

Modern Slavery Statement

FY 2025



2025 Petstock Group Modern Slavery Statement

This modern slavery statement is made by Petstock Pty Ltd (ABN 80 098 394 588) on behalf of the Petstock Group (**Petstock Group**, we, us, and/or our¹).

As of June 30, 2025, the Petstock Group network included over 4,100 team members, 252 retail stores, 31 vet clinics, 4 dog day care centres, 3 catteries, 11 transactional online platforms, 13 informational online platforms, 3 distribution centres, and 31 Own Brands (19 Exclusive Brands and 12 Private Label Brands).

Petstock procures products and services from over 3,800 trade and non-trade suppliers. Our direct supply chain is geographically complex and includes small family-run businesses and multinational companies. We also work with indirect suppliers (Tier 2, Tier 3 and so on) who provide goods or services to our direct suppliers.

Following a governance review in March 2025, it was confirmed that Petstock Group, while majority-owned by Woolworths Group, will continue to maintain a separate reporting structure for modern slavery compliance. As such, Petstock Group has prepared and submitted its own Modern Slavery statement (**statement**) for FY25, consistent with its approach in FY24. The Woolworths Group’s FY25 statement is available separately.

The Petstock Group has prepared this statement in accordance with the Modern Slavery Act 2018 (Cth) (**the Act**). This statement outlines the steps taken by the group to identify, assess and address potential modern slavery risks in our operations and supply chain during the report period ending 30 June 2025 (**FY25, the Reporting Period**). All information set out in this statement relates to the Reporting Period, unless stated otherwise.

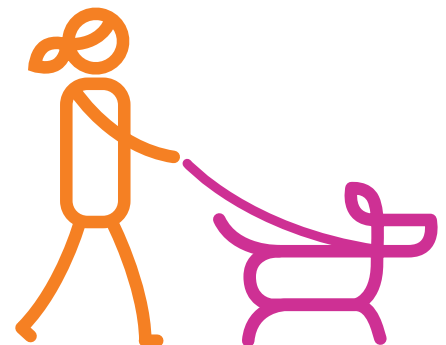
Preparation of This Statement

The development of this statement was led by our Sustainability Team, with input from the Modern Slavery Steering Committee (**Steering Committee or MSSC**) and Modern Slavery Working Group (**MSWG**). This committee is made up of members of our executive leadership team. This statement was approved by the Board of Petstock Pty Ltd on **20th November 2025**.

Mandatory Reporting Criteria

The Act sets out seven mandatory criteria for the content of the statement. This statement addresses the mandatory reporting criteria of the Act. The table below identifies where each criteria of the Act is disclosed within the sections of the statement.

Modern Slavery Act Requirement	Page Reference in this statement
Identification of the Reporting Entity	1
Description of our structure, operations and supply chains	5-10
Description of the risks of modern slavery practices in our operations and supply chains and in any entities, we own or control	11-14
Description of the actions we have taken to assess and address these risks (including due diligence and remediation processes)	15-21
How we assess the effectiveness of our actions	22-23
Description of the process of consultations with any entities the reporting entity owns or controls	2



¹ This Modern Slavery Statement is made by the Petstock Group on behalf of each of the entities set out in Appendix 1 and together the Petstock Group Reporting Entities, we, us and/or our¹. Petstock Pty Ltd (ACN 098 394 588) is the ultimate holding company of the Petstock Group Reporting Entities. Collectively, and for the purposes of this Modern Slavery Statement, all of the Petstock Group Reporting Entities are referred to as the Petstock Group.

Consultation

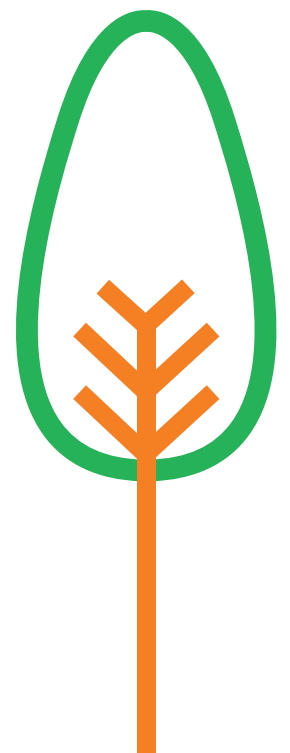
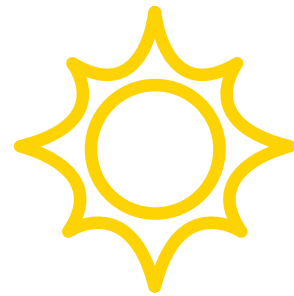
We actively engaged and consulted with all our controlled entities (as outlined in Appendix One) during the FY25 reporting period to prepare this statement. The MSWG led the development, with contributions from stakeholders across the Petstock Group, including the MSSC and the Woolworths Group’s Human Rights Team.

The MSSC, which is made up of executive leadership from key departments like Finance, Legal, People, Operations, and Supply, provided essential oversight and input throughout the reporting period. In addition, representatives from our Own Brand and Merchandise teams played a vital role in the review processes of our key suppliers, helping us achieve our framework’s objectives.

The Board of Petstock Pty Ltd reviewed and given the opportunity to provide feedback on this statement before granting final approval.

Key Highlights FY25

Modern Slavery Awareness Training	Rolled out Responsible Sourcing and Human Rights training to relevant team members, Executive, and Board.
Speak Up Program Engagement	Sent supplier letters and newsletter updates to promote our Speak Up Program.
Supplier Risk Assessment	Completed Own Brand and Trade supplier assessments; expanding data via Sedex.
Risk Identification Awareness	Improved internal capability to spot and report modern slavery risks across operations.
Public Transparency	Improved transparency around how we identify and address modern slavery risks by publishing our annual statement and supporting documents on the Petstock Group website.
Supplier Communication	Enhanced communication channels with suppliers to support Responsible Sourcing and shared accountability.



Snapshot of Our Progress

<p>Improving Transparency</p>	<p>This statement is published on the Australian Government Modern Slavery Statement Register and on the Petstock Group website, enhancing public transparency and enabling stakeholders to access our actions to identify and address modern slavery risk.</p>
<p>Embedding Modern Slavery Considerations into Our Operations and Supply Chain</p>	<ul style="list-style-type: none"> • Supplier Code of Conduct: We are actively working to improve supplier engagement with our Supplier Code of Conduct, which includes targeted clauses addressing modern slavery. As of the end of this reporting period, 55.5% of suppliers have returned a signed copy. Our priority is to achieve full participation from our top suppliers and foster consistent alignment with our responsible sourcing standards. • Manufacturing Agreements: We continue to work with our own-brand suppliers to support the signing of manufacturing agreements, helping to mitigate risks and uphold compliance with our sourcing standards.
<p>Undertaking Risk Assessments Across Our Supply Chain and Operations</p>	<ul style="list-style-type: none"> • Supplier Risk Assessment: We've completed multiple risk assessment of our own brand and trade product suppliers. We also continue to assess risks related to our own-brand food suppliers and own brand accessory suppliers and are working to access the Woolworths Group's Sedex portal for better data sharing and risk management. • Operational Risk: We continue to monitor and respond to any potential cases reported through both our team member and supplier Speak Up programs, which may include breaches of policy or unethical conduct within our supply chain.
<p>Building Awareness Among Our Team Members and Suppliers</p>	<ul style="list-style-type: none"> • Team Member Training: We launched new Responsible Sourcing and Human Rights awareness training, featuring a video designed to empower team members to identify and speak up on human rights risks. This was rolled out to all relevant team members, including the Executive Team and Board towards the end of the reporting period and the training has reached an 80% completion rate to date. We are aiming for high completion rates. • Internal Governance: Our Modern Slavery Steering Committee continues to receive quarterly updates from the Modern Slavery Working Group, covering both local and global legislative developments, sector specific risks, such as increased scrutiny of solar and apparel supply chains, and progress against our key performance indicators to track team member training or signed code of conduct engagement metrics. • Supplier Communication: We are actively strengthening communication channels with our suppliers to promote transparency and shared accountability in addressing modern slavery risks. This includes spotlighting key initiatives such as our Speak Up program and Supplier Code of Conduct through direct letters and newsletter updates.



Key Priorities for FY26

During the reporting period, we completed a Modern Slavery Controls Effectiveness Maturity Assessment (CEMA), which confirmed a solid foundational base across our existing operations and processes. Looking ahead, our priority is to strengthen controls by enhancing monitoring practices and deepening awareness and knowledge throughout our supply chain.

Area	KPI
<p>Understanding Risk</p>	<p>Develop and implement targeted training for sourcing and procurement teams to enhance their understanding of high-risk product categories and their impact on purchasing decisions.</p>
<p>Supplier Knowledge</p>	<p>Improve suppliers understanding of code of conduct, responsible sourcing and human rights policy and speak up program.</p>
<p>Supplier Engagement</p>	<p>Continue to actively monitor the number of signed supplier agreements of high-risk suppliers to improve accountability and transparency.</p>
<p>Improve Incident Management Process</p>	<p>Improve formal incident response process to address potential modern slavery risks or breaches.</p>
<p>Reporting & Monitoring</p>	<p>Continue to actively monitor and report any relevant cases of modern slavery risk to MSSC.</p>

Our Structure, Operations and Supply Chains

About Us

Since our humble beginnings in Ballarat, Victoria, in 2002, the Petstock Group has been driven by a passion for pets and a commitment to family values. Over two decades, we've grown into a comprehensive network of businesses, brands, and services dedicated to championing the health and wellbeing of pets.

Our portfolio now spans retail stores across Australia and New Zealand, and also includes a robust online presence, specialist vet clinics, grooming salons, and a diverse range of own-brand products. Some Petstock retail sites and vet clinics are franchised by us, but the large majority are corporate owned.

Through the Petstock Foundation, we actively work to create a better future for the communities we serve and the pets we exist for. Our ambition is to achieve B Corp certification and be a leader in sustainable pet care, ensuring our growth is balanced with social and environmental purpose. As we continue to grow, our commitment to sustainability is deeply embedded in how we operate, innovate, and engage. From reducing waste and improving product traceability to supporting responsible sourcing and circular economy initiatives, we're actively working to minimise our environmental footprint while maximising positive outcomes for pets and their people.

Our core vision - **Together, we make an impact for pets, their people, and the planet** - continues to guide us as we embark on every chapter.

In FY24, we entered into a strategic partnership with the Woolworths Group, who acquired a 55% majority shareholding in our business. The Petstock Group however operates as a standalone business, with its own board and the original founders (Shane and David Young) continuing in their positions as CEO and Managing Director respectively.

This structure allows us to maintain the agility and expertise that has defined our success, while gaining access to Woolworths Group's extensive capabilities in areas such as digital commerce, supply chain management, and data analytics. This partnership represents a unique opportunity to grow and strengthen our business, innovate for our customers, and deliver greater value to the entire pet community.

Our Operations

Our commitment to respecting human rights starts with our team. At the heart of everything we do is our purpose - Together we make an impact for pets, their people and our planet.

The Petstock Group operates a comprehensive network of brick-and-mortar retail stores and online platforms across every state and territory of Australia, as well as throughout New Zealand.

As at 30 June 2025, the Petstock Group network included

4100 Team Members



3861 Australia
239 New Zealand

252 Retail stores



32 Vet Clinics
4 Dog Day Care Centres
3 Catteries

11 Transactional online platforms



13 informational online platforms

3 Distribution centres



31 Own Brands



19 Exclusive Brands
12 Private Label Brands

As of mid-2025, our team comprises approximately 4,100 members across Australia and New Zealand, working in retail stores, veterinary clinics, distribution centres, logistics operations, and support offices.

All our team members are employed under contracts that comply with employment laws of both Australia and New Zealand.

In addition to our employees, our operations are supported by a network of indirect workers, such as contractors and subcontractors. These include labour hire workers who assist with essential tasks such as product picking and packing, as well as a range of service providers for needs like pest control and cleaning.

To mitigate the risks of modern slavery, we apply our group-wide policies, provide team member training and offer access to grievance mechanisms across all our operations and supply chains.

Structure

Operations and Supply Chains

<p>Retail Stores</p>	<ul style="list-style-type: none"> • Petstock • Petstock Country • Own Brand Products 	<p>Our retail stores provide pet products including food, healthcare, apparel, accessories, cages, tanks etc. Our Own brands provide pet products to our retail stores.</p>
<p>Veterinary Clinics (co-located & stand-alone)</p>	<ul style="list-style-type: none"> • Aussie Mobile Vets • Vet Hospitals and Clinics • Pet health services 	<p>Petstock Vet operates veterinary facilities within some of our retail stores.</p>
<p>Pet Services</p>	<ul style="list-style-type: none"> • Grooming salons • Diggiddydoggy Day Care • Puppy School • Cattery 	<p>Our pet service range includes grooming, DIY Wash, puppy school, pet adoption, cat boarding, and dog daycare.</p>
<p>Digital</p>	<p>Transactional</p> <ul style="list-style-type: none"> • brindabellastockfeed.com.au • caribu.com.au • pet.co.nz • petpost.com.au • petstock.com.au • poplapetfood.com.au • sydhill.com.au <p>Informational</p> <ul style="list-style-type: none"> • aussiemobilevet.com.au • ballaratpetfarmvet.com.au • birdzone.com.au • camberwellvet.com.au • digdog.com.au • equineholdings.com.au • lowerplentyvet.com.au • petstockgroup.com.au • rosebudpetvet.com.au • totalanimalsupplies.com.au 	<p>Petstock Group sells goods and provides information through eCommerce sites in Australia and New Zealand.</p>
<p>Petstock Foundation</p>	<ul style="list-style-type: none"> • Petstock Foundation 	<p>Petstock Foundation is our charity which is committed to making a long-term difference and positive change in the lives of pets and people through education and raising awareness.</p>
<p>Warehousing</p>	<ul style="list-style-type: none"> • National Distribution Centre (VIC) • Regional Distribution Centres (NSW, TAS) 	<p>Our distribution centres and warehouses ensure the timely supply of products across our entire eco-system.</p>
<p>Support Offices</p>	<ul style="list-style-type: none"> • Victoria • South Australia • New Zealand 	<p>Our support offices provide training, human resources, retail management, marketing, IT and administration services to our retail stores, veterinary clinics and services, e-commerce sites and the Petstock Foundation.</p>

Our Supply Chain

As a leading retailer in the pet industry, the Petstock Group procures a diverse range of products and services. Our supply chain is both geographically complex and varied including everything from small, family-owned businesses to large multinational corporations.

Trade: We partner with 740+ direct trade suppliers of vendor brands and own brand products. Trade spans an array of categories, including apparel, pet food and general merchandise. Vendor brand suppliers provide third party branded products that are often common household names, and our own brand team make products specially for those in the Petstock and Woolworths group.

Our own brand product portfolio, which includes food, toys, bedding, and accessories, is sourced from various locations. It encompasses facilities that transform raw materials into finished products.

How we classify our Own Brand suppliers:

- **Own Brand Suppliers:** These are suppliers who produce products for our Private Label brands such as Glow, Billie's Bowl, and Tilly or suppliers who produce products exclusively for us such as Hypro (Be Frank), Clorox (Ever Clean) and Valour Pets (Aatas).

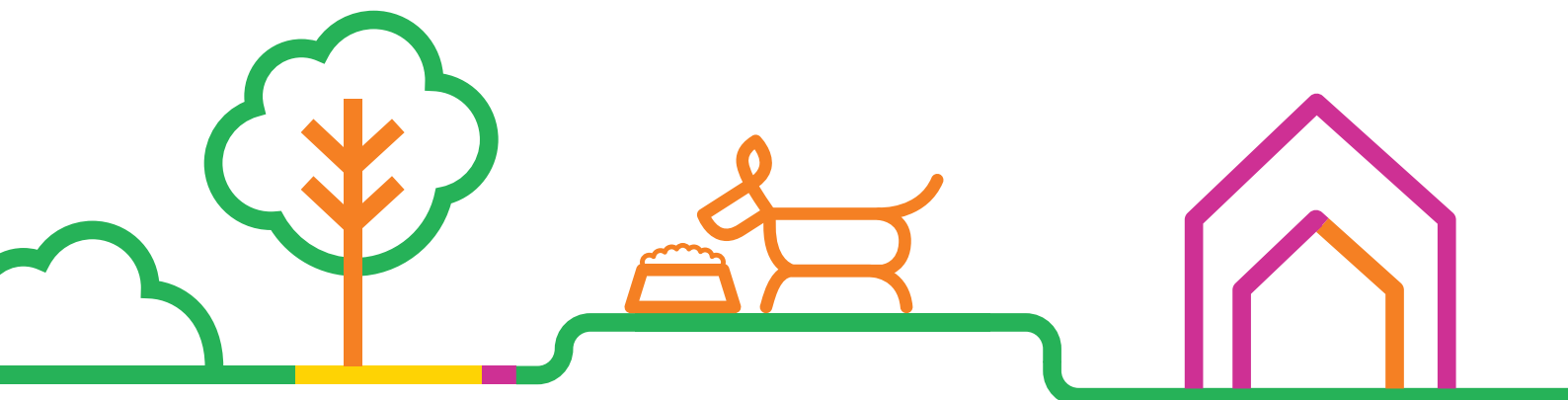
Non-trade: Our direct supply chain is supported by a network of indirect suppliers who provide goods and services to our direct partners. We source products, equipment and services from +3000 non-trade suppliers. Examples of products supplied by non-trade suppliers include those that might feature a Petstock Group brand, such as team member uniforms. They also include products that are not branded, such as packaging material or IT equipment. The majority of services supplied by our non-trade suppliers are provided in facilities that are owned and operated by the Group across Australia and New Zealand, including our retail stores and DCs. Examples of non-trade services include cleaning companies, security and logistics.

Tens of thousands more indirect suppliers contribute to our supply chain through the provision of goods and services to our direct suppliers, often referred to as tier two, tier three, and so on, or suppliers at lower tiers. Like many retailers, having full transparency of indirect suppliers at the lower tiers of the supply chain is a common challenge. We recognise that modern slavery risks are often found at these lower supply chain tiers.



Examples of suppliers across Petstock’s supply chain

TIER 1	TIER 2
<div style="text-align: center;">  <p>Direct Trade Supplier Partners +740</p> <p><i>Includes suppliers of our 'own brands' products and 'vendor brands'.</i></p> </div>	<div style="text-align: center;">  <p>Non-trade Suppliers Partners +3000</p> <p><i>Includes suppliers that provide a service or product but not involved in the goods sold to customers.</i></p> </div>
<ul style="list-style-type: none"> • Direct trade suppliers provide us with products or manufacture products or services, purchased within our business. E.g., • Petfood manufacturers • Pharmaceutical manufacturers • Pet accessories and bulky goods manufacturers • Vet healthcare products • Livestock (fish, reptiles, small animal etc) 	<ul style="list-style-type: none"> • Non-trade suppliers provide us with goods and services to support our stores, support offices, distribution centre and logistical requirements. E.g. • IT service providers • Facility maintenance (cleaning, security) • Labour hire • Third party logistics • Uniforms • Marketing & advertising (signage & fixtures) • Solar suppliers who provide fully assembled solar panels
TIER 1	TIER 2
<p>Provide goods, services or raw materials to Tier 1 suppliers. E.g., provide grains for petfood manufactures or fabric for a company producing pet beds.</p>	<p>Provide goods, services or raw materials to Tier 1 suppliers. E.g., the firm that develops components used by our IT service providers or companies that supply silicon or glass used in the construction of solar panels</p>



Sourcing

Direct Trade Supply Partners

We procure and trade a wide array of products across various categories. These include pet food, pharmaceuticals, vet healthcare, accessories, and toys, as well as larger items like kennels and fish tanks. Our offerings also extend to live pets such as fish, birds, and reptiles, and homewares like pet bowls, along with essential hobby farm items like chicken wire and fencing.

Own Brand Sourcing

The Petstock Group's Own Brand Team is dedicated to ensuring that our range of pet foods, treats, and accessories are responsibly sourced. We actively collaborate with our own brand suppliers to trace the origin of materials, such as seafood and leather. This detailed approach allows us to better understand their sources and segment ingredient origins, which is a key step in evaluating sector-specific and supply chain risks.

By promoting responsible sourcing practices, we can identify potential vulnerabilities and mitigate risks throughout our supply chain.

Our overarching approach is built on the principles of our Modern Slavery Framework which includes transparency and ongoing partner engagement, ensuring our suppliers meet and uphold our high standards.

To proactively manage modern slavery risks, we:

- **Conduct Risk Assessments:** We perform comprehensive risk assessments on all our own brand suppliers. This process includes a focus on their geographic location, industry, and the specific materials they use. The insights gained from these assessments guide our due diligence efforts and allow us to focus on the areas of highest risk.
- **Implement Supplier Agreements:** We work to have all Own Brand manufacturing agreements signed and aligned with our responsible sourcing standards, providing a clear contractual framework for accountability.

- **Leverage Third-Party Platforms:** We are actively working to leverage the Sedex (Supplier Ethical Data Exchange) platform to improve data sharing and supplier oversight. Sedex is a global membership organisation that provides a collaborative online platform for collecting and sharing ethical supply chain data. Our use of this platform will enable us to gain greater visibility into our supply chain and streamline our due diligence processes, ensuring we maintain a single source of truth for our own brand suppliers. Currently, three of our own brand suppliers are using the platform, and we are focused on expanding it to encourage all our own brand suppliers to link to this. This initiative, supported by our partnership with the Woolworths Group, is a key part of our strategy to better identify and manage modern slavery risks.

Vendor Brand Sourcing

Our Merchandise Team plays a crucial role in curating the range of products we offer. This team is focused on expanding its understanding of our supply chains and operations to support partnerships with reputable partners. Our vendor product range is extensive and diverse, spanning pet food and treats, pet accessories, electronics, apparel, aquatic products, and pet health items. These products are sourced from a wide array of regions across the globe, including Australia, New Zealand, China, Europe, and South America.

The team's work is not limited to procurement; they are actively engaged in ongoing due diligence. This includes:

- **Supplier Engagement:** Maintaining and improving communication with our vendor brand suppliers to build trust and support alignment with our Supplier Code of Conduct, which includes specific clauses on modern slavery.
- **Risk Assessment:** Working to identify and assess risks within these complex, multi-tiered supply chains, which are often challenging to make fully transparent.
- **Performance Monitoring:** Continuously monitoring the performance of our vendors and tracking key metrics, such as the return rate of our signed Supplier Code of Conduct, to confirm that commitments are being upheld.

By focusing on these areas, our team works to uphold standards for quality, safety, and ethical sourcing across vendor branded products.



Non-Trade Supply Partners

Our Non-Trade Supply Partners team plays a vital role in supporting our operations through the procurement of essential goods and services. This includes items such as team uniforms, store fixtures, solar equipment, third-party logistics, and cleaning services.

Given the diversity and fragmentation of non-trade supply chains, this area presents unique challenges particularly in relation to modern slavery risks. These risks are heightened in certain categories, such as solar equipment, due to complex global sourcing and region-specific concerns in raw material extraction and manufacturing.

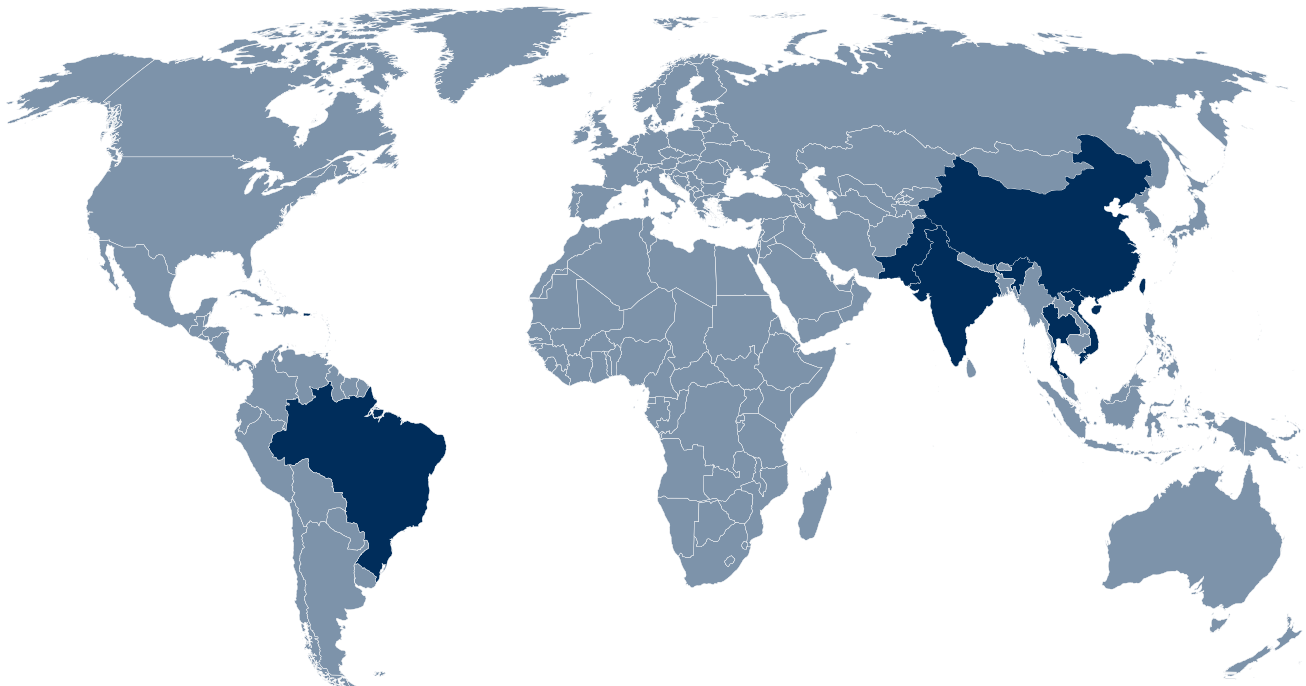
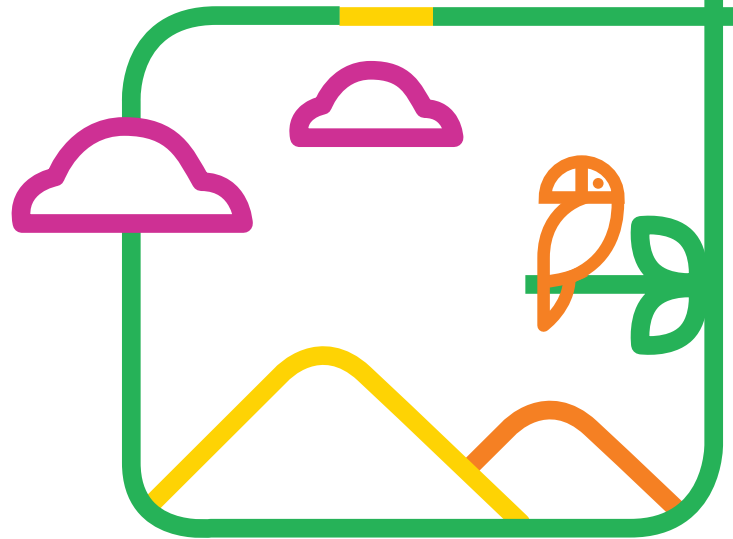
The team's responsibilities includes:

- **Supplier Engagement:** Building strong relationships with our non-trade suppliers to foster transparency and encourage alignment with our Supplier Code of Conduct, which includes specific provisions on modern slavery.
- **Performance Monitoring:** Tracking supplier compliance and engagement, including the return rate of signed Supplier Code of Conducts.

Our Sourcing Footprint

We source products from multiple geographies with different inherent risks. This map shows some of the countries we source from. India, Pakistan, China, Brazil, Thailand, and Vietnam are listed with notable prevalence of modern slavery and high vulnerability score by Global Slavery Index (GSI).

- Brazil
- China
- India
- Pakistan
- Puerto Rico
- Tawian
- Thailand
- Vietnam



Identifying Risks of Modern Slavery Practices

Our operations and supply chains are exposed to diverse and evolving human rights risks. We strive to have the right people, processes and systems in place to continuously monitor our risk environment and are committed to ongoing learning and improvement. This section outlines the key risk areas across our operations and supply chain.

We know that risks may arise from, amongst other things, the social and political context of the countries where we work and source from, and the products and services we procure. As such, our modern slavery risk profile is continually evolving, and we use a range of tools to respond to emerging risks. These include third party platforms such as Sedex, internal frameworks such as our RSHR Policy, Supplier Code of conduct and Speak Up Program. Our RSHR Program is designed to address these risks and, in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs), we take a risk prioritisation approach by focusing on the highest risks in our supply chain.

Internal Operations Risk

To identify and prioritise risks within our internal operations, we began with a desktop screening of each department in FY22. With support from our Procurement Team, this analysis was reviewed again in FY25. The review confirmed that modern slavery risks are present across our entire organisation, though certain departments face a higher level of risk based on the nature of their third-party supplier relationships. This assessment provided a high-level overview of potential modern slavery prevalence and helps us determine our path for further due diligence or training within relevant departments.



In FY25, our internal risk analysis supported by the procurement team reclassified several business functions along our modern slavery risk spectrum. Notably, Own Brand and Property departments were elevated to high-risk categories due to their direct exposure to complex supply chains and outsourced services. This reclassification reflects our commitment to continuous improvement and targeted risk mitigation.

The Own Brand team was reclassified as high risk due to its direct involvement in product design, sourcing, and manufacturing. For the Property team, this reclassification reflects the nature of its operations, which often involve engagement with third-party contractors, facilities management providers, construction firms, and maintenance services. These sectors are known to carry elevated modern slavery risks.

Labour Risk

Direct Labor

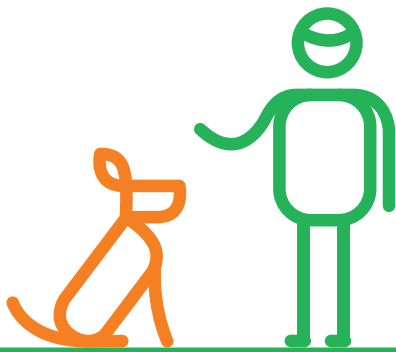
As of 30 June 2025, we employed over 4100 team members across 252 retail stores, 31 vet clinics, 4 doggy daycare centres, 3 catteries, 3 support offices, and 3 distribution centres. Most of these team members are directly employed under contracts governed by Australian and New Zealand labour laws.

We consider the risk of modern slavery within our directly employed workforce to be low. This is supported by strong legal frameworks such as the Occupational Health and Safety Act 2004 and the Fair Work Act 2009.

Indirect Labor

In contrast, the use of indirect labour, particularly labour hire workers at our Distribution Centres, presents a higher risk. These workers are employed through third-party agencies, which can limit our visibility into employment terms and working conditions.





Supply Chain Risk

Risks identified in Own Brand Sourcing

Own Brand sourcing for the Petstock Group involves inherent and complex product and geographic risks, particularly in categories utilising complex supply chains.

High Risk Product Categories

Categories include pet food, non-food items posing elevated risks are apparel and textiles, pet toys, and leather products

- **Pet Food and Treats**

This is a high-risk area because it involves meat and seafood (fresh, frozen, and dried products), where the sourcing of raw materials can lead back to high-risk industry sectors like fishing and livestock. The supply chains for these products are often long, making it difficult to verify ethical labour practices at the farming, processing, and manufacturing stages.

- **Apparel and Textiles**

This category, which includes rugs, bedding, and pet apparel, is inherently high risk due to the global nature of the textile industry. Production is commonly outsourced to regions with weak labour governance, characterised by intensive manual production processes, poor workplace conditions, and low wages, increasing the vulnerability to forced and child labour.

- **Pet Toys and Leather Products**

Items like leather collars, saddlery, and small pet toys carry elevated risks because they often involve specialised, small-scale artisan or manual production (e.g., leather tanning and finishing). This fragmented production increases the difficulty of conducting site audits and establishing clear visibility across lower-tier suppliers.

High Risk Industry Sectors

These sectors are flagged due to systemic labour and environmental practices that make them susceptible to exploitation, regardless of the final product they produce.

- **Food Sector (Seafood and Livestock)**

Sourcing within the food sector, particularly seafood and livestock/farming/cattle, is susceptible to modern slavery due to the transient nature of labour, reliance on seasonal workers, and widespread use of manual production processes. This can include labour exploitation in areas like remote farming and large-scale deep-sea fishing.

- **Non-Food Sector (Textiles and Leather)**

The Textile industry and Leather supply chains are consistently ranked among the highest-risk sectors globally. The risks here are tied to intense manufacturing environments that often require manual production processes, such as dyeing fabrics or tanning hides, leading to significant risks of forced labour, excessive working hours, and payment violations.

Geographic Risk

Geographic risk is determined by a country's legal and political environment, which can significantly amplify inherent risks present in specific product categories and industry sectors.

Our Own Brand food products maintain a low geographic risk profile, as the majority (90%) are manufactured domestically in Australia and New Zealand.

Our Own Brand accessories supply chain is concentrated in nations identified as medium to high-risk sourcing locations, based on the following sourcing concentration:

- China (~87.5% of accessories sourcing)
- India (~11.5%)
- Vietnam (~1%)

These three nations, along with Thailand, are consistently flagged as medium to high-risk sourcing countries for both food and non-food supply chains. These countries are associated with elevated modern slavery risks due to several underlying vulnerabilities, including:

- Local governance challenges (limited regulatory oversight and weak enforcement of labour laws).
- High-volume manufacturing that relies heavily on manual production processes.
- A consequential low level of visibility across lower-tier suppliers.

This environment heightens the vulnerability to worker exploitation, forced labour, and illegal recruitment practices within our accessories supply chain.

Risks identified in Vendor Brand Sourcing

The Merchandise team has undertaken a desktop review of top-ranked vendor brands by spend to strengthen visibility into country of origin and product categories. Building on insights from previous modern slavery reviews, this ongoing initiative focuses on identifying inherent human rights risks across geographic, product, sector, and supply chain dimensions.

High Risk Product Categories Trade suppliers provide products that fall into categories inherently exposed to modern slavery risks, largely due to reliance on complex global supply chains and manual production methods.

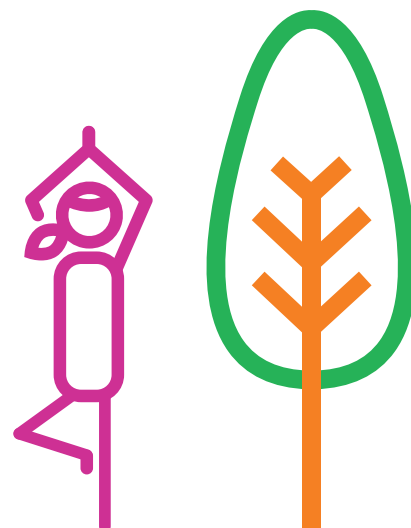
Categories include pet food, non-pet food items, parasiticides, live animals, electronic components.

- **Pet Food and Treats:** This encompasses the full range of product types, including fresh, frozen, and dried meat and sea food products to birdseeds, fish food and equine feed. Specific raw meat and seafood ingredients are flagged as high-risk because their sourcing traces back to industry sectors (e.g., fishing, livestock) with known systemic labour exploitation issues.
- **Apparel and Textiles:** This includes all fabric and fibre-based items such as rugs, bedding, and pet apparel. Production is often concentrated in high-risk geographies with weak labour enforcement, characterised by intensive manual processes.
- **Pet Toys:** Manufacturing chains for pet toys are frequently fragmented, relying on subcontracting and limited oversight, increasing the risk of labour exploitation.
- **Leather Products:** Items like collars and saddlery are high-risk because their production involves manual processes, such as leather tanning and finishing, which often occurs in smaller, less regulated facilities.
- **Electronic equipment:** This includes covers all specialised lighting and heating elements, accessories for reptile and aquatic habitats (e.g., terrarium lamps, heat emitters, under-tank heaters, and tank accessories) as well as grooming tools. These products contain complex electronic components and metals typically manufactured in Asian high-risk geographies.
- **Parasiticides and Pet Pharmaceuticals:** This category, which includes flea and tick treatments, wormers, and other veterinary medications, presents a unique risk profile. While manufacturing may occur in regulated facilities, the sourcing of pharmaceutical ingredients and raw chemical inputs often traces back to complex global chemical supply chains operating in high-risk regions.

High Risk Industry Sectors

These sectors are identified due to high-risk operational practices:

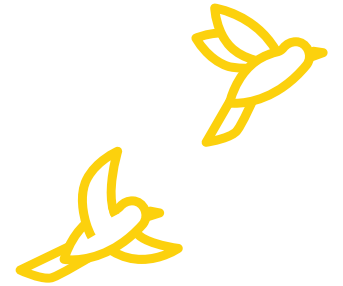
- **Food Sector (Seafood, Farming and Livestock):** This sector presents persistent modern slavery risks due to known industry practices and challenges with limited traceability. Specific areas of concern include the sourcing of livestock and cattle for meat-based products, as well as the seafood supply chain. These primary industries often involve manual processes and reliance on vulnerable worker populations.
- **Non-Food Sector (Textiles, Leather, Pharmaceutical):** Risks in these sectors are tied to intense manufacturing environments, chemical sourcing, and manual assembly operations:
 - **Textile and Leather Industries:** These sectors are consistently ranked among the highest risk globally. The risk is tied to manual production processes (such as dyeing, stitching, and tanning), which often occur in high-volume, low-margin factories with weak labour oversight, creating significant vulnerability to forced labour and excessive working hours.
 - **Veterinary Healthcare and Pharmaceuticals:** This includes products like parasiticides, pharmaceuticals, supplements. The supply chain for these ingredients and raw chemical inputs frequently traces back to complex global chemical supply chains that operate in medium to high-risk regions.
 - **Agriculture (Raw Materials):** Sourcing of raw materials like rubber (for pet toys and accessories) and other raw agricultural inputs often connects directly to labour-intensive harvesting and farming practices, which are susceptible to seasonal or forced labour issues.
 - **Equine Supply Chain (Leather Goods):** This area remains high-risk, particularly for leather and textile-based products, due to ongoing concerns with manual production and limited oversight.



Geographic Risk

Some of our vendor brand products are sourced from regions that have been flagged for potential modern slavery risks due to systemic vulnerabilities. China represents the largest share of this sourcing, accounting for 40.3% of total volume. These countries, along with India, Pakistan, Brazil, Vietnam, Thailand, Taiwan, Puerto Rico, and Indonesia, remain flagged due to a combination of factors:

- **Weak Governance:** Limited regulatory oversight and poor enforcement of labour laws.
- **Production Methods:** High reliance on labour-intensive production across complex supply chains.
- **Visibility Challenges:** Limited transparency and oversight, particularly across lower-tier suppliers and through extensive subcontracting.



Non-Trade Supply Partner Risk

As mentioned above, we recognise that certain categories of goods and services within our non-trade supply chains carry inherent risks of modern slavery. Mapping these supply chains remains complex due to the breadth of our organisational structure and the diversity of procurement channels. Nonetheless, we are committed to strengthening processes that help identify, assess, and mitigate these risks.

Solar Equipment

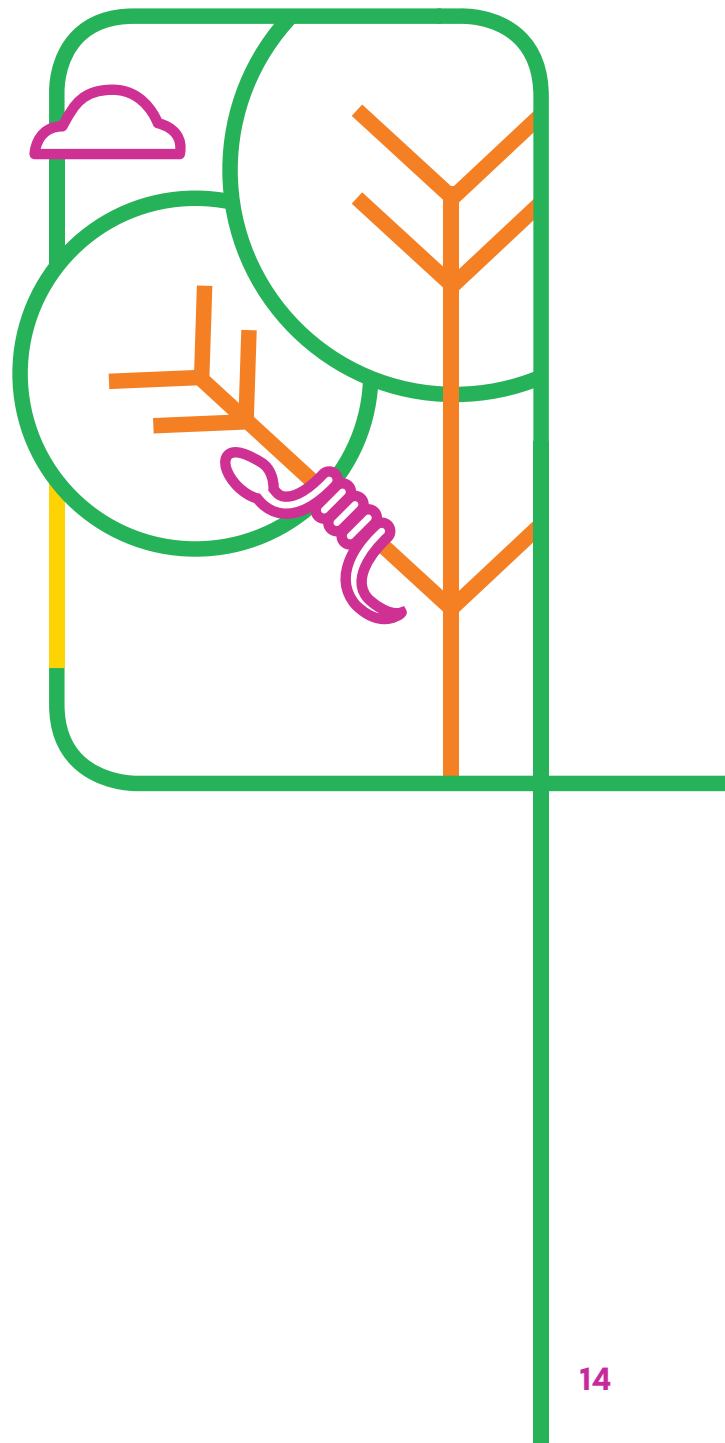
While progress in this area has been slower than anticipated, we remain focused on addressing the modern slavery risks associated with renewable energy supply chains. We currently engage with two solar suppliers and are exploring opportunities to deepen transparency and strengthen governance in this category.

Labour Hire Risk

Labour hire remains an area of inherent modern slavery risk due to the nature of outsourced employment, subcontracting, and potential gaps in oversight. We currently engage with three labour hire suppliers who support our DCs. All three have completed our Code of Conduct, demonstrating alignment with our responsible sourcing and human rights expectations. As part of our broader commitment to responsible procurement, we continue to monitor this category and will explore further due diligence opportunities to promote transparency and safeguard worker rights.

Fleet/logistics

We acknowledge that modern slavery risks may exist within our fleet and logistics supply chains, particularly where contracted drivers, subcontracting, and offshore manufacturing are involved. Currently, we engage with three logistics providers who support our transport and distribution operations. While these partners have not yet been formally assessed, we recognise the importance of reviewing this category in future due diligence cycles. As part of our broader responsible sourcing approach, we intend to map these relationships more closely.



Taking Action to Address Modern Slavery Risk

As we enter our sixth reporting period, our commitment of continuous improvement remains a driving force in refining and embedding processes that reduce the risk of modern slavery within our operations and supply chains. We continue to monitor our risk environment through a combination of supplier screening, third party risk assessments, audit programs, grievances management, team member insights, regulatory trends, industry commentary, media, civil society reports, and engagement with government organisations. These diverse sources help us identify and prioritise our response to the most salient human rights risks, including emerging risks.

Our Responsible Sourcing & Human Rights Program

The Petstock Group acknowledges its responsibility to prevent human rights risks in its supply chain and operations. We have an established Program and framework governed by processes and policies to help us manage modern slavery risks across the Petstock Group.

Our Responsible Sourcing and Human Rights Program (**RSHR Program**) is integral to how we manage key risks to people, including modern slavery and broader worker rights risks, in our operations and supply chain. Our Program is informed by the UNGPs, the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work, and the Petstock Group Modern Slavery Framework (approved by the Petstock Modern Slavery Committee).

The Program does not directly govern risks to people in our operations. Risks to our direct team members, including pay, physical and psychological safety and conduct, are primarily managed by the Group's People team and the specific businesses and platforms in which they work (e.g. Retail team or Finance team).

Our RSHR Program has been in place for four years. The first phase of our work focused on the development and rollout of the Modern Slavery Framework. We then embedded governance frameworks including the updating our Code of Conduct to include Modern Slavery clauses, updated terms and contracts, embedded a RSHR Policy, Speak Up Policies and Programs. The current phase maintains our Modern Slavery Framework as a core operational control, whilst also expanding bespoke human rights due diligence to strategically address modern slavery risks, uplifting our human rights governance processes, and enhancing our human rights framework to reflect the growth of the Group and our changing business needs.

As we continue to learn, and our Program matures, we have recognised that one size does not fit all in our supply chain, and that there is a need for complementary and compensating controls. Increasingly, our RSHR Program has taken a more proactive approach to focus on mitigation (rather than simply identification) through seeking to understand grassroots drivers and piloting associated programs to redress these. We believe that by focusing our efforts on recognising the patterns that contribute to recurrent issues, we can better work to address issues at a systemic level. Our Modern Slavery Framework is based on five pillars. FY25 outcomes for each pillar are described throughout this statement.

Our Modern Slavery Framework



Governance Foundations and Risk Management Tools

We have embedded a structured governance and due diligence framework to strengthen supplier accountability and transparency.

Board of Petstock Pty Ltd

Has overall responsibility for approving Modern Slavery Statement and ensuring compliance with Modern Slavery Act 2018 (Cth).

Modern Slavery Steering Committee

Responsible for managing our response to modern slavery, including developing and implementing strategies to mitigate. Our Modern Slavery Steering Committee is made up of members of our Executive Leadership team.

Modern Slavery Working Group

Responsible for implementing actions and addressing modern slavery risks across the business, including to collaborate with Petstock Group Team Members to embed strategies and practices to mitigate modern slavery risks.

Petstock Group Team Members

Responsible for addressing modern slavery risks as directed by the Modern Slavery Working Group within their own departments, daily activities and reporting lines, as well as reporting and identifying modern slavery risks to the Modern Slavery Steering Committee and/or Modern Slavery Working Group.

Board

The Petstock Group Board (the Board) is ultimately responsible for the governance of the Group's RSHR Program including governance, review of key metrics, policy approval, and the annual Modern Slavery statement. The Board is supported by the Modern Slavery Steering Committee (MSSC) which is responsible for monitoring the implementation of human rights initiatives and due diligence.

Modern Slavery Steering Committee (MSSC)

MSSC monitors the progress of our RSHR Program and our Modern Slavery Framework via updates provided at each Committee meeting each Quarter. It comprised members from the executive leadership team responsible for establishing and overseeing the framework across Petstock Group, including Petstock Group Reporting Entities

In FY25, reports covered the governance of the MSHR Program, key strategic initiatives, material incidents, long-term risks and our strategies to mitigate them.

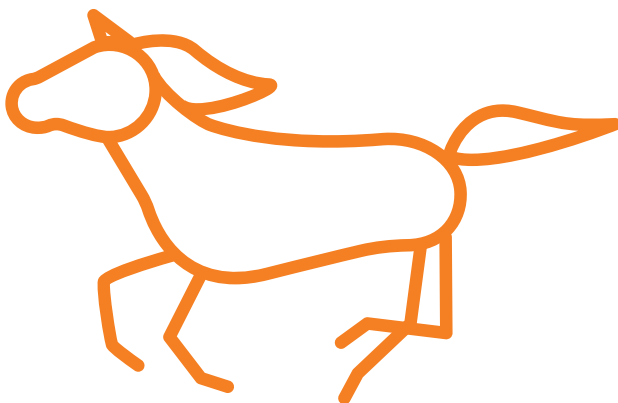
MSSC also oversees the preparation of the Group's Modern Slavery statement.

Modern Slavery Working Group (MSWG)

The MSWG is responsible for the day-to-day operations of the HR Program, including developing our overarching human rights strategy and annual work plan. The MSWG collaborates with management, procurement, and buying teams to assess risks and promote consistency across the Group. The MSWG also engages with key teams, including the Own Brand Brands, Merchandising, and Operations teams, to manage modern slavery risks.

Modern Slavery Framework (MSF)

Our Modern Slavery Framework is overseen by the MSSC and the MSWG it emphasises the identification, assessment, and mitigation of modern slavery risks. It incorporates key aspects such as governance, risk assessment, due diligence, training, monitoring, and reporting. It serves as a tool for continually improving our approach to modern slavery risk management.



Our Policies and Terms

Our policies outline our commitment to respecting human rights to our team and suppliers and are key controls to manage the risk of modern slavery in our operations and supply chain.

Responsible Sourcing & Human Rights Policy (RSHR Policy)

We have embedded an overarching policy commitment to respecting human rights. The Policy is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

The UN Guiding Principles are the recognised global standard for preventing and addressing business-related human rights harm. This policy encompasses our commitment to take action to prevent, mitigate and where appropriate, remedy modern slavery.

It sets out the expectations of our team members, contractors and suppliers directly linked to products, operations or services. This policy applies to all Petstock Group team members, suppliers, contractors, third parties, and managed facilities, underscoring our commitment to ethical, safe, and sustainable sourcing practices.

Our RSHR Policy is an integral part of our Modern Slavery framework, setting clear expectations for both our team members and suppliers regarding their business practices and supply chains. Compliance with this policy is mandatory for all team members and suppliers.

The following policies are those that are most relevant to assist us to prevent modern slavery among our team members:

Team Member Policies

Policy	Purpose and Implementation
Supplier Code of Conduct	The Supplier Code of Conduct outlines how we expect team members (including contractors) to behave towards each other, our customers and the community, including compliance with the Responsible Sourcing & Human Rights Policy. Team members are required to complete code of conduct training during induction and then on a regular cycle.
Supplier Speak Up Policy and service	A reporting channel for team members and contractors, their families and associates to raise concerns confidentially and (if desired) anonymously.
Responsible Sourcing and Human Rights (RSHR) Policy	Underpinned by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the RSHR Policy sets expectations for our team members in relation to human rights and responsible sourcing, including modern slavery.

Supply Chain Policies

Policy	Purpose and Implementation
Supplier Code of Conduct	The Supplier Code of Conduct sets out the minimum standards of ethical and responsible behaviour that we expect from our suppliers and business partners. It is based on International Labour Organisation (ILO) standards, Australian legislative requirements and accepted best business practice.
Supplier Speak Up Policy and service	Independently hosted reporting channel for all suppliers and workers, their family and community members to raise concerns confidentially and (if desired) anonymously.
Responsible Sourcing and Human Rights (RSHR) Policy	Underpinned by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the RSHR Policy sets expectations for our operations and all direct suppliers in relation to human rights and responsible sourcing, including modern slavery.

Uplifting the Governance of our RSHR Program

Our Responsible Sourcing and Human Rights (RSHR) Program provides the policy, system, and process framework that underpins our approach to managing human rights risks.

Strong governance is essential to ensuring consistency, clarity, and accountability across our operations and supply chain.

In FY25, we focused on enhancing the governance of our RSHR Program through targeted initiatives that embedded awareness, improved accessibility, and strengthened oversight. These efforts reflect our commitment to continuous improvement and proactive risk management.

Key governance uplift activities included:

- **Modern Slavery Training:** Launched a new module with real-world scenarios and a Petstock-produced video, rolled out across all teams with strong uptake.
- **Speak Up Integration:** Embedded grievance channels in supplier communications and internal training to ensure visibility and access.
- **Supplier Risk Prioritisation:** Expanded segmentation to include Own Brand accessory suppliers, enabling more targeted due diligence.

These actions have strengthened the governance of our RSHR Program and laid the groundwork for broader engagement and accountability. As we move into FY26, we will continue to refine our governance approach.

Risk-Based Due Diligence and Monitoring

Strategic Approach

We segment suppliers and product categories based on inherent risk, using factors such as:

- Country of origin
- Sector and product risk
- Third-party audit data
- Nature of our supplier relationship

This segmentation informs the level of due diligence required, ranging from baseline onboarding to detailed assessments and corrective actions.

This approach means we:

- Conduct desktop reviews to understand the likelihood of severe human rights impacts, including modern slavery, and prioritize our efforts accordingly.
- Actively seek opportunities where our influence is greatest to drive meaningful change and raise ethical standards within our supply chains.
- Use a supplier and category segmentation approach based on inherent risk to determine which suppliers are in scope for detailed assessment and due diligence.

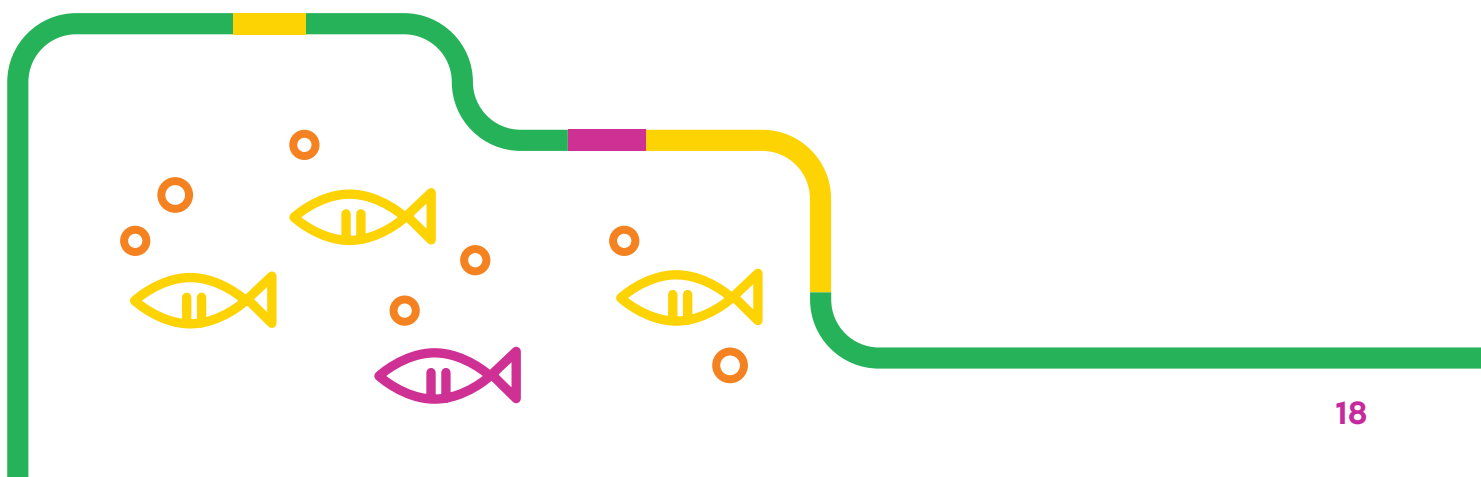
Due Diligence Prioritisation

Our Own Brand suppliers are prioritised for enhanced due diligence measures. Their manufacturing sites are categorised into one of four risk segments: minimum, moderate, priority, or specialised. This segmentation is determined by a comprehensive assessment that considers factors including:

- **Country risk**
- **Third-party audit data**
- **The nature of our relationship with the supplier**

Minimum risk sites are expected to complete a self assessment questionnaire (SAQ) of one of our recognised third-party schemes. Alternatively, we aim for sites in the moderate, priority and specialised risk segments to complete a third-party social audit. A supplier's final risk segment is what ultimately dictates the level and type of further due diligence and corrective action required.

This review process, including supplier onboarding, is primarily overseen and managed by the Woolworths Group Responsible Sourcing Team and Own Brand Sourcing Team.



Own Brand Sourcing

The Team relies on third party manufacturers to produce our own brand products for resale, therefore we depend on supplier relationships and due diligence processes to maintain transparency and safeguard the wellbeing of workers in our supply chains. Suppliers of these own brand products are required to adhere to our RSHR Policy, manufacturing agreements which include our standards on modern slavery, health and safety and environmental responsibilities. This ongoing effort allows the team to ensure that products meet quality, safety and ethical responsibility.

Recognising the importance of responsible sourcing, we undertake rigorous onboarding and review practices. Factories supplying Own Brand products to Petstock Group undergo site audits and assessments to review standards on labour rights, workplace conditions, and ethical practices. These efforts support our commitment to responsible sourcing and the wellbeing of workers throughout our supply chain.

Following a review that highlighted the need for greater transparency among our Own Brand suppliers, we prioritised an evaluation of our Own Brand food and Own Brand accessory vendors to identify potential modern slavery risks within our supply chains.

An internal desktop assessment identified a moderate level of modern slavery risk among these suppliers, which provide pet food, including seafood and meat, as well as toys and apparel. This evaluation was based on various risk factors, including product or service risk, sector risk, geographic risk, and supply chain risk.

To expand this assessment and understand how our suppliers are addressing human rights risks in their facilities, all suppliers were required to complete a self-assessment questionnaire (SAQ) via the Sedex platform. If they were not connected to Sedex they were required to complete a manual version of the SAQ instead.

Own Brand Supplier Assessment Results

We have identified greater risks and leverage among suppliers of our Own Brand products. Petstock is more directly connected to these products because suppliers are producing and manufacturing goods specifically for our business. This connection strengthens our ability to influence responsible sourcing practices and reinforces our responsibility to maintain robust oversight.

Own Brand Food

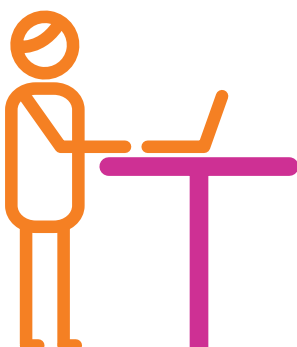
Own Brand pet food suppliers were prioritised for scoping in FY25. The majority are based in Australia or New Zealand, with one supplier located overseas. Australian-based suppliers have completed Sedex self-assessment questionnaires and will be required to update these regularly. Our overseas supplier holds a valid Sedex Members Ethical Trade Audit, which found no non-conformances.

Own Brand Non-Food

In FY25, we expanded our due diligence to include Own Brand Non-Food suppliers, which span categories such as toys, grooming tools, bedding, and apparel. Petstock currently engages with over 40 international Own Brand non-food suppliers. These suppliers were assessed using a combination of category, site ranking, and systems onboarding.

Key findings included:

- Onboarding: 100% of Own Brand Food suppliers and 57% of Own Brand Accessory suppliers have been fully onboarded for review, improving visibility and oversight.
- Risk Indicators: 100% of food and non-food suppliers have either completed a Sedex self-assessment questionnaire or hold a valid third-party Responsible Sourcing audit.



Vendor Brand Sourcing

All suppliers are required to comply with our Supplier Code of Conduct and Responsible Sourcing & Human Rights (RSHR) Policy. These guidelines set clear expectations around modern slavery, health and safety, and environmental responsibilities.

Risk Prioritisation

To maximise our impact, we have adopted a risk-based approach to supply chain management. This involves conducting an assessment of suppliers by total spend to proactively identify and target the suppliers who had not signed our Supplier Code of Conduct.

A Key Performance Indicator has been specifically added to track the rate at which these highest-spend, highest-risk suppliers sign our Code of Conduct.

Compliance and Continuous Improvement

While our ongoing monitoring fosters integrity across the supply chains, we recognise the need for targeted improvement. Following a slower-than-anticipated engagement with our Supplier Code of Conduct in FY24, we have thoroughly reviewed and revised our implementation plan to drive faster and more comprehensive uptake across the group this year. This proactive approach helps us maintain the integrity of our supply chains and fosters continuous improvement in responsible sourcing practices.

This strategic focus allows the team to closely monitor compliance so that all products meet our quality and safety standards and align with our Modern Slavery commitments.

Grievance Mechanisms

Speak Up Program Uptake and Accessibility

Since launching the Speak Up Program, we have focused on ensuring it is accessible and relevant to our supply chain. In FY24 and FY25, we shared information about the program with suppliers; however, usage volumes remain low. We recognise this may reflect limited awareness or cultural barriers to reporting, rather than an absence of risk.

To improve uptake, we are embedding Speak Up awareness into supplier onboarding and training materials and providing resources in priority languages. We are also seeking direct feedback from suppliers to understand the program's perceived value and explore why workers may be hesitant to use external grievance channels.

We will continue to monitor usage trends and supplier feedback to support the program.

Education, Training and Awareness

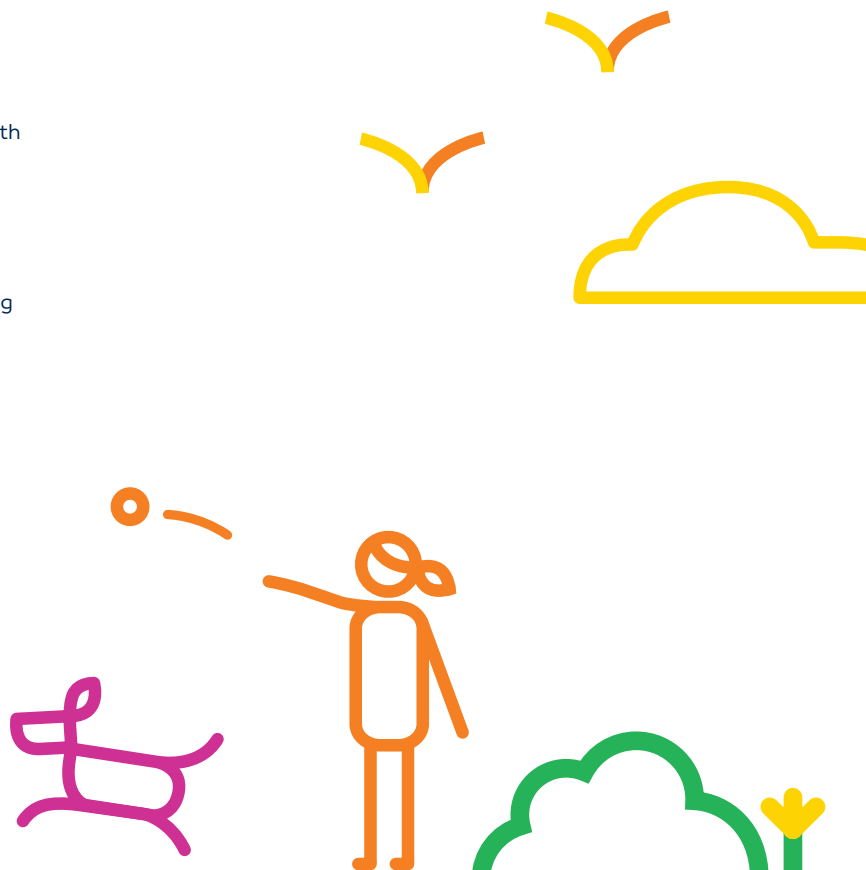
Direct Engagement: Modern Slavery Awareness

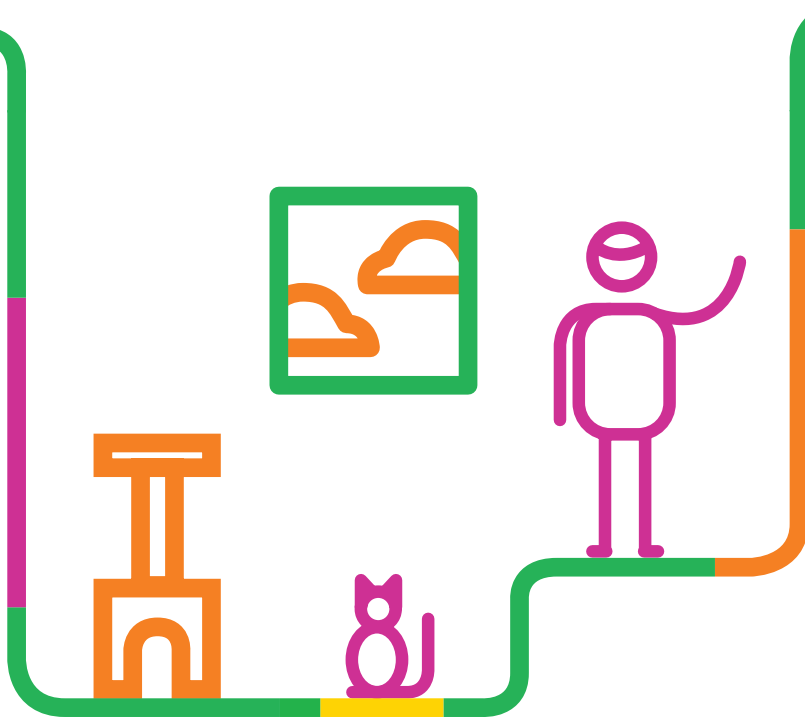
In FY25, we strengthened our commitment to human rights through targeted education across the business. We conducted several briefing sessions for our Own Brand team members and Vendor Brand Team members to communicate our embedded team member and supplier policies and programs.

We also expanded compliance training on Modern Slavery Awareness to include a wider range of critical roles. Training was delivered to:

- Board, Exec Team
- Support Office Teams
- Area and operational management (Vet Area Managers, Retail Op Managers, Marketing Managers)
- Store leadership (2IC, 3IC, Store Managers)
- Warehouse leaders

To make the education more engaging and relatable, we produced our own video featuring Petstock team members communicating what modern slavery is, its relevance to our operations and what we are doing to identify and mitigate these risks.





We launched training near the end of the reporting period and achieved a strong 80% completion rate. We remain committed to the ongoing engagement and education necessary for Modern Slavery Awareness and will continue to monitor and report training completion rates moving forward.

Supplier Engagement: Communicating Modern Slavery Updates

As mentioned above, we maintain regular communication to keep our partners informed and aligned on modern slavery risks and expectations. We publish a dedicated supplier newsletter featuring key updates, including Modern Slavery content to help support ongoing awareness and engagement.

This channel supplies our informed about Policy updates, Speak Up Policy and Speak Up Program Details

By embedding these messages into routine communications, we promote continuous improvement and shared accountability across our supply chain.

Board Level and Executive Level Commitment

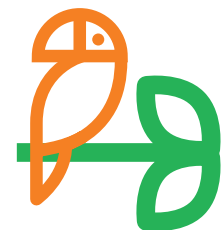
The Board and Executive team are aware of the Petstock Groups responsibility to continuously work to identify and address any modern slavery or serious exploitation that may be present in our operations and supply chains. The Petstock Group has established a MSCC and WG to enforce continuous improvement in this space.

The Petstock Board is updated quarterly and has the opportunity to review potential modern slavery risks, supplier risk profiles, or address areas identified for improvement.

Our Vision

Our vision to Together we make an impact for people, their pets and our planet underscores the importance education and awareness in reducing the prevalence of modern slavery across the pet retail, care, and services industry. Through the development of targeted frameworks, policies, and training programs, we've established processes for identifying and addressing modern slavery risks. Our ongoing commitment to learning and improvement continues to strengthen our capability and reduce exposure across our network.

Assessment of the Effectiveness of our Actions to Address Modern Slavery Risks in our Operations & Supply Chains



Monitoring

We continue to assess the effectiveness of our modern slavery risk management actions through a combination of quantitative and qualitative measures. Our annual Key Performance Indicators help us to track completion across key activities, including supplier segmentation, Code of Conduct sign-off, training participation, and grievance mechanism rollout. These metrics provide a baseline for accountability and operational progress.

However, we recognise that activity counts alone do not fully reflect impact. In FY25, we introduced quarterly reviews of grievance data through our Speak Up Program to better understand uptake and reporting trends. These reviews highlighted that roll out was still at an early stage and program awareness remains a barrier in some areas, reinforcing the need for targeted communication and support in future.

Several initiatives delivered strong results this year. The integration of the Petstock Group Sedex platform improved transparency across our Own Brand Suppliers. Previously accessible only to the Woolworths Group, this data is now embedded within Petstock's systems to support more robust supplier onboarding and risk visibility.

Team member Modern Slavery Awareness training also performed well, with rapid uptake and high completion rates indicating strong engagement and growing capability of our team members to identify and report modern slavery risks. Our internally produced video, designed to be relatable and grounded in everyday scenarios, helped reinforce that modern slavery risks can exist in familiar contexts, including our retail environments and consumer supply chains.

Looking ahead, we will continue to refine our approach by embedding feedback loops, expanding supplier support, and aligning KPIs with outcomes. These efforts aim to keep our actions meaningful, measurable, and responsive to evolving risks. For FY25, the KPIs we've set are outlined below, accompanied by a summary of our progress.

1. Continue to monitor Modern Slavery cases reported through our Speak Up Program and investigate any cases identified.

In FY25 we maintained our focus on supply chain management through the embedded operation of our Speak Up Program. While no modern slavery cases were reported through internal channels during the period, the program was actively monitored and reviewed quarterly by the Modern Slavery Committee. This absence of reports has reinforced our commitment to increasing supplier awareness and confidence in using the reporting channel to support our partners to feel informed, comfortable and equipped to use this reporting channel.

2. Will review and roll out updated Modern Slavery Awareness training and report our training completion rates.

To strengthen internal capabilities and awareness, we rolled out updated Modern Slavery Awareness training for relevant teams in FY25. The training was designed to build understanding of modern slavery, how to identify and report concerns, and the actions Petstock Group is taking to mitigate risks. This mandatory training was delivered to the Board, Executive Team, Support Office personnel, and operational leaders including Store Managers, 2ICs, and 3ICs across retail and warehouse facilities. As the training period extended beyond this reporting cycle, we are pleased to report an 80% completion rate to date, with full results to be shared in our next statement.

- 3. We will enhance communications channels for Speak Up to ensure that our team members and suppliers know where and how to report a complaint or a grievance.

To promote transparency and build trust in our reporting process, we committed to enhancing communication channels for the Speak Up Program. A dedicated reporting link was embedded in our supplier newsletter to provide continuous and accessible access for external partners. Internally, all new hires and existing team members were introduced to the Speak Up reporting link and procedure through the updated Modern Slavery Awareness training module to help support widespread understanding of the mechanism. To further strengthen the program, we will continue actively promoting the Speak Up platform to team members and suppliers, including Tier 2 and Tier 3.

- 4. We will extend the work we have done to date regarding risk prioritising of our brand suppliers and report on this.

We continued to extend our due diligence efforts regarding the risk prioritisation of our brand suppliers in FY25. Building on our foundational work with Woolworths Group, we moved from screening own brand food suppliers to screening own brand accessory suppliers

- 5. We will continue to enhance supplier data for better visibility through reporting the number of supplier communications.

In FY25, we enhanced supplier data for better visibility by improving our communication tracking. To achieve this, we successfully implemented a supplier communication register to log all key supplier engagements, including the inclusion of new critical clauses in our legal documentation. For example, the register specifically tracked the adoption of Modern Slavery clauses within documents such as our Heads of Agreement. Reporting on this register will provide us with measurable data on frequency of our communications, allowing us to accurately monitor and report the number of suppliers successfully reached with information about our RSHR Program and Speak Up mechanisms.



Our FY26 Plans

The Board of Petstock Pty Ltd (ABN 80 098 394 588) is pleased to present our sixth modern slavery statement, which provides a comprehensive overview of the actions taken by our business throughout FY25 to take action to prevent, mitigate and, where appropriate, remedy modern slavery in our operations and supply chains.

As a leader in the pet retail, pet care, and services industry, we recognise the significant human rights impact our operational practices and supply chains may carry. Overarched by our vision, **Together, we make an impact for pets, their people and the planet**, we are deeply committed to respecting human rights and embedding vigilance into every aspect of our business.

Throughout the FY25 reporting process, our MSSC, facilitated by executives across the Group, continued to mature our modern slavery framework. We focused on identifying tools, integrating third-party risk data, and enhancing our due diligence protocols to strengthen our compliance program and proactively address emerging risks. Our executive leadership team were engaged in dialogue on emerging issues and risks. We used updated results from our risk segmentation analysis to deepen our understanding of our supply chain risks including raw material sourcing.

Moving forward, we will continue to focus on key areas where we can make the greatest impact and where it is most relevant to the Group.

We acknowledge that modern slavery is a complex and escalating issue that requires a collaborative focus through responsible sourcing and supply chain transparency. We will continue to collaborate with our team members and suppliers to identify and address modern slavery risk and improve transparency.

In the next reporting period, we will:

- (1) develop and implement targeted training for sourcing and procurement teams to deepen understanding of high-risk product categories and their influence on purchasing decisions;
- (2) strengthen supplier awareness of our Code of Conduct, Responsible Sourcing and Human Rights Policy, and Speak Up Program;
- (3) monitor the number of signed supplier agreements from high-risk suppliers to support accountability and transparency;
- (4) design and implement a formal incident response process to address potential modern slavery risks or breaches;
- (5) actively monitor and report relevant modern slavery risks to the Modern Slavery Steering Committee, including cases raised through the Speak Up Program

These efforts build on our progress to date and reflect our commitment to continuous improvement, enhanced governance, and creating positive impact for people, pets, and the planet.



Shane Young
Chief Executive Officer

20/11/2025



David Young
Managing Director

20/11/2025

Appendix One - Petstock Group Reporting Entities

Equine Holdings Pty Ltd ACN 633 418 078	Petstock (Taylors Lakes) Pty Ltd ACN 144 866 768
Genuine Range Pty Ltd ACN 604 821 696	Petstock (Townsville) Pty Ltd ACN 151 976 635
Hart Retail Group Pty Ltd ACN 112 460 401	Petstock (Tuggerah) Pty Ltd ACN 609 948 503
Jahaps Pty Ltd ACN 635 102 126	Petstock (Vermont) Pty Ltd ACN 127 746 490
Pet Market (Australia) Pty Ltd ACN 637 079 595	Petstock (West Gosford) Pty Ltd ACN 604 821 463
Pet Post (Australia) Pty Ltd ACN 633 073 177	Petstock ACT Pty Ltd ACN 131 907 045
Pet Source Pty. Ltd. ACN 120 944 505	Petstock Baldivis Pty Ltd ACN 126 086 708
Petbiz Pty Ltd ACN 127 260 413	Petstock Holdings Pty Ltd ACN 614 533 809
Petstock Group Pty Ltd ACN 147 974 409	Petstock Industries Pty Ltd ACN 613 033 159
Petstock Insurance Pty Ltd ACN 657 486 523	Petstock Inner East Melbourne Pty Ltd ACN 636 839 677
Petstock Pty Ltd ACN 653 273 315	Petstock Investments Pty Ltd ACN 634 401 148
Petstock (Altona North) Pty Ltd ACN 600 092 171	Petstock Joondalup Pty Ltd ACN 130 831 097
Petstock (Ashmore) Pty Ltd ACN 119 636 458	Petstock Mini Pty Ltd ACN 166 638 811
Petstock (Balcatta) Pty Ltd ACN 134 643 137	Petstock NDC Pty Ltd ACN 639 172 991
Petstock (Ballarat) Pty Ltd ACN 051 338 295	Petstock North Qld Pty Ltd ACN 603 250 853
Petstock (Bathurst) Pty Ltd ACN 167 386 469	Petstock North Sydney Pty Ltd ACN 160 875 052
Petstock (Belmont WA) Pty Ltd ACN 613 017 931	Petstock Property Pty Ltd ACN 149 178 094
Petstock (Bendigo) Pty Ltd ACN 128 486 742	Petstock Provincial Pty Ltd ACN 614 040 809
Petstock (Braeside) Pty Ltd ACN 128 414 095	Petstock QLD Pty Ltd ACN 146 411 092
Petstock (Brighton) Pty Ltd ACN 167 386 487	Petstock Retail Pty Ltd ACN 127 690 466
Petstock (Bunbury) Pty Ltd ACN 123 322 805	Petstock Rural Pty Ltd ACN 645 712 223
Petstock (Caboolture) Pty Ltd ACN 610 198 528	Petstock Tasmania Pty Ltd ACN 649 144 589
Petstock (Cannonvale) Pty Ltd ACN 618 353 709	Petstock Toowoomba Pty Ltd ACN 127 794 432
Petstock (Capalaba) Pty Ltd ACN 130 773 232	Petstock Vet (Bennetts Green) Pty Ltd ACN 645 824 184
Petstock (Chelsea) Pty Ltd ACN 111 785 534	Petstock Vet (Bunbury) Pty Ltd ACN 661 279 401
Petstock (Coffs Harbour) Pty Ltd ACN 159 851 064	Petstock Vet (Carrum Downs) Pty Ltd ACN 622 186 618
Petstock (Craigieburn) Pty Ltd ACN 166 638 482	Petstock Vet (Clyde North) Pty Ltd ACN 648 697 536
Petstock (Darwin) Pty Ltd ACN 605 038 293	Petstock Vet (Essendon) Pty Ltd ACN 614 669 135
Petstock (Dural) Pty Ltd ACN 126 160 861	Petstock Vet (Gregory Hills) Pty Ltd ACN 615 558 319
Petstock (Erina) Pty Ltd ACN 129 430 208	Petstock Vet (Lilydale) Pty Ltd ACN 620 312 316
Petstock (Essendon) Pty Ltd ACN 167 814 093	Petstock Vet (North Lakes) Pty Ltd ACN 607 523 197
Petstock (Geelong) Pty Ltd ACN 103 220 524	Petstock Vet (Robina) Pty Ltd ACN 621 175 219
Petstock (Hervey Bay) Pty Ltd ACN 159 035 462	Petstock Vet (Rouse Hill) Pty Ltd ACN 603 905 764
Petstock (Hoppers Crossing) Pty Ltd ACN 105 361 868	Petstock Vet (Toowoomba) Pty Ltd ACN 619 337 227

Petstock (Indooroopilly) Pty Ltd ACN 127 745 626	Petstock Vet (Waurn Ponds) Pty Ltd ACN 619 378 237
Petstock (Kawana Waters) Pty Ltd ACN 127 590 318	Petstock Vet Pty Ltd ACN 128 415 734
Petstock (Kilmore) Pty Ltd ACN 630 592 737	Petstock WA (1) Pty Ltd ACN 127 754 205
Petstock (Kingsford) Pty Ltd ACN 165 271 189	Petstock WA CO Pty Ltd ACN 600 108 656
Petstock (Mitcham) Pty Ltd ACN 121 089 521	Petstock Wagga Wagga Pty Ltd ACN 163 732 821
Petstock (Mornington) Pty Ltd ACN 128 338 072	Petvet Altona North Pty Ltd ACN 600 301 139
Petstock (MP) Pty Ltd ACN 124 069 629	Petvet Brighton Pty Ltd ACN 168 114 627
Petstock (Noosa) Pty Ltd ACN 164 948 789	Petvet Craigieburn Pty Ltd ACN 601 406 946
Petstock (Rouse Hill) Pty Ltd ACN 603 905 586	PHIL Ventures Pty Ltd ACN 167 481 192
Petstock (Services) Pty Ltd ACN 106 261 956	PS Centre of Excellence Pty Ltd ACN 639 584 357
Petstock (Shepparton) Pty Ltd ACN 132 045 5563	PS Doggie Daycare Pty Ltd ACN 633 073 300
Petstock (Sunbury) Pty Ltd ACN 603 307 937	PS Equine Pty Ltd ACN 620 228 588
Petstock (Sunshine) Pty Ltd ACN 127 364 087	PS NSW Group Pty Ltd ACN 149 212 322
Petstock (Swan Valley) Pty Ltd ACN 635 557 149	Pet Culture Pty Ltd ACN 660 033 581 (formerly PS Tech Holdings Pty Ltd)
Petstock (Tamworth) Pty Ltd ACN 608 715 608	PSD Rural Pty Ltd ACN 648 355 113
St Arnaud Equity Pty Ltd ACN 648 750 707	PSM Retail Group Pty Ltd ACN 658 275 220
Syd Hill & Sons Pty Ltd ACN 627 716 018	Total Animal Supplies Pty Ltd ACN 637 966 691
PS Daycare Ballarat Pty Ltd ACN 655 793 632	Wandoo Great Pty Ltd ACN 149 200 439
New Zealand Subsidiaries:	ACN 159 053 399 Pty Ltd (formerly Best Friends Retail Pty Ltd)
(1) Petstock NZ Limited company number 5721473	
(2) Vetland NZ Limited company number 6270296	
(3) Establo Limited company number 7625376	
(4) Petmarket NZ Limited company number 8308126	



**Petstock
Group**

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