subcontracted services for installation and maintenance, and general business services such as logistics, uniforms, and cleaning.

3. Our Commitment to Human Rights

PMT Security Systems is committed to upholding the fundamental human rights of all individuals involved in our business activities and supply chains. We reject all forms of modern slavery including forced labour, child labour, debt bondage, and human trafficking. Respect for human rights and ethical conduct is central to our values of honesty, integrity, respect, confidentiality, and safety.

Our Code of Conduct is signed by all directors and employees and states an expectation that when dealing with stakeholders, customers, suppliers, and other employees, we will always do so to high ethical and legal standards.



4. Risk Assessment and Management

PMT Security Systems recognises that certain areas of our operations and supply chains may be more exposed to modern slavery risks, particularly in the manufacturing of electronic security equipment, subcontracting arrangements, and service supply chains involving low-skilled or migrant workers.

During this reporting period, we have commenced research into the origin of our key products and the modern slavery risk classification of those countries using reputable sources such as the Global Slavery Index and Transparency International. While a full quantitative assessment of procurement by country will be completed in the next reporting period, we have developed a plan and sought advice from professional services partners to guide this process.

To mitigate identified risks, we have begun incorporating modern slavery considerations into our supplier engagement approach. While formal clauses are not yet included in all contracts, we have reviewed best-practice wording and developed a plan to progressively implement these provisions. Our commitment is to ensure that all new / renewed supplier contracts will include modern slavery clauses by April 2026, and this will be a key focus in the next reporting period.

We will continue to strengthen our risk management approach by embedding modern slavery considerations into procurement policies and supplier engagement processes in the next reporting period.



5. Policies and Procedures

PMT Security Systems is committed to building strong governance frameworks to support ethical and responsible business practices. While a formal Procurement Policy has not yet been developed, we recognise its importance and intend to implement one in the next reporting period to guide supplier engagement and ethical sourcing.

However, we do select our business partners through a competitive, fair and ethical process.

This includes:

- Identifying partners who demonstrate strong commitment to safety, integrity, performance, reliability, innovation and sustainability
- Probe to ensure key supply partners are qualified, reputable, and have a strong track record before onboarding them. We then monitor their delivery against our expectations

- ◆ Ensure contracts are in place for all regular and / or significant spend supply partners to drive accountability on both sides
- ◆ At present, our business is supported by a range of existing policies and systems that promote integrity, accountability, and transparency, including:
 - ◆ Code of Conduct, which outlines expectations of honesty, integrity, respect, confidentiality, and safety for all employees and contractors.
 - ◆ Whistleblower Policy, which provides a confidential mechanism for employees, contractors, and suppliers to report unethical or unlawful conduct.
 - ◆ Quality Management System (QMS) aligned with ISO 9001:2015, which underpins our approach to continuous improvement, operational control, and compliance.
 - ◆ Workplace Health and Safety Procedures, ensuring safe and fair working conditions for our employees and contractors.
- ◆ In the next reporting period, PMT Security Systems aims to:
 - ◆ Develop and implement a formal Procurement and Supplier Management Policy that incorporates modern slavery and ethical sourcing requirements.
 - ◆ Embed modern slavery risk considerations into relevant corporate policies and supplier contracts.
 - ◆ Continue to strengthen governance practices to ensure ethical conduct throughout our operations and supply chains.



6. Due Diligence and Supplier Engagement

PMT Security Systems acknowledges the importance of implementing a structured due diligence framework to identify, assess, and mitigate modern slavery risks within our operations and supply chains. While formal due diligence processes have not yet been fully implemented, we recognise that this is a critical area for development.

During the next reporting period, PMT Security Systems intends to establish a comprehensive due diligence program that will include:

- Supplier mapping to understand the origin of goods and services.
- Supplier questionnaires to assess awareness, policies, and practices relating to modern slavery.
- Risk-based prioritisation of higher-risk categories such as electronics manufacturing, subcontracted labour, and logistics.
- Contractual enhancements addressing compliance with modern slavery and human rights obligations.
- Supplier engagement and communication to raise awareness and promote transparency across our supply chain.

We are committed to progressively building our supplier engagement capacity, starting with identifying key suppliers and engaging them in open dialogue about ethical sourcing and labour practices. Over time, PMT Security Systems aims to develop a consistent, measurable approach to supplier due diligence that aligns with best practice and supports continuous improvement in ethical supply chain management.



7. Training and Awareness

PMT Security Systems recognises the importance of building awareness and capability to identify and manage modern slavery risks. Training will be provided to employees involved in procurement, project management, and supplier oversight. We will also ensure that all staff understand our ethical expectations and have access to reporting mechanisms for any concerns, utilising our current Code of Conduct and Whistleblower mechanisms



8. Measuring Effectiveness

To evaluate our progress, PMT Security Systems will monitor the implementation of planned due diligence processes, supplier engagement outcomes, and the completion of staff training. We will also track supplier compliance, review any reported incidents, and conduct periodic internal audits.

The tracking and progress against it will be shared with our leadership team for their understanding and for them to drive improvements.

9. Future Commitments

Over the next reporting period, PMT Security Systems aims to:

- Establish a supplier risk assessment framework.
- Expand supplier due diligence across all high-risk categories.
- Strengthen contractual requirements for suppliers.
- Develop and implement modern slavery awareness training.
- Publish an updated modern slavery statement annually.

10. Consultation

PMT Security Systems does not own or control any other entities; therefore, no consultation was required in preparing this statement.

11. Approval

This statement has been approved by the Managing Director of PMT Security Systems Pty Ltd

Approved By:
Darren Taylor



Managing Director
PMT Security Systems Pty Ltd
Date: 15/12/2025



MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

PMT Security Systems Pty Ltd

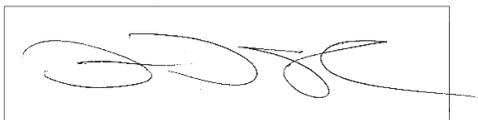
as defined by the *Modern Slavery Act 2018 (Cth)*¹ (“the Act”) on 15/12/2025

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

PMT Security Systems Pty Ltd

as defined by the Act²:



Darren Taylor, Managing Director

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity’s structure, operations and supply chains.	3
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	4-5
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	5-7
e) Describe how the reporting entity assesses the effectiveness of these actions.	8
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	9
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement ‘Do not own or control any other entities’ instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.
2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.