

**FINDEX**



# Modern Slavery

# Statement

**2024 - 2025 Australian Financial Year**

**1 July 2024 - 30 June 2025**

This Modern Slavery Statement is made by Findex (Aust) Pty Ltd (Findex) in compliance with the *Modern Slavery Act 2018 (Cth)* (the “Act”) and has been prepared with respect to the financial year ending 30 June 2025.

Findex acknowledges its responsibility under the Act and ensures transparency with respect to the organisation and its suppliers of goods and services.

As a good corporate citizen, Findex is dedicated to operating in an ethical and law-abiding manner and expects our suppliers to share these values. We seek to minimise the risk of modern slavery in our operations and supply chains and are committed to continuous improvement.

The purpose of this statement is to outline Findex’s approach to ensuring our operations and supply chains are conducted within a framework that mitigates modern slavery risk.

This statement was approved by the Chairman of the Board, on behalf of the Findex Group Limited Board, in their capacity as principal governing body of Findex (Aust) Pty Ltd.

## Our structure and operations

Findex (Aust) Pty Ltd ABN 84 006 466 351 is a subsidiary of Findex Group Limited ABN 40 128 588 714 (Findex Group). As one of the largest privately-owned providers of integrated financial advisory and accounting services in Australia and New Zealand, Findex Group has over 2,500 staff geographically dispersed throughout approximately 100 offices. Our business has more than 35 years’ experience delivering business advisory, wealth management, audit, performance consulting, accounting and tax services. At Findex, we don’t just offer financial advice; we provide a partnership designed to grow, secure, and protect our clients’ future. Our integrated service offering, delivered via our Family Office model (diagram 1), provides our clients with a single point of contact to manage their financial needs holistically.



Diagram 1: Integrated delivery method via our Family Office model

Our integrated service offering encompasses:

- Wealth Management
- Specialist services, including Specialist Tax
- Self-Managed Superannuation Fund Administration and Advisory
- Business Advisory
- Lending
- Corporate Finance
- Tax Advisory
- Audit and Assurance
- Accounting
- Corporate Benefits
- Risk Insurance and General Insurance
- Risk and Management Consulting

Findex Group Limited is governed by a Board. The Board has ultimate accountability for the Group's quality and risk management.

The responsibility for managing the day-to-day operations of Findex is held with Management, and includes the development, implementation and monitoring of quality and risk management. Management comprises of our Senior Leaders.

During FY25, the Risk Management Team actively engaged with Management and updated the Board on progress as we continuously mature our approach to the management of modern slavery risk and deliver upon the key focuses outlined in our FY24 statement.

Findex's Modern Slavery Policy applies to all Senior Executives, Directors, employees, secondees, consultants and contractors in all businesses and subsidiaries of the Findex Group, including those offshore.

Management has oversight of all entities owned or controlled by Findex Group. This includes relevant companies Findex owns or controls, and consideration of modern slavery matters (including the development of this statement) is made by Management across all entities.

## Supply chains

Findex's supply chains consist of goods and services which support our corporate operational departments and client-facing service lines. Findex largely operates in a sector that is considered a low risk for modern slavery. However, we recognise that we can be indirectly exposed to modern slavery risk through our supply chains.

The majority of goods and services Findex procures are acquired from locally based suppliers in our operating countries of Australia and New Zealand. Excluding remuneration, our major categories of procurement include:

- Rent and infrastructure (facilities management: cleaning, parking, energy, etc.)
- IT and communications (including software)
- Professional fees (consultancy, audit fees, etc.)
- Travel and entertainment
- Marketing and merchandising
- General office costs (postage, stationery, etc.)
- Human Resources (professional development, recruitment, staff welfare, etc.).

## Actions taken to assess and address modern slavery risk

Findex has policies in place promoting a culture of compliance, honesty, and ethical behaviour, including the Code of Conduct, Whistle-blower Policy, Fraud and Corruption Policy, Expense Policy and Procurement Policy.

Findex risk assesses existing and relevant new suppliers in accordance with processes documented in our Modern Slavery and Procurement policies. Suppliers are sent a modern slavery questionnaire intended to validate that they are adequately addressing modern slavery risk, and subsequently risk assessed by Findex, informing the procurement outcome.

Findex Group's Sustainability Strategy FY26-27 outlines our approach to our supply chain, which is grounded in the principles of transparency, accountability and continuous improvement. Our Procurement Policy drives responsible and ethical procurement, incorporating assessment of non-financial ESG criteria in the procurement process.

## Assessing the effectiveness of our actions

The key metric that Findex uses to assess our effectiveness in combatting modern slavery in our operations and supply chains is the number of reports of suspected modern slavery received. During FY25, there were no reports of suspected modern slavery in Findex operations or supply chains.

During FY25, tracking of training and completion of modern slavery questionnaires continued, with Findex ensuring that 100% of training for relevant stakeholders was completed and at least 95% of relevant contracts were assessed against Findex modern slavery requirements.

In the event that modern slavery is suspected, Findex will act in accordance with its Modern Slavery Policy and the *Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities*.

## Continuous improvement

Findex Group has adopted a continuous improvement approach to our modern slavery processes. In FY25, we achieved key focuses including the enhancement of modern slavery KPI monitoring. The review of our critical supply chain, originally scheduled for completion in FY25, continues into FY26 with a targeted focus on identifying high-risk sectors.

During FY26, our key focus will be on:

- Identifying high-risk risk sectors in which to focus mitigation of modern slavery risk.
- Enhancing supplier engagement practices to ensure our approach to modern slavery remains targeted, efficient, and aligned with high-risk sectors and with evolving standards, supporting more robust risk assessment and mitigation across our supply chain.
- Continued monitoring of developments in modern slavery regulation, ensuring that Findex is appropriately positioned to adhere to requirements.

## Approval

This statement is signed by Tony Roussos and Matthew Games in their roles as the Co-Chief Executive Officers of Findex Group Limited on 7 November 2025.



**Tony Roussos**  
Co-Chief Executive Officer  
Findex (Aust) Pty Ltd

7 November 2025



**Matt Games**  
Co-Chief Executive Officer  
Findex (Aust) Pty Ltd

7 November 2025