



VYSARN – MODERN SLAVERY STATEMENT FY25

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01 Group CEO and Managing Director Statement

At Vysarn, we understand that Modern Slavery remains a global issue that threatens human rights and limits equality and sustainable sourcing. We are committed to ensuring that in the long term we have a comprehensive understanding of our extended supply chain and Modern Slavery risks.

Up to this point our direct suppliers have been domiciled in Australia or New Zealand, two of the countries with the lowest vulnerability ratings globally. At the point of onboarding new vendors, we ensure they make the positive statement that they have policies on modern slavery and ethical sourcing and are committed to removing the risk of exploitation in their supply chains. We see this as one of the ways we can reduce the risk of modern slavery being in our extended supply chain.

In FY26 we will commence the broadening of our vendor base, moving to a more global profile. To mitigate the increased risk this represents we will be initiating internally led audits of our supply chain during the year. This commitment extends beyond mere compliance with the Modern Slavery Act 2018 (Cth)—it demonstrates our values and strengthens the trust placed in us by our shareholders, clients, and communities.

We know that ethical sourcing and modern slavery risk management will remain ongoing work, for years to come, and our ethical sourcing programs will need to continue to evolve – in all our businesses. I commend this, our first Statement on behalf of all reporting entities.

James Clement
Group CEO and Managing Director

02 The Vysarn Group, its Structures and their Operations covered by this statement

Vysarn Limited is structured as a publicly listed company on the ASX using the ticker code ASX:VYS. The company is incorporated in Australia and is headquartered in Perth, Western Australia. Vysarn Limited is the Group holding company of seven subsidiaries which are organised into four divisions, as follows:

- **INDUSTRIAL DIVISION** (Water drilling and testing of bores):
 - Pentium Hydro Pty Ltd
 - Pentium Test Pumping Pty Ltd
- **TECHNOLOGY DIVISION** (Product sales and construction services):
 - Waste Water Services Pty Ltd
 - Project Engineering (WA) Pty Ltd
- **ADVISORY DIVISION** (Professional consulting services):
 - CMP Consulting Group Pty Ltd
 - Pentium Water Pty Ltd
- **ASSET MANAGEMENT DIVISION** (Rental of owned assets):
 - Vysarn Asset Management Pty Ltd

Industrial Division: Provides hydrogeological drilling and dewatering services through Pentium Hydro, and Pentium Test Pumping delivers bore testing and groundwater monitoring services.

Technology Division: Provides design, construction, and operation of custom water and wastewater treatment plants for mining, industrial and utility clients. Additionally, the division provides proprietary assets for clients allowing water reinjection and managed aquifer recharge for mining and industrial clients as well as the supply of industrial products.

Advisory: Offers water management consulting, environmental planning, hydrological studies, and engineering solutions through Pentium Water and the newly acquired CMP Consulting Group.

Collectively the Group is a leading water infrastructure and services provider. As an integrated 'end to end' water solutions provider, we turn complex water and environmental challenges into tomorrow's opportunities.

The Group currently employs 360 people across Australia and New Zealand and has organised them to deliver great client outcomes. We are looking for this team to be the base for our rapidly expanding Group.

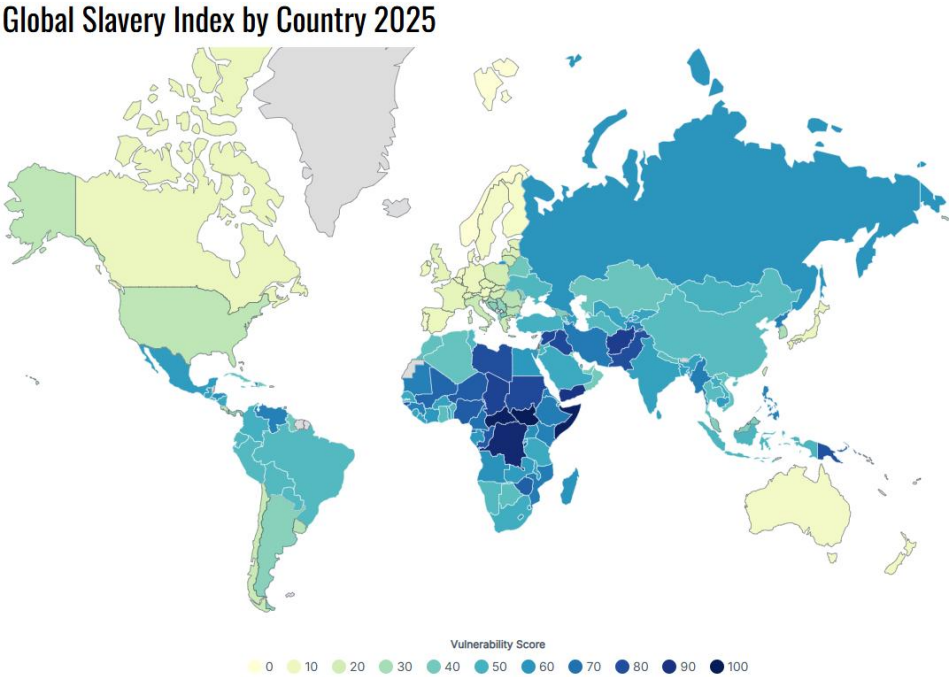
All of the Groups Operations are undertaken and delivered in Australia and New Zealand.

This is a combined statement covering the parent organisation Vysarn Limited and its subsidiaries listed above. This statement covers the steps these organisations have taken to tackle modern slavery risks in their operations and supply chain.

03 Vysarn Group Supply Chains

Over 99.9% of Group spend on products, services and staff remuneration is made to individuals and companies’ resident in Australia and New Zealand. We have assessed that Modern Slavery (MS) risks for our spend occurring with this vendor base is very low. This conclusion is supported by international indexing reviews such as those reported by worldpopulationreview.com and the global rating are shown in the visual below.

The Australian score being 7/100 (6th best globally) and New Zealand being 8/100 (7th best globally).



Ack – World Population Review

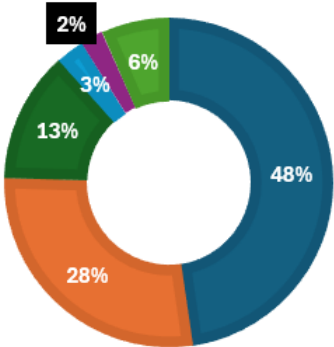
Less than 0.1% of our spend is made with companies domiciled outside of the Australian and New Zealand geographies. Our spend occurs in the following countries:

GLOBAL SUPPLY CHAIN						
	Australia & NZ	China	Singapore	Ireland	India	South Africa
Number of Suppliers	630	1	1	2	1	1
Percentage of Spend	99.90%	0.06%	<0.03%	<0.01%	<0.01%	<0.01%

After carrying out a country review exercise we see limited risk of MS in our supply chain. From there we focused on the industry sectors we are engaging with to identify risks by looking at our spend through a different lens. Our main spend types are as follows:

OUR SPEND OVERVIEW

■ People ■ Drilling Materials ■ Non Drilling Materials ■ Transport ■ Technology ■ Other



Our haulier base was identified as a potential area of risk, emanating from extended working hours and or risky practice such as speeding to meet delivery KPIs, this spend receives attention and focus from our Procurement Team and our wider business. In Australia it is governed by The Chain of Responsibility legislation which is contained in the Road Traffic (Administration) Act 2008 and the Road Traffic (Vehicles) Act 2012. As a Group our dispatch teams are familiar with the legislation, our requirements and how to identify areas of concern.

Our Procurement Team is aware of MS and ways to identify or highlight MS risks whether that be by contributing to MS practices such as knowingly receiving services where realistically they cannot be provided by unexploited labour or by being directly linked to organisations engaging in MS practices.

We also seek any independent reports of malpractice by suppliers.

The work conducted to date indicates the Group has a very low risk of MS in its supply chain.

04 Key Actions Taken

Vysarn is committed to taking action to **prevent, detect, and address** modern slavery in its Operations and Supply Chains. During FY25, we implemented a range of measures, building on both established policies and new initiatives, to manage the areas of potential risk in our supply chains. These actions align with the Australian Government’s guidance on good practice and successful approaches taken by other organisations in our industry.

We have deployed the following:

- A policy and stance to identify and eliminate MS in our supply chains and operations.
- All new vendors are required to share their stance and policies on MS.
- We are undertaking a 24-month program of confirming our historic vendor base are as aware of our MS requirements and have their own position established. This exercise commenced on 1st July 2024.

It should be noted that most of the engagement with international organisations is new and has occurred during FY25 and these reviews have occurred recently and are being implemented as we grow our international procurement footprint.

In FY26 we intend to work with a selection of our vendors to attend site and physically assess their operations and work through with them how they are managing their supply chains related to MS. These reviews are planned on being carried out by internal resources.

05 *Assessment of effectiveness of Key Actions taken*

We continue to assess our exposure to new vendors, reconfirm with current ones that they have removed MS in their supply chains, carry out our overall risk assessments and in the future will engage vendors on-site for review audits as well. Reviews and findings are coordinated by the Group head of Integration and Optimisation who is responsible for Group risk mitigation and management.

06 *Planned enhancements in FY26*

In addition to completing our re-confirmations from our current vendors we are looking to extend our MS identification training beyond the Procurement Team so that we have a wider cohort who are informed and can spot any MS risk for the Group.

We are considering the establishment of relevant KPIs to demonstrate the activities in place are being delivered to the required standards.

07 *Groupwide compliance with the Modern Slavery Act requirements*

The Vysarn Group through its policies, job description content and processes holds all entities and personnel in the Group to be compliant with the MS legislation. We are intending to broaden our education process to identify any risks not yet identified and have a plan on how we generally identify and deal with any MS exceptions in our supply chains and operations.

Sign-off

This statement was approved by the Vysarn Board as the Groups Principal Governing Body on 1 April 2026.

By order of the Board – 01/04/26.