

GME Pty Ltd

Modern Slavery Statement

Financial Year 1 July 2024 to 30 June 2025

Introduction *(criterion 1)*

This Modern Slavery Statement (**Statement**) is made by reporting entity GME Pty Ltd (ACN 000 346 814) (**GME**) and its controlled entity, GME Communications (NZ) Limited (NZBN 9429039382221) (**GME NZ**).

This Statement is GME's fifth statement made in accordance with the Modern Slavery Act 2018 (Cth). It covers the period from 1 July 2024 to 30 June 2025 (**FY25**).

GME is committed to acting ethically and with integrity in all business dealings, including within our operations and supply chains. GME and GME NZ use the same key policies, procedures and governance processes as our ultimate parent company, Standard Communications Holdings Pty Ltd (ACN 640 855 545) (**SC Holdings**).

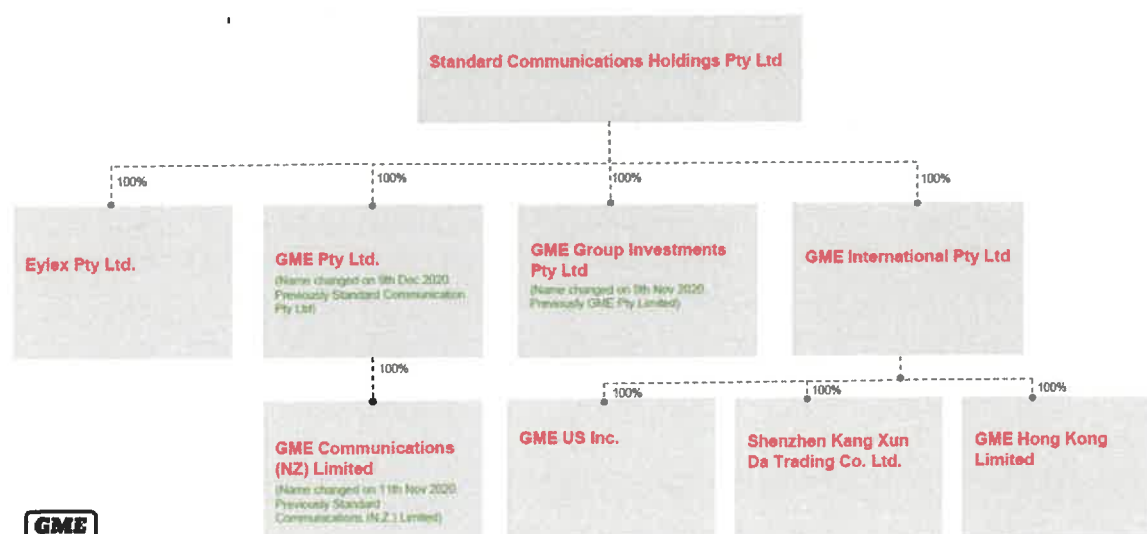
This Statement outlines the steps GME has taken to assess, address, manage and mitigate modern slavery risks in our operations and supply chains. It also demonstrates how we plan to continue to improve our frameworks and processes in the future.

Structure, operations, and supply chain *(criterion 2)*

Structure

GME is an Australian incorporated company. It is a subsidiary of parent company, SC Holdings. GME NZ is a wholly owned, New Zealand incorporated subsidiary of GME.

The GME Group structure includes other subsidiaries of SC Holdings including GME Group Investments Pty Ltd, GME International Pty Ltd, and Eylex Pty Ltd (ACN 103 573 655) (**GME Group**). A summary of GME Group's structure is as follows:



The SC Holdings Board is responsible for the overall governance and operations of the GME Group. This includes guiding strategic direction, monitoring risk, and overseeing general management activities.

Operations

GME is one of Australia's largest manufacturers and wholesale distributors of quality radio communications products.

GME and GME NZ each operate as a radio communications equipment manufacturer and distributor across Australia and New Zealand respectively. GME provides a range of products and services under the 'GME' and 'Kingray' brands for marine and land uses including fixed mount and handheld radios, emergency beacons, and associated products.

GME prides itself on engineering and manufacturing high quality, market-leading products to suit the specific requirements of our customers. It is the only Australian manufacturer of UHF CB radios and emergency beacon products. GME has an ongoing focus on innovation and technology leadership. GME has a network of authorised dealers and service agents around the globe.

GME International Pty Ltd (**GME International**) companies serve either sales and marketing functions (GME US Inc) or supply chain management functions (Shenzhen Kang Xun Da Trading Co. Ltd; GME Hong Kong Ltd). GME International companies use the same key policies, procedures and governance processes as SC Holdings.

Eylex Pty Ltd (**Eylex**), acquired in 2025 by SC Holdings, provides a range of mission-critical communications products to customers in the Defence and emergency services sectors. Eylex is both an Australian manufacturer of cable products, and a value-added distributor of a range of finished products sourced from a worldwide partner network. From mid-2026, Eylex will operate from GME's Winston Hills head office. It will, however, operate separately from GME initially and will remain under the direct control of SC Holdings. While it engages in limited manufacturing operations - cable assembly with components sourced locally and overseas - it has, in our view, a low exposure to modern slavery risk. However, this is a matter the Board will keep under review. Due to the timing of the acquisition, and the subsequent, currently ongoing integration into the GME Group, Eylex will remain outside of the scope of the FY25 Statement.

Annual revenues of Eylex and GME International companies currently fall well short of the reporting threshold.

Since its inception in 1959, GME has grown to a team of over 200 people and operates in Australia, New Zealand, China, and the USA.

Supply chain

GME works with more than 100 direct suppliers. Our suppliers are predominately in China, but also in Malaysia, Taiwan, Japan, Australia, Europe, the USA, and New Zealand.

These suppliers provide finished goods and component parts for products that are then manufactured at our head office in Winston Hills, NSW, or manufactured under contract in Shenzhen, China. Approximately 70% of our annual revenue is generated by GME's Australian made products. The employees in our Winston Hills facility are predominantly employed directly by GME. To manage peak demand periods, we utilise casual workers in our production and warehouse operations. These workers are sourced through reputable local agencies. A team of 15 employees, directly employed by GME (Shenzhen Kang Xun Da Trading Co. Ltd), oversees production in a contract manufacturer's Shenzhen facility. The local GME team also manages local supplier engagements in China, giving GME more control over the China supply chain. We utilise the services of specialist external supply chain service providers to assist in managing supplier quality and compliance. Services include onsite product inspection and routine supplier audits in accordance with a predefined schedule.

GME's direct supply chain comprises mainly original equipment manufacturers (**OEMs**), resellers and distributors. Most relationships are long term and have been in place for several years. Our suppliers are based predominantly in China, Malaysia, Taiwan, Japan, Australia, Europe, the USA, and New Zealand.

Identifying potential risks (criterion 3)

As a radio communications equipment manufacturer and distributor, GME recognises that the industry in which it operates has the potential to be a moderate risk for modern slavery.

In our supply chains, both globally and in Australia, the risks of modern slavery are predominantly associated with our manufacturing suppliers which operate in China. We believe the highest risk is in the manufacturing of specialised mechanical components, which are predominantly manufactured by small, independent producers in China. Workers in these regions may be susceptible to labour exploitation, including long hours, poor working conditions, and limited workplace safety processes. This risk could then also extend to our suppliers' own supply chains (e.g., where they source their raw materials), where there may be a strong focus on minimising production costs and poor labour practices.

GME requires that all new and existing China-based direct suppliers gain and maintain 'Approved Supplier' status by submitting to a routine audit process of all manufacturing facilities where GME's products are produced. The audit addresses key commercial and quality criteria, as well as 'responsible sourcing' criteria. This audit includes questions around modern slavery processes, ensuring compliance with the United Nations International Labour Organisation Conventions (e.g., prohibiting child labour, and ensuring minimum wages).

GME acknowledges that, despite this process, we may lack visibility in certain overseas markets, and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our group's goods and services.

Within GME's Australian and New Zealand operations, the risk of modern slavery is limited to its employees. GME's Winston Hills manufacturing plant is located at the same premises as our head office. GME directly employs its employees, or employs casual workers through reputable local agencies, and in all cases complies with the relevant industrial relations laws and workplace laws in the jurisdictions in which we operate. On this basis, we consider the risk of modern slavery in our operations to be low. However, GME recognises that there are potential risks of modern slavery within other areas of our extended supply chain, particularly in higher risk categories relating to labour supply, cleaning, and waste management services.

Identifying and addressing these potential risk scenarios remains one of our continuous improvement activities and a priority of our supplier engagement activities.

Assessing and addressing risks (criterion 4)

Policies and procedures

GME's approach to modern slavery will ultimately be a Group wide effort (see previous comment regarding the Eylex integration process, which may apply to newly acquired businesses in future). GME has formal policies and procedures in place to promote ethical, open, and transparent business conduct for our employees and suppliers. GME's policies contribute to our commitment to prevent violations of human rights, including modern slavery. These policies include our Whistle-blower Policy and Code of Conduct and govern the expectations GME has for our employees and suppliers regarding lawful and ethical conduct.

GME will continue to review and update its policies to ensure that they include processes to improve the monitoring of modern slavery risk in our operations and supply chains. In 2025, we bolstered our China procurement team and continued to train key personnel in the identification of risk throughout the 'procurement lifecycle' from new supplier engagements through to routine supplier management. In 2026, we are making further improvements, including the release of a new Supplier Manual to all suppliers. The Supplier Manual addresses GME's Modern Slavery requirements and obligations. Additionally, GME will conduct its first Supplier Conference event in Shenzhen in 2026, providing a further forum for two-way communication with key suppliers.

Supplier contracts and auditing

GME's supply agreements include an anti-slavery compliance clause. During our first reporting period, we undertook a review of this clause to ensure our expectations for suppliers regarding modern slavery risks were clear. The updated clause has a greater emphasis on the identification and management of modern slavery risks for suppliers.

As part of GME's 'Approved Supplier' audit, we require all China manufacturing facilities where GME's products are produced to provide details of their current modern slavery processes and procedures. This audit process applies to both existing and new suppliers. The purpose of this routine audit, and GME's 'Approved Supplier Scheme', is to ensure that GME continues to work only with supply partners that are committed to supporting our objectives of consistent product quality and ethical conduct – including with respect to anti-slavery practices.

GME has not yet had a supplier fail an audit because of not meeting modern slavery criteria. If a supplier were to fail an audit, GME would ensure remedial action is put in place, and the supplier may be given an opportunity to rectify the issue (depending on the seriousness of the issue). If this were not achieved satisfactorily GME would cease trading with the supplier.

In 2022, GME began a routine supply chain mapping process to identify potential high-risk suppliers, and subsequent opportunities to consolidate our business with our trusted 'Preferred Suppliers' where possible. Since 2022, we have progressively reduced our active supplier list, and in doing so, enhanced our ability to effectively manage and engage with our supply base.

Communication to suppliers

Our focus has been on gaining a better understanding of modern slavery risks and how those risks may be present in our operations and supply chains. We periodically send correspondence to our direct suppliers. This correspondence:

- strongly encourages all our suppliers to have modern slavery controls in place (e.g., supply chain mapping, due diligence exercises, policies, procedures and training regarding modern slavery risks and identification)
- requests suppliers to provide details of any actual or suspected occurrence or incident of modern slavery in any of our suppliers' supply chains which has a connection with GME.

We will continue to engage with our suppliers to better understand their modern slavery risks throughout the year ahead. The engagement and feedback GME receive as part of this process will inform and help to develop our ongoing strategy for our modern slavery compliance framework, and to declare further continuous improvements going forward.

Measuring effectiveness of actions taken (criterion 5)

GME (and ultimately, the GME Group) will continue to monitor and develop its internal processes to ensure it can track the effectiveness of the actions it is taking to identify and address modern slavery risks in its operations and supply chains.

We will also continue to engage with our suppliers and review their modern slavery practices. GME and the GME Group will continue to implement further mechanisms to assess the effectiveness of their actions, to ensure a continual improvement approach is achieved.

Consultation with controlled entities (criterion 6)

GME's key policies, procedures and processes will ultimately apply to all companies within the GME Group. All risk assessment, due diligence and remediation measures described in this statement will ultimately have equal application across the group's subsidiaries. As such, the scope of future

statements will expand to apply to all of SC Holdings' subsidiaries. GME NZ (a controlled entity of GME) was consulted in the development of this statement.

This statement has been approved by the Board of Directors of SC Holdings, GME's parent company, and is signed on behalf of the Board of Directors by Steve Miller, Chairman of the Board of Directors of SC Holdings Pty Ltd.

Steve Miller

A handwritten signature in black ink, appearing to read 'Steve Miller', written in a cursive style.

Chairman of the Board of Directors

Standard Communications Holdings Pty Ltd

Dated: *26 Mar* 2026