

GS Global

VALUE NO.1 SOLUTION PROVIDER

GROW SUSTAINABLY

GS GLOBAL AUSTRALIA 2024 MODERN SLAVERY REPORT

Placing ethics and human rights management as a cornerstone, GS Global Australia aims to be a desirable partner to associated companies, promising company to our shareholders, respected company members and a responsible company to our society and nation.

Our Modern Slavery

GS Global

Value No.1 Solution Provider

This Modern Slavery Statement, made by GS Global Australia Pty Ltd is the fourth statement to be made in compliance with the *Modern Slavery Act 2018 (Cth)* (the "Act") and has been prepared in respect to the financial year ending 31 December 2024. GS Global is committed to promoting sustainable growth by improving corporate governance and creating environmental and social values.

ABOUT THIS REPORT

Overview

GS Global Australia Pty Ltd (ABN 12 003 931 548) has published a Modern Slavery Statement each year since 2020, documenting our continuing efforts to embed sustainable management and respect for human rights across our Australian operations and supply chains. Guided by the ESG taxonomy adopted by the wider GS Group, we disclose our social, governance and ethical commitments with transparency. This fifth Statement details the key activities and performance outcomes delivered through the GS Human Rights Charter and our integrated Supply-Chain and Risk-Management System. These frameworks enable us to identify, assess and mitigate modern-slavery risks across our entire Australian value chain.

Reporting Period

This statement covers the reporting period from 1 January 2024 to 31 December 2024. It outlines the key actions, achievements, and ongoing initiatives undertaken by GS Global Australia during this period to uphold and strengthen human rights protections within its Australian operations and supply chains, in alignment with its commitments under the Act.

Standards and Reliability

This statement has been prepared in accordance with the mandatory reporting requirements of the *Commonwealth Modern Slavery Act 2018* (the Act). To ensure the accuracy, consistency, and transparency of the information provided, this report aligns with the most recent GS Group Sustainability Report for the applicable reporting period. By referencing established internal reporting frameworks and verified data sources, GS Global Australia seeks to uphold the reliability and integrity of the disclosures made and to demonstrate a fair and accurate reflection of our ongoing efforts to identify and address modern slavery risks within our operations and supply chains.

Scope of the Report

This report outlines the governance framework of GS Group and the operational impact of its ESG management systems, with a specific focus on GS Global Australia's commitment to sustainable growth through ESG principles. It details the core strategies and risk management frameworks adopted, including GS Global's alignment with the GS Group's Human Rights Risk Management. By integrating these ESG practices into our business operations and supply chains, GS Global Australia aims to proactively identify, address, and prevent modern slavery risks.

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Mandatory Criteria

GS Human Rights Charter

GS is strongly committed to protecting fundamental human rights and has implemented GS Human Rights Charter to prevent violations across our entire value chain. In line with the growing focus on ESG, we continuously review and strengthen our practices. We also work closely with external stakeholders, including suppliers and customers, to promote mutual respect and responsible business conduct.

Why Matter

According to estimates from the International Labour Organization (ILO), International Organization for Migration (IOM), and Walk Free, approximately 50 million people were living in conditions of modern slavery in 2021, including 28 million subjected to forced or compulsory labour.

Fulfilling corporate social responsibilities involves managing risks that affect stakeholders both directly and indirectly. Since the Modern Slavery Act came into effect on 1 January 2019, GS Global Australia has remained committed to identifying and assessing actual and potential human rights impacts across its operations and supply chains, aiming to prevent rights violations and promote transparency and accountability.

GS Global Australia continues to uphold and promote human rights by integrating respect for human rights into its core business activities, strategic social investments, public policy advocacy, partnerships, and collaborative initiatives.

Scope of Application

The Human Rights Charter applies to all executives, employees, and business partners across GS Group. GS Global Australia is committed to adopting and implementing the Charter in a manner consistent with applicable local laws and regulations, ensuring alignment with our corporate values.

Purpose of Human Rights Charter

At GS Global Australia, we recognise human rights as a core universal value and a vital aspect of responsible business management. We are committed to promoting sustainable growth by upholding the rights of all stakeholders — including our executives, employees, customers, suppliers, and the communities in which we operate. The establishment of the Human Rights Charter (the Charter) reflects GS Group's commitment to the active implementation of internationally recognised human rights principles and to the mitigation of potential risks arising from its business operations. The core principles and objectives of the Charter are outlined in this report.

Our Commitment

GS Global Australia is committed to assessing and mitigating the risks of modern slavery within its Australian operations by conducting human rights risk assessments, promoting ethical business practices, and managing a sustainable supply chain under the guidance of GS Group's global ESG governance framework. In preparing this report, the company consulted closely with its headquarters, GS Global Corporation, to ensure alignment with the reporting obligations under the Act. The company also engaged external experts to ensure the accuracy and relevance of the information presented.

GS Group remains dedicated to advancing ESG management through the active oversight of its ESG Committee and ESG Council. Our ESG initiatives and performance outcomes will continue to be disclosed transparently through our annual sustainability report to support long-term accountability and sustainable growth.

Company Overview

GS Global Australia strives for sustainable growth by enhancing corporate governance and generating social value to support human rights, alongside pursuing growth through the expansion of existing operations and the development of new business opportunities.

GS Global Corporation has been expanding its operation in various business areas such as export, import and triangular trade of steel, coal/biomass, petrochemicals, industrial products, and imported automobile logistics businesses since its establishment in 1954. Also, as GS Global Corporation was officially integrated into GS Group in 2009, the company faced a turning point to leap forward to be the "Value No.1 Solution Provider".

In 1990, GS Global Australia began to operate as an Australian subsidiary of GS Global Corporation headquartered in South Korea. GS Global Australia is primarily engaged in the importation and sale of steel and iron products in the Australian market. With regards to steel products, GS Global Australia satisfied various customer needs by expanding the number and size of trades with Korean and overseas steel products, pioneering new markets, constructing effective supply chain system, and providing well-suited services. Through such efforts, GS Global Australia was able to secure its position as a major steel trading company within the Oceania region.

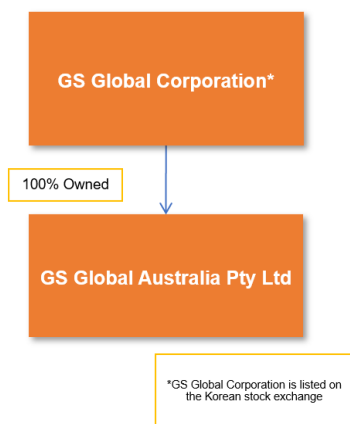
Leveraging extensive business experience and a global network spanning over 30 locations, GS Global Australia is committed to delivering optimal solutions tailored to the diverse needs of customers across the Oceania region. Our mission is to create sustainable value that benefits not only our customers and business partners, but also contributes meaningfully to the development of the global community. Through our continued focus on ESG management, we strive to enhance shareholder value while upholding our responsibilities as a socially responsible and forward-looking company.



Structure, Operations, and Supply Chains

Structure

GS Global Australia Pty Ltd (ABN 12 003 931 548) is a wholly owned subsidiary of GS Global Corporation, based in Sydney and has been operating in Australia since 1990.



There are no other subsidiaries of GS Global Corporation which operate in Australia.

Supply Chains

We consistently deliver high-quality steel products sourced from leading domestic and international steel manufacturers to customers across the globe. Beyond the import and sale of steel and iron products, GS Global Australia also relies on a variety of goods and services to support its operations. These include suppliers for cleaning, office and marketing materials, personal protective equipment (PPE), IT consulting, contractor management, and other professional services. GS Global Australia has a zero-tolerance policy towards modern slavery and will not knowingly work with any consultants, suppliers, or contractors involved in such practices.

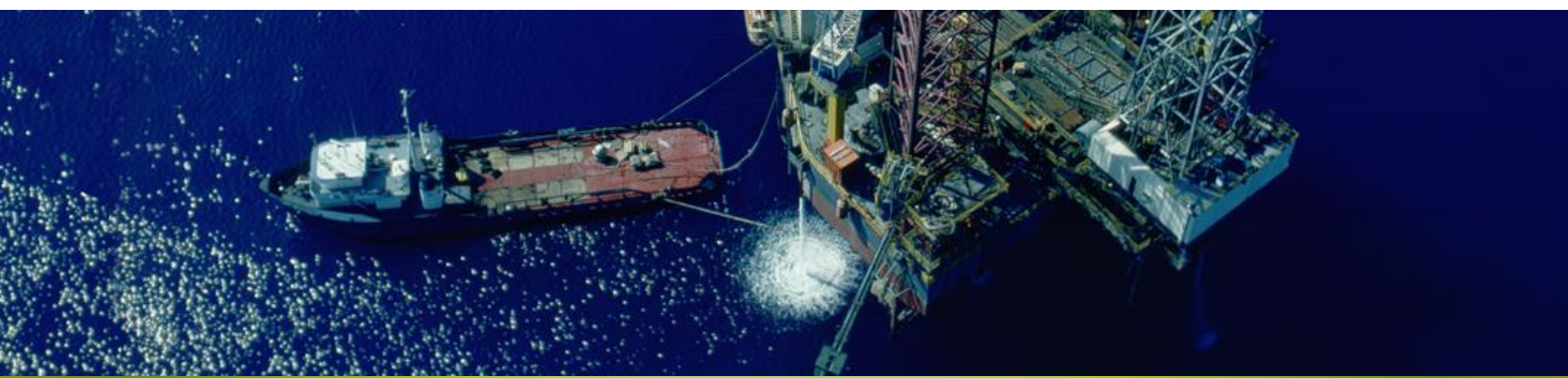
Operations

GS Global Australia operates as a trading entity primarily focused on the import and distribution of steel and iron products within the Australian market. These products are sourced through GS Global Corporation from countries including Korea, China, Vietnam, and India, and are mainly supplied to clients in the construction and packaging sectors across Australia and New Zealand. While the company also deals in petrochemical products and industrial components, these areas represent a minor portion of overall operations.

Throughout the reporting period, GS Global Australia continued its core activities in the import and sale of steel and iron products via GS Global Corporation, with primary distribution to the construction and packaging industries in the region. The company also remains committed to exploring new investment opportunities, particularly in natural resources and renewable energy sectors.

GS Global Australia's registered and principal place of business is located at Suite 603, Level 6, 132 Arthur Street, North Sydney NSW 2060.

During the reporting period, the company employed nine full-time staff members based in Australia. These employees work across sales, finance, and administrative functions, and are engaged under a mix of modern awards, enterprise agreements, and individual employment contracts—all of which comply with or exceed the minimum entitlements set out under the National Employment Standards (NES), which defines the ten core minimum conditions for Australian workers.



Modern Slavery Risks

GS Global Australia is committed to upholding human rights by aligning with international standards and applying the GS Human Rights Charter and Risk Management framework. During the reporting period, the risk of exposure to modern slavery was assessed as low.

Risk Assessment

GS Global Australia acknowledges that all entities, regardless of sector, geography, or size, may face risks of modern slavery within their operations and supply chains. These risks may vary depending on factors such as the industry in which the entity operates, the types of products and services it procures, its geographical footprint, and specific vulnerabilities inherent in its supply chain. In the steel distribution sector, complex global supply chains often involve sourcing raw materials or goods from countries or regions with elevated human rights risks, increasing the potential for exposure to modern slavery practices.

While GS Global Australia operates solely within Australia and complies with both domestic and international labour laws and regulations, we remain vigilant in identifying and addressing modern slavery risks across our broader value chain. To achieve this, we apply a structured and robust risk assessment process aligned with GS Group's Human Rights Risk Management System and Sustainable Supply Chain Management Framework.

Our supply chain management system is underpinned by the GS Group's Sustainable Supply Chain Management governance, which includes the establishment and enforcement of a Supplier Code of Conduct. This framework promotes responsible sourcing practices and sets clear expectations for ethical conduct, labour rights, and human rights protections across our supplier network. In addition, our human rights management approach is informed by internationally recognised standards and guidelines, which support the consistent identification and prioritisation of key human rights risk areas for due diligence.

Oversight of these risk management systems is provided by the ESG Council, which ensures integration with the GS Group's broader ESG strategy and monitors implementation and performance at the operational level. GS Global Australia, as part of this governance structure, adopts and reflects these principles within its local operations, enabling a proactive and systematic approach to identifying, assessing, and mitigating modern slavery risks within our supply chains.

Identifying the Key Risk Areas of Modern Slavery

GS Global Australia acknowledges that certain aspects of its business operations and supply chains—particularly within the industrial sector—may involve inherent or potential risks related to modern slavery. Key value-adding functions within Australia, including strategic management, procurement, transportation and logistics, warehousing, sales and marketing, and corporate services, have been identified as areas of potential exposure within the broader value chain. The organisation recognises that its direct workforce and locally sourced goods and services are generally considered low-risk. However, the procurement of imported goods may carry a comparatively higher risk due to the complexity, opacity, and geographic reach of global supply chains. As such,

GS Global Australia maintains a strong commitment to identifying and mitigating modern slavery risks through a comprehensive due diligence framework. This includes supply chain risk mapping, supplier screening, ESG materiality assessments, and adherence to the GS Supplier Code of Conduct. These practices are underpinned by GS Group's governance frameworks, including the GS Human Rights Charter, Ethical Management Framework, and the Australian Modern Slavery Policy. Effectiveness is ensured through continuous monitoring, compliance assessments, and the ESG Evaluation Process, which involves supplier engagement, self-assessments, targeted inspections, risk analysis, and corrective actions. Oversight by the ESG Council guarantees alignment with group-wide ESG and human rights standards. As a result, GS Global Australia continues to maintain a low level of exposure to modern slavery risks.

Our Actions to Assess and Address Modern Slavery Risks

GS Global Australia continues to take proactive steps to identify, assess, and address modern slavery risks across its operations and supply chains. By implementing a company-wide approach, the organisation seeks to ensure an integrated and effective response. These efforts are grounded in GS Group’s governance, compliance, and management frameworks, which support a consistent and collaborative approach to upholding human rights across all business areas.

GS Human Rights Management Implementation System

As part of this commitment, GS Group has developed and adopted a Human Rights Charter that prioritises the rights of employees, consumers, suppliers, and local communities. This initiative reflects the Group’s dedication to respecting human rights and fulfilling its corporate social responsibility. All GS Global Australia employees are encouraged to support this policy, provided that such support does not interfere with their operational autonomy.

Our approach is aligned with globally recognized human rights and labour standards, including but not limited to the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the core conventions of the International Labour Organization, and the OECD Due Diligence Guidance for Responsible Business Conduct.

GS Human Right Charter’s Basic Principles

-
- 1 Anti-discrimination
 - 2 Observance of terms and conditions of employment
 - 3 Humane treatment
 - 4 Freedom of association and collective bargaining
 - 5 Prohibition of forced and child labor
 - 6 Industrial security
 - 7 Responsible supply chain management
 - 8 Protection of local residents' human rights
 - 9 Protection of customers’ human rights
-



Our Actions to Assess and Address Modern Slavery Risks

GS Global Australia continues to take action to identify and address modern slavery risks within its operations and supply chains. The entity maintains a human rights-centred approach that respects the dignity and value of all stakeholders. The ESG Council leads this effort by setting human rights policy direction, engaging stakeholders, and integrating human rights considerations into compliance and education frameworks.

GS Human Rights Risk Management System

GS Global Australia implements procedures to identify and regularly evaluate human rights risks within its business operations, with the aim of proactively mitigating and addressing these risks. Results of these evaluations are shared with stakeholders, and a dedicated team or individual is assigned to manage the Human Rights Risk Management System.

-
- 1 Establish and proclaim the human rights charter
 - 2 Build and implement a human rights management system
 - 3 Identify and value human rights risks
 - 4 Support human rights risk improvement
 - 5 Disclose human rights management status
-

Human Rights Risk Management

Grievance Handling Channel

GS Global Australia recognises the importance of maintaining an effective grievance mechanism to identify and remediate potential instances of modern slavery. The company maintains a hotline through which employees and business partners can report concerns directly to designated personnel.

All reports are reviewed in coordination with the Grievance Handling Committee, and appropriate remediation measures are implemented in a timely manner. This grievance channel functions as an essential part of the company's human rights due diligence process, supporting risk identification, issue tracking, policy improvement, and strategic realignment.

Human Rights Education

GS Global Australia delivers regular training programs aimed at fostering human rights awareness and preventing violations across all levels of management and operations. These programs encompass online modules addressing key ESG topics, including human rights protection, corporate governance, anti-corruption, fair trade, sexual harassment prevention, and disability awareness. The company collaborates with human rights experts to enhance understanding of modern slavery risks and build the capacity of executives, employees, and suppliers to identify and manage such risks throughout operations and supply chains. Integrated within a comprehensive ESG learning framework, these initiatives promote a culture of respect and accountability. Training content and delivery are aligned with group-wide standards to ensure consistent understanding of human rights responsibilities and effective risk mitigation.

GS Supply Chain Management

GS Global Australia understands the importance of risk management across the entire value chain to achieve sustainability. We are committed to promoting sustainable supply chains by assessing and selecting suppliers in accordance with our Suppliers Code of Conduct. Our supply chain management upholds transparent and fair standards, establishing clear behavioural expectations for suppliers to contribute to a sustainable future.

Suppliers Code of Conduct

GS Suppliers Code of Conduct

GS Global Australia recognises that sustainable management principles and philosophies are essential for long-term success. In line with this, we have adopted a Code of Conduct—based on GS’s standards—to guide our business practices. We believe that the sustainability of value chains becomes more meaningful when suppliers, as our partners in shared growth, are actively involved. For this reason, we encourage suppliers to apply the Code within their operations in a way that aligns with GS’s commitment to sustainable management.

The GS Suppliers Code of Conduct covers the following key areas:

- Respect for workers’ basic rights
- Workplace safety and health
- Environment
- Business ethics
- Management system

Compliance with GS’s Code of Conduct is mandatory for every supplier, irrespective of project type or region.

Supply Chain Risk Management

Supply Chain ESG Management

GS Global Australia recognises the vital importance of integrating ESG management practices throughout its entire value chain to drive sustainable value and uphold corporate responsibility. To support our suppliers, we provide online ESG self-assessments and consulting services that address key areas including human rights, occupational health and safety, environmental impact, and business ethics.

Suppliers receive comprehensive feedback based on their assessment outcomes, and those with lower ESG scores are subject to on-site evaluations and tailored consulting to identify gaps and improve performance. Additionally, GS Global Australia actively monitors the origin and traceability of raw materials sourced through GS Group, promoting the use of certified, sustainable materials and prioritising environmentally responsible procurement.

These initiatives form part of the GS Group’s comprehensive ESG evaluation process—encompassing education, inspection, risk analysis, and oversight by the ESG Council—aimed at fostering transparency, responsible sourcing, and minimizing modern slavery risks across the value chain.



GS ESG Management System

GS Group has established a transparent and structured ESG governance system to support responsible and sustainable business practices across its operations. As global expectations on corporate responsibility increase—particularly around human rights and labour conditions—the Group is reinforcing its ESG oversight to reflect key international standards, including those aligned with the objectives of the Modern Slavery Act. Through centralized leadership and affiliate-level execution, GS Group strives to ensure that risks such as forced labour and exploitation are identified, managed, and prevented.

GS Group ESG Council

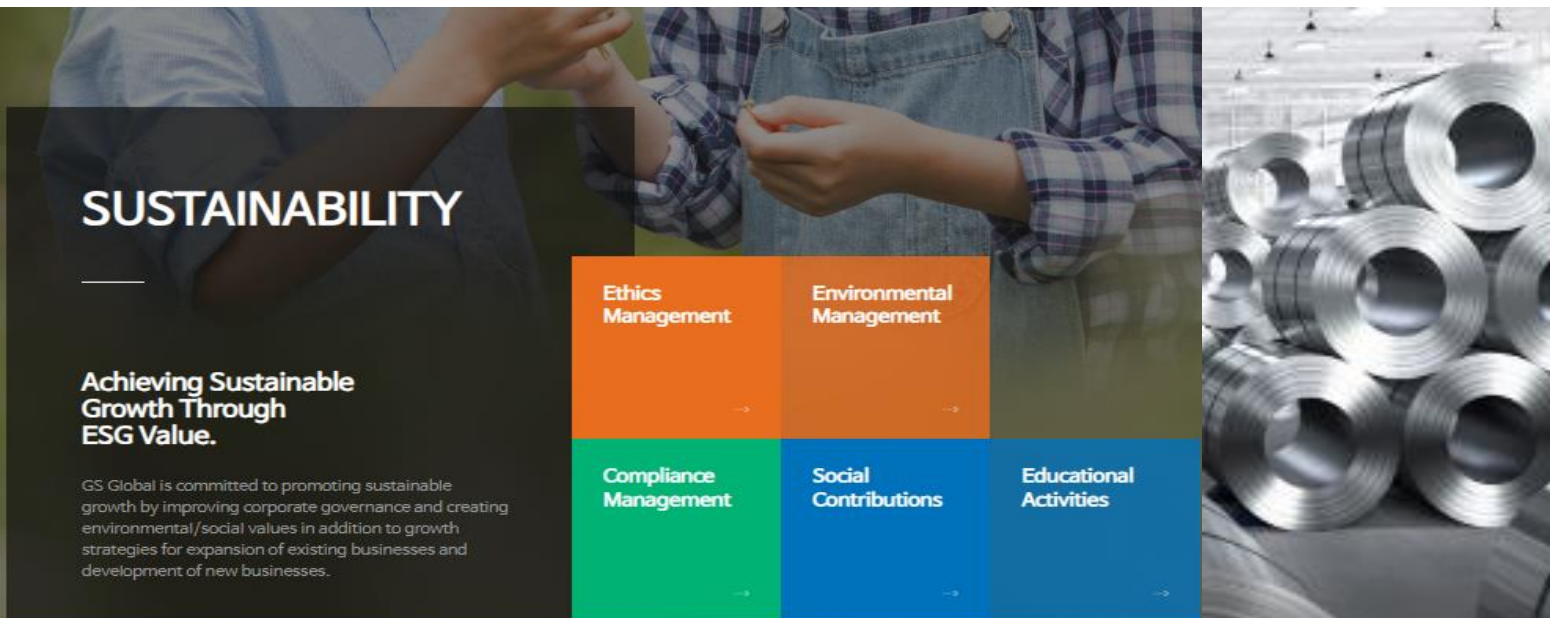
The ESG Council is the highest-level decision-making body overseeing ESG matters across GS Group, comprising ESG and SHE executives from ten major affiliates. While its mandate covers broad sustainability issues such as climate change, carbon management, and resource efficiency, the Council also places strong emphasis on human rights as a core component of ESG management. It is responsible for establishing and coordinating group-wide human rights policies and ethical supply chain practices, ensuring consistent implementation and alignment across all affiliates.

Each affiliate operates dedicated teams to execute human rights initiatives, manage relevant data, and monitor performance in line with Council directives. This integrated governance framework strengthens GS Group’s capacity to uphold human rights, mitigate modern slavery risks, and meet evolving global standards for responsible and ethical business conduct throughout its operations and supply chains.

GS Global ESG Governance

As part of GS Group, GS Global has established a dedicated ESG governance structure to promote sustainable growth while maintaining transparency and accountability. The Sustainable Management Task Force (TF) executes ESG policies and decisions made by the Board of Directors and the Sustainable Management Committee. The TF oversees a cross-functional consultative body comprising representatives from relevant departments, fostering collaboration on ESG initiatives throughout the organisation.

The Sustainable Management Committee—comprising the CEO, CFO, and heads of Planning and New Business divisions—holds responsibility for key ESG policy decisions, with final approvals made by the Board of Directors. This robust governance framework ensures the integration of ESG principles, including ethical labour practices and human rights, into core business operations. It also supports GS Global’s alignment with international standards and legislative requirements, such as those under the Act.



Effectiveness of Our Actions

GS Global Australia evaluates the effectiveness of its efforts to assess and address modern slavery risks through impact and materiality assessments. In addition, the company incorporates feedback from a wide range of internal and external stakeholders—including employees, suppliers, investors, industry bodies, and external experts—to continuously refine its risk management systems and strategic approach.

GS Human Rights Charter and Risk Management System

GS Global Australia recognises the GS Human Rights Charter and its Human Rights Risk Management System as fundamental pillars in identifying and addressing potential modern slavery risks across its operations and supply chains. These frameworks serve as proactive safeguards, enabling early detection and mitigation of risks affecting employees, suppliers, and other stakeholders. Human rights principles are systematically embedded within corporate policies and reinforced through comprehensive internal processes and training programs.

Aligned with its governance structure, GS Global Australia regularly assesses its exposure to modern slavery risks, which currently remains low. Oversight is provided by the ESG Council, which ensures structured risk management informed by GS Group’s ESG data infrastructure and drives alignment with group-wide human rights strategies, promoting consistent monitoring and integration of human rights into corporate decision-making.

Our Actions Measuring Effectiveness

Human Rights Policies

GS Global Australia regularly reviews and updates its human rights policies, codes of conduct, and procedures to align with evolving international standards and changing business environments. These documents are maintained within a structured governance framework and, where necessary, receive executive or board-level approval. The company’s policies are firmly grounded in internationally recognized frameworks, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions, and the OECD Due Diligence Guidance.

Implementation across business functions and supply chains is achieved through instruments such as the GS Human Rights Charter, internal ethical codes, and the Modern Slavery Policy. Under the oversight of the ESG Council, GS Global ensures these principles are integrated into daily operations, continuously guiding ESG compliance and risk management.

Grievance Handling Channel

The grievance handling channel for human rights offers numerous benefits to the company, including the ability to promptly address and resolve human rights concerns, thereby fostering a culture of transparency and accountability.

The effectiveness of this channel is measured by the number of grievances received and the outcomes of the remediation processes. Notably, no grievance reports were received during this reporting period, indicating that our human rights risk remains low. Moreover, in alignment with human rights management principles, grievances are collected from a broad perspective that extends beyond employee complaints to encompass all aspects of human rights

Effectiveness of Our Actions

GS Global Australia fosters human rights awareness by ensuring that employees, executives, and suppliers are well-informed about established prevention protocols, as well as the procedures and standards in place for managing incidents. This approach contributes to the creation of a safer and more secure working environment, where all individuals can perform their duties with confidence and trust.

Our Actions Measuring Effectiveness

Human Rights Education

GS Global Australia places strong emphasis on building internal capacity to identify and address human rights risks through targeted education programs. Training is delivered across the organisation covering key themes such as modern slavery, ethical business conduct, and inclusive workplace practices. These programs are an integral part of the company’s comprehensive human rights framework, which consolidates original training topics—including ethics, fair trade, anti-corruption, harassment prevention, and disability awareness—into a unified ESG education curriculum. The effectiveness of these education initiatives is measured by participant numbers, completion rates, and ongoing feedback, enabling continuous improvement in awareness and risk mitigation capabilities.

Sustainable Supply Chain Management

GS Global Australia employs a structured and comprehensive approach to managing sustainability and human rights within its supply chain. ESG due diligence is integrated into supplier onboarding and ongoing performance evaluations to assess and mitigate modern slavery risks. Suppliers are required to adhere to the GS Supplier Code of Conduct and participate in ESG self-assessments. When gaps in compliance or performance are identified, targeted follow-up actions—including on-site audits and remediation planning—are promptly conducted.

In alignment with GS Group’s supply chain ESG evaluation framework, GS Global Australia follows a rigorous supplier management process designed to promote ethical sourcing and enhance supply chain transparency. This process encompasses ESG awareness-raising initiatives, detailed self-assessments, on-site inspections, risk identification, and implementation of corrective and preventive measures. By adhering to this group-wide protocol, GS Global Australia strengthens its ability to manage risks effectively and foster a resilient, sustainable supply chain.

ESG Management System

GS Group’s ESG and CSR frameworks are designed to promote sustainable growth while reinforcing the protection of human rights across all business activities. Through the ESG Council, each affiliate enhances transparency and accountability by aligning with global disclosure standards and sharing ESG data, including key human rights indicators. The establishment of a centralized ESG database enables systematic risk identification and management—addressing issues such as potential labour exploitation and human rights violations—through consistent data collection, analysis, and ongoing monitoring.

Complementing this, the CSR system incorporates a dedicated human rights management structure focused on fostering a safe, inclusive workplace and advancing social inclusion for vulnerable communities. Governance-level oversight by the ESG Council facilitates continuous improvement in corporate human rights performance. Consequently, affiliates including GS Global Australia adhere to these frameworks, aligning their operational practices with international and local standards, and embedding risk awareness, employee protections, and ethical conduct into their local ESG execution.

Ethics Management

GS Global Australia places ethical management at the foundation of its operations, aspiring to be a trusted partner to business affiliates, a reliable investment for shareholders, a respected employer for its people, and a socially responsible corporate citizen.

As part of the global GS Global Corporation network, our ethical management approach is built around the following core values:

- Social responsibility
- Efficiency management
- Amiable environment
- Customer satisfaction
- Partnership

In alignment with GS Group’s ethical standards, we embed ethics education into our operational framework. These programs, delivered both online and offline, are structured to enhance employees’ understanding of ethical principles and foster responsible conduct in daily work activities.

Code of Ethics

In addressing and acknowledging modern slavery risks, we continue to have the following Code of Ethics in place.

| Code of Ethics | Description | Core Value |
|--|--|--|
| Responsibilities and duties for customers | We shall respect our customers as they are the genuine foundation of its business. In addition, we aim to gain unconditional trust from our customers by providing value for them through the following measures. | <ul style="list-style-type: none"> ▪ Respecting and protecting customers ▪ Value creation ▪ Offering value |
| Fair competition | We shall respect laws and regulations in the area where we conduct business and gain competitiveness edge in a legitimate way through. | <ul style="list-style-type: none"> ▪ Free competition ▪ Respecting laws and regulations |
| Fair trade | We shall trade based on the principles of free competition. We shall seek for the long-term common prosperity by building a mutual trust and fair trade to include the following. | <ul style="list-style-type: none"> ▪ Equal opportunity ▪ Fair trade procedure ▪ Pursuing joint prosperity |
| Ethics of employees | Employees should be honest and fair value as a member of the GS Global group. To fulfil all their duties of employment, all employees shall continue their self-development via the following. | <ul style="list-style-type: none"> ▪ Basic ethics ▪ Fulfilling duties ▪ Self-development ▪ Fair execution of work ▪ Avoid any conflicts of interest with GS Global |
| Responsibilities for employees | We shall respect our employees and treat them in accordance with their capabilities and accomplishments. In addition, we shall create an environment where each staff can exercise his/her creativity in full including the following. | <ul style="list-style-type: none"> ▪ Human oriented management ▪ Fair treatment ▪ Promote creativity |
| Responsibilities for nation and society | We shall protect our shareholders’ interest. In addition, we shall contribute to Australia’s well-being and the development of its society into a sound company through efficient execution of business including the following. | <ul style="list-style-type: none"> ▪ Rational execution of business ▪ Protection of shareholders’ profit ▪ Contribution to the development of society ▪ Environmental protection |

Modern Slavery Policy

GS Global Australia has implemented a local Modern Slavery Policy in Australia in accordance with the *Modern Slavery Act 2018*. We are committed to addressing modern slavery risks in its business operations and supply chains. Where possible, GS Global Australia will include in its operational and supplier contract terms, requirements that suppliers comply with all local, national, and other applicable laws and regulations in the areas in which we operate.

GS Global will ensure that its suppliers adhere to the Minimum Standards and grant GS Global the right to terminate agreements if suppliers are unable or unwilling to work towards compliance with these standards. Suppliers are encouraged to surpass the Minimum Standards, promoting best practices and continuous improvement. Compliance with these standards is monitored through supplier assessment processes, considering all pertinent risk factors, such as country risk and product risk. Our modern slavery policy states following minimum standards expected of suppliers.

| Modern Slavery | Description |
|--|--|
| No forced or bonded labour | Suppliers shall not use any type of forced labour (any work or service extracted from any person under the menace of any penalty, which work has not been freely chosen by the person), bonded labour (work which is not for compensation received by the worker, but to repay a debt, which is often incurred by another person offering the worker’s labour in exchange) or indentured labour (in which an employer forbids workers from leaving employment at the worker’s discretion) and respect the freedom of movement of their workers and not restrict their movement by controlling identity papers, holding money deposits or taking any other action to prevent workers from terminating their employment; and ensure that workers are free to leave their employer after reasonable notice. |
| No child labour | Suppliers must be able to verify the age of all employees to ensure compliance; and must accept the principles of remediation of child and underage workers, and where such labour is discovered, suppliers must establish and implement appropriate remediation for such workers and introduce effective systems to prevent the use of child labour in the future. |
| Wages, benefits, and transparent record keeping | Suppliers must comply at a minimum with all laws regulating local wages, overtime compensation and legally mandated benefits. Record keeping must be accurate and transparent. Workers must be provided with written and understandable information about their employment conditions before they enter employment and about their wages for each pay period. |
| Working hours | Working hours must comply with applicable local laws. Workers should not be required to work more than the maximum hours per week as stipulated by local laws. Overtime shall be agreed, shall not be excessive, shall not be requested on a regular basis and shall be compensated as prescribed by applicable local laws. |
| No discrimination | All conditions of employment must be based on an individual’s ability to do the job, not on the basis of personal characteristics, such as gender, ethnic origin, religion, age, disability, personal beliefs, marital status, sexual orientation, union membership or political affiliation. Suppliers must ensure that they provide an environment where their employees can work without distress or interference caused by harassment, discrimination, or any other inappropriate workplace behaviour. |
| No harassment or abuse | Workers shall be treated with dignity and respect. Suppliers will provide a workplace free from harassment, including physical, sexual, verbal, or visual behaviour that creates an offensive, hostile or intimidating environment. |
| Working conditions | Suppliers shall provide a safe and hygienic working environment that is without risk to health, taking into consideration knowledge of the relevant industry and any specific hazards. Workers shall receive adequate and regular training to perform their jobs in a safe manner. Personal protective equipment and machinery safeguards shall be supplied, and workers trained in their use. Workers have the right to refuse work that is unsafe. Suppliers must provide each of its workers with a clear, understandable labour contract containing all legally required employment terms, entitlements, and conditions. |

Consultation

During the reporting period, GS Global Australia engaged with its parent company, GS Global Corporation, to review the requirements of the *Modern Slavery Act 2018*.

This statement was developed in collaboration with our Board of Directors and aligns with the GS Group's Human Rights Charter. It reflects our dedication to identifying and eliminating modern slavery risks across all our operations and supply chains. GS Global Australia will continue to report on its efforts and progress in managing modern slavery risks as part of GS Group's broader ESG (Environmental, Social, and Governance) initiatives.

Principal Governing Body Approval

This Modern Slavery Statement has been authorised and approved by the Board of Directors in their capacity the principal governing body of

GS Global Australia Pty Ltd

as defined by the Modern Slavery Act 2018 (Cth) ("the Act") on

30 June 2025

Signature of Responsible Member

This Modern Slavery Statement for GS Global Australia Pty Ltd is approved and signed by a responsible member of

Mr Ji Woon Lim

in his role as the Managing Director of GS Global Australia Pty Ltd on behalf of the Board, as defined by the Act:



This Modern Slavery Statement is signed on

30 June 2025

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 Reporting Criterion | Reference in this statement | Page number/s |
|---|--|---------------|
| a) Identify the reporting entity | About This Report | 2 |
| b) Describe the reporting entity's structure, operations and supply chains | Company Overview | 5-6 |
| c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls | Structure, Operations, and Supply Chains | 7 |
| d) Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes | GS Human Rights Charter Our Actions To Assess and Address Modern Slavery Risks GS Supply Chain Management ESG Management System | 4, 8-11 |
| e) Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks | Effectiveness of Our Actions | 12-13 |
| f) Describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a joint statement, the entity giving the statement | Consultation and Approval | 16 |
| g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant | Ethics Management Modern Slavery Policy | 14-15 |



GS Global Australia Pty Ltd

GS Global places the highest importance on its customers, guided by the management philosophy of “Creating New Values in Life and Dreaming of a Better Future for our Customers.” Through continuous innovation and transformation, GS Global is committed to becoming a lifelong partner to its customers by delivering complete satisfaction, offering a fulfilling work environment for employees, and fulfilling its role as a responsible corporate citizen.

With a constant focus on sustainable growth and corporate responsibility, GS Global remains dedicated to achieving the highest level of customer satisfaction and excellence. This will be realized through mutual respect, transparent management practices, and meaningful contributions to community development.