MODERN SLAVERY STATEMENT - VOLUNTARY

Annual Reporting Period: 1 Jan 2025 to 31 Dec 2025 (Calendar Year)

Statement:	As MetaGene has annual consolidated revenue of LESS than AU$100 million this is a **Voluntary** Modern Slavery Statement. This voluntary Modern Slavery Statement is made pursuant to Section 6 and Section 13 of the Modern Slavery Act 2018 (Cth) (Act) by MetaGene Pty Ltd, ABN 12 158 471 044, for the calendar year ending **31 December 2025,** and provides the steps taken by MetaGene Pty Ltd (referred to as MetaGene) to identify, manage and mitigate risks of modern slavery in our operations and supply chains.
(16(1)(a)) Reporting Entity:	**MetaGene Pty Ltd** Gateway Office Park Building 1, 747 Lytton Rd Murarrie QLD 4172 ABN: 12 158 471 044 ACN: 158 471 044 Annual consolidated revenue (millions): $0-99M Number of employees: 0-19 employees **Entities Owned or Controlled by MetaGene** As a small Australian Private Company MetaGene does not own or control any other entity.
(16(1)(b)) Reporting Entity's Structure, Operations and Supply Chains:	MetaGene is a small Australian Private Company (Australian Proprietary Company, Limited By Shares). MetaGene's head office is in Brisbane, with employees located in Brisbane, Sydney and Melbourne. MetaGene's business operations involve the purchase, import, sale and distribution of laboratory consumables and instrumentation used for clinical research and diagnostics, bioprocessing, pathology, histology, microbiology and cancer detection. MetaGene supplies laboratory consumables (e.g. antibodies, reagents, etc.) and instrumentation to State Government Health pathology laboratories, hospital laboratories, private pathology laboratories, University research laboratories and water testing laboratories. MetaGene is an Australian distributor only, and is not involved in the manufacture of any goods. MetaGene's supply chain comprises products sourced from reputable manufacturers in USA, Germany, Italy, France and the UK, including: • Biocare Medical **USA** (https://biocare.net/) • Empire Genomics **USA** (https://empiregenomics.com/) • Emp Biotech **Germany** (https://www.empbiotech.com/) • ENZO Biochem **USA** (https://www.enzo.com/) • Horizon Discovery **UK** (https://horizondiscovery.com/) • Interscience **France** (https://www.interscience.com/) • Knauer **Germany** (https://www.knauer.net/) • Solaris Biotech **Italy** (https://www.solarisbiotech.com/) MetaGene has long term partnerships with the above overseas manufacturers that are based on distribution agreements/contracts.

(16(1)(c)) Risks of Modern Slavery:	The 'risks of modern slavery practices' means the potential for MetaGene to **cause**, **contribute to**, or be **directly linked to** modern slavery through its operations and supply chains, such risks are identified as follows: **Operations** MetaGene may cause modern slavery practices as identified during assessment in the use of contract or casual labour staff from vulnerable groups who may be exploited with regards to pay, hours of work or conditions. Agency staff from the office cleaning company are a potential for this risk. **Supply Chains** MetaGene has purposely selected countries (USA, Germany, UK, France, Italy) to represent that have Modern Slavery Legislation and who are equally committed to ensure modern slavery is not taking place in their operations and supply chains. These countries have a lower risk of modern slavery, strong governance structures and compliance processes and are producing products in a highly controlled clinical research and diagnostics space. However, MetaGene acknowledges that the risks of modern slavery may be heightened in some of our supply chains as a result of the geographical location of our suppliers and specifically the source materials and electronics they may use in products supplied to us. Thus, MetaGene may contribute to or be directly linked to modern slavery practices through our relationships with overseas manufacturers who utilize third or fourth party entities for materials. In particular, manufacturers utilizing resources manufactured by a third party or harvesting and extracting of raw materials sourced from Asia has been identified as being at particular risk of modern slavery. We also acknowledge that we lack visibility in certain overseas markets and this carries additional risks of modern slavery especially in the secondary levels of our chain of suppliers and source materials used.
(16(1)(d)) Actions taken to assess and address risks, including due diligence and remediation processes	To prepare the MetaGene annual modern slavery statement we perform assessments of modern slavery risks in our operations and supply chains over the reporting period to consider any risks that we are causing, contributing to, or are directly linked to modern slavery practices. The MetaGene Modern Slavery risk assessment involves: **1. Identify Risk Factors** By investigating and analysing our business operations and supply chains MetaGene is able to identify areas where modern slavery risks may exist, considering factors like geographical locations, high-risk industries (i.e. cleaning and supplier manufacturing of instrumentation), and the involvement of labour contractors. **2. Risk Mapping** MetaGene conducts a high-level mapping of activities and international supply chains to identify potential areas where modern slavery practices may exist. **3. Document the Process** MetaGene documents the rationale for the risk assessment and records the assessment outcomes. **4. Supplier Due Diligence** MetaGene performs due diligence procedures to identify, prevent and mitigate modern slavery risks, including conducting regular audits, assessments, and site visits (as and when appropriate to our overseas manufacturers). A review of suppliers by country is performed and legislation pertinent in each country with regards to Modern Slavery identified (i.e. UK Modern Slavery Act, French Corporate Duty of Vigilance Law, California Transparency in Supply Chains Act, EU's Corporate Sustainability Reporting Directive, etc.), areas of risk for products imported are identified and determination of risk performed. The information is maintained and updated in a register.

	5. Engage with Suppliers MetaGene has an open communication policy with all suppliers and contractors to gain insights into their labour practices and policies, including requesting information about their modern slavery statements, policies, codes of conduct, and training programs. **6. Reviewing Suppliers** MetaGene regularly reviews suppliers to ensure they are meeting ethical standards and legal requirements. **7. Contractual Considerations** MetaGene reviews contracts with suppliers to ensure they contain appropriate provisions relating to modern slavery, when required. **8. Educate Workforce** MetaGene ensures all employees are aware of modern slavery risks and how to identify and report potential cases. **9. Modern Slavery Training** MetaGene educates employees to raise awareness of modern slavery, identify specific risks, and provide effective reporting mechanisms. **10. Remediation** Once human rights harm has been identified, remedy will involve a range of actions, such as facilitating access to health, legal or psychosocial services, repatriation, financial compensation and taking actions to prevent future harms and will be informed by workers who have experienced the human rights violation. Remediation will be taken by MetaGene in cooperation with other stakeholders, such as suppliers, customers or other companies involved in the harm. MetaGene employees are inducted and provided with access to the *MetaGene Policies and Procedures Manual,* a document regularly updated with Australian legislation, detailing employee rights with regards to the working environment, hours of work, Code of Conduct, Worker's Compensation, Equal Employment Opportunity, Discrimination and Sexual Harassment, Flexible Working Arrangements, Annual and Personal Leave, etc. MetaGene conducts daily communications with employees (via email, phone, and/or online video conferencing) and employees are made aware of the legal obligations the company has with regards to their health, safety, security and general welfare whilst employed by MetaGene. Employees are encouraged to discuss issues they or their family members may be experiencing especially with regards to forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking with their immediate Manager, Human Resources or the company Director so that appropriate action can be taken (see 10.Remediation above).
(16(1)(e)) Assesses the effectiveness of actions	Performing a risk assessment on each individual overseas manufacturer based on Country as a part of the supply chain is critical in ensuring any modern slavery risks are identified and communicated. The assessment and register are effective in ensuring MetaGene can communicate to our customers any areas of concern and work with our suppliers to discuss and address the risk. Suppliers provide their own Modern Slavery statements which are regularly updated. Monitoring employee and customer feedback with regards to the supply chain is also critical in ensuring the effectiveness of actions. Monitoring international legislation updates with regards to Modern Slavery also ensures risk is minimised in the supply chain. MetaGene is committed to ensure, to the best of our ability, that there is no modern slavery in any part of our business operations or supply chain. We are committed to acting ethically and with integrity in all business dealings and relationships. MetaGene works with suppliers who are based in countries with Modern Slavery Legislation and who are equally

	committed to ensure modern slavery is not taking place in their operations and supply chains. Ongoing audits and assessments mean any potential for modern slavery risks will be identified early. Close relationships with our overseas suppliers as well as open and transparent communication ensures that Modern Slavery risks are appropriately considered by all in the supply chain. MetaGene expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organisation or within its supply chain. MetaGene recognises that our review and assessment of actions to identify and address modern slavery risks in our operations and across our supply chains will be an ongoing and evolving process. MetaGene will continually assess the effectiveness of our actions in identifying and managing modern slavery risks by: tracking our actions and outcomes, partnering with like-minded suppliers and external partners, and undertaking regular internal governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.
(16(1)(f)) Process of consultation with any entities the reporting entity owns or controls	**Entities Owned or Controlled by MetaGene** As a small Australian Private Company MetaGene does not own or control any other entity.

This statement was approved by Richard Holder as the Sole Director and principal governing body of MetaGene Pty Ltd.



Richard Holder
Company Director – MetaGene Pty Ltd
26 June 2026