



**FY25
Modern Slavery
Statement**

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Introduction

We strive to make positive social impact in our communities and value this opportunity to provide our joint Modern Slavery Statement (“**Statement**”) pursuant to the *Modern Slavery Act 2018* (Cth) (“**Act**”).

We take our responsibility to [respect human rights](#) seriously and continue to review our efforts in this regard. We understand the importance of respecting human rights and the vital role it plays to ensure we continue to build and sustain trust among not only our employees, users, creators, advertisers, other stakeholders, but also for others who may engage with our companies. As part of our continued efforts, we strive to understand how we can better protect and respect human rights throughout our business and our supply chains.

Our philosophy is informed by several international human rights frameworks, including: (a) the International Bill of Human Rights (which includes: (i) the Universal Declaration of Human Rights; (ii) the International Covenant on Civil and Political Rights; and (iii) the International Covenant on Economic, Social and Cultural Rights); (b) the International Labour Organisation Declaration on Fundamental Principles and Rights at Work; (c) the Convention on the Rights of the Child; and (d) the United Nations Guiding Principles on Business and Human Rights (“**UNGPs**”).

About TikTok

TikTok is the world's leading destination for short-form mobile video and is home to a community of over 10.5 million Australian users and 350,000 Australian businesses. Our mission is to inspire creativity and bring joy.

1. Reporting Entities

This Statement is made under section 14 of the Act on behalf of:

- TikTok Australia Pty Ltd (“**TikTok Australia**”);
- TikTok PTE. LTD. (“**TikTok Singapore**”); and
- Bytedance PTE. LTD. (“**ByteDance Singapore**”),

(together, the “**Reporting Entities**”).

This Statement covers the Reporting Entities' reporting period of 1 January 2025 to 31 December 2025 (the “**Reporting Period**”).

2. Structure

Key details for the Reporting Entities are set out below.

Reporting Entity	Company Name and Number	Registered Office
TikTok Australia	TikTok Australia Pty Ltd (ACN 637 464 638)	Levels 18-21, 180 George Street, Sydney, New South Wales, Australia
TikTok Singapore	TikTok PTE. LTD. (ARBN 677 491 360)	1 Raffles Quay, #26-10, Singapore 048583

ByteDance Singapore	Bytedance PTE. LTD. (ARBN 660 019 198)	1 Raffles Quay, #26-10, Singapore 048583
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TikTok Australia and TikTok Singapore are part of the TikTok global group of companies ("TikTok Group"), which is owned by TikTok Ltd. TikTok Ltd. is owned by ByteDance Ltd. ByteDance Singapore is also ultimately owned by ByteDance Ltd. Details of our broader corporate structure are available at our website at: <https://www.bytedance.com/en/>.

Each of the Reporting Entities owned and controlled other entities in the Reporting Period, as detailed further below.

3. Operations and Supply Chains

TikTok Australia

TikTok Australia is the entity through which the Australian business operates. TikTok Australia's operations are restricted to:

- selling advertising inventories, services and products on the TikTok platform in the Australian market;
- booking TikTok advertising revenue contracts in Australia;
- employing all employees based in Australia;
- contracting with service providers who provide services to businesses in Australia;
- contracting with service providers who provide services to TikTok Australia; and
- providing software engineering services to TikTok Singapore, including software for developing and maintaining video transmission features, multimedia processing platforms, the global content safety ecosystem, and information security capabilities.

During the Reporting Period, TikTok Australia had a non-operational subsidiary in Australia.

TikTok Australia purchases goods and services from a wide range of suppliers and service providers. Where possible, TikTok Australia's suppliers are usually based in Australia and supply goods and services to TikTok Australia from within the country. These suppliers typically provide consulting, creator and production services, as well as marketing and event related services.

TikTok Australia's supply chains also relate to services and equipment that contribute to its operations. Services include waste management, cleaning, security, hospitality and transportation. TikTok Australia also purchases computing equipment, electronics such as smartphones, telecommunications and office equipment/supplies.

TikTok Singapore

TikTok Singapore is the global service provider and operator of the TikTok platform outside of the United States, European Economic Area, United Kingdom, and Switzerland. TikTok Singapore is responsible for the global operation and management of the TikTok app and website in these regions, including:

- facilitating the publication and dissemination of user-generated content;
- delivering advertising services across multiple international markets;
- supporting the development, operation and delivery of e-commerce functionalities on the TikTok Shop platform in select South-East Asian territories;

- undertaking centralised research and development, product engineering, and technology infrastructure support;
- coordinating the implementation of group-level data protection, information security, trust and safety protocols; and
- overseeing certain global procurement activities and supplier relationships.

TikTok Singapore engages suppliers of enterprise technology, consulting, advertising, logistics, and operational services to support its platform and e-commerce features.

TikTok Singapore holds and manages a portfolio of subsidiaries and interests in entities incorporated across the Asia Pacific, Middle East, Eastern Europe and Central and South America to support the strategic and/or operational requirements of the business in specific jurisdictions. These subsidiaries and entities serve a range of functions which, in turn, support the business and operations of TikTok Singapore and the wider TikTok Group. For example, they comprise operating subsidiaries which employ local staff in various jurisdictions, service and support entities which provide intercompany services within the TikTok Group, and commercial entities which engage with merchants and consumers.

The primary function of some of these subsidiaries is to support the regional delivery, localisation, and regulatory alignment of TikTok's core offerings - namely, its short-form and livestreaming social media platform and, in select markets, its integrated e-commerce marketplace, TikTok Shop. These entities are incorporated to facilitate and manage jurisdiction-specific functions that are integral to platform deployment, user engagement, and commercial enablement.

Their typical activities include content operations, product localisation and engineering support, sales and marketing initiatives, user growth, merchant onboarding, and trust and safety infrastructure. In ecommerce-enabled markets, these subsidiaries may also engage local service providers to support logistics and payment processing. The operational footprint of these subsidiaries reflects TikTok Singapore's broader strategy of maintaining agility in execution while ensuring adherence to the applicable legal, regulatory, and ethical standards in each jurisdiction of operation.

In 2025 TikTok Singapore acquired a majority sharing interest in TikTok Shop (Thailand) Ltd. ("**TTS TH**"), which is the operating entity for the TikTok Shop platform in Thailand, supporting the development, operation and delivery of the TikTok Shop e-commerce platform in this region.

ByteDance Singapore

ByteDance Singapore acts as a regional headquarters and central management hub for the ByteDance group's international operations, including oversight of certain business, finance, procurement, compliance, and operational functions. In particular, ByteDance Singapore:

- supports the development, management and regional deployment of software platforms and digital applications used across various ByteDance business lines;
- provides strategic and administrative support across multiple business lines within the ByteDance group, including the TikTok platform;
- manages group-level internal functions such as finance, tax, internal audit, and human resources in the region;
- coordinates regional implementation of group-wide policies, including those relating to compliance, procurement, and risk management; and
- hosts certain shared service teams that provide operational and technical support to other ByteDance entities.

ByteDance Singapore enters commercial contracts with suppliers of professional services, cloud computing and IT infrastructure, consultancy, and other enterprise support services.

ByteDance Singapore plays an important internal role in supporting the establishment and oversight of operating subsidiaries across the Asia-Pacific and other international markets.

ByteDance Singapore holds and manages equity interests in certain strategic downstream subsidiaries that have been incorporated in various Asian jurisdictions to address local regulatory, operational, and commercial requirements. These subsidiaries are key in ensuring that ByteDance's business activities are aligned with applicable legal and compliance frameworks across markets to which they support the regional delivery of a diverse portfolio of ByteDance products and services, including short-form video platforms, enterprise productivity tools, e-commerce marketplaces, gaming content, and other technology solutions.

4. Assessment of Modern Slavery Risks

We acknowledge that modern slavery risks exist across operations or via business relationships. In turn, we use the findings from previous modern slavery risk assessments to inform the measures that we implement or decide to progress in order to mitigate risks of modern slavery in relation to potentially impacted stakeholders, such as our direct and indirect workforce as well as our users.

In a retrospective 2024 Human Rights risk assessment carried out in 2025, we conducted a high-level scoping of modern slavery risks relevant to the direct supply chains and operations of the Reporting Entities. In 2026, to further deepen our understanding of the potential risks in our supply chain, we conducted a retrospective Human Rights risk assessment for the 2025 suppliers of the Reporting Entities, increasing the spend-related coverage, as well as strengthening the methodology. Through this exercise, we identified suppliers more likely to be associated with elevated modern slavery risks, based on location, sector, and review of publicly available human rights-related disclosures. For instance:

- location risk was determined using an aggregated assessment of potential human rights impacts associated with the supplier's country of operation. This assessment drew on a range of human rights-related datasets, including Walk Free's Global Slavery Index, the Global Freedom Score, the Global Rights Index, the Rule of Law Index, and the Conflict Index;
- sector risk was assessed based on the nature and expected prevalence of relevant human rights issues in the sectors in which our business partners operate. We considered factors such as supply chain complexity, labour intensity and exposure to vulnerable workers, and used a combination of industry knowledge, international ESG sectoral standards, desk research and internal review to inform the assessment; and
- suppliers identified as having higher location and sector risks were subject to a more detailed risk identification exercise, which included a review of their publicly available human rights disclosures.

This approach to the supplier risk assessment has enhanced our understanding of potential modern slavery risks of the Reporting Entities. As a result of the assessment conducted, a number of suppliers have been identified as requiring further assessment and due diligence. We will continue to develop our understanding of these risks and refine our approach in future reporting periods.

5. Actions taken to Assess and Address Modern Slavery Risks

Policies and guidelines

During the Reporting Period, we maintained the following policies and guidelines as part of our broader controls to assess and address modern slavery risk in our operations and supply chains.

Some of our policies apply globally, such as our Speak Up Policy and Business Partner Code of Conduct, while other policies are region-specific.

TikTok Australia's Modern Slavery Policy

TikTok Australia's [Modern Slavery Policy](#) applies to all persons working for or on behalf of TikTok Australia in any capacity, including, but not limited to, employees, directors, officers, agency workers, contractors, consultants and any third-party representatives. It requires:

- all staff to remain alert to potential modern slavery risks in our operations and supply chains, and immediately report any suspected instances of modern slavery;
- managers to ensure that any person who believes they are a victim of modern slavery (whether in our operations or supply chain) can make a complaint, have that grievance addressed, and, if appropriate, remediated; and
- business partners to take steps to rectify or mitigate any identified occurrence of modern slavery, whether actual or potential, and notify TikTok of the steps taken.

Business Partner Code of Conduct

Our global [Business Partner Code of Conduct](#) sets our expected ethical business standards and responsibilities for any business partner of TikTok, including each of the Reporting Entities. Business partners covered by the Code of Conduct include all third parties, including, but not limited to, suppliers, service providers, agents, vendors, and consultants who provide any kind of products or services or undertake any activity for or on behalf of the Reporting Entities. The standards and responsibilities cover areas of ethical business practices and compliance, labour and human rights, health and safety and the environment.

We aim to continue developing and maintaining relationships with our business partners who share the goal of sustained commitment to upholding the principles of ethical integrity and compliance within their own business operations.

In relation to modern slavery, forced or compulsory labour, and human trafficking, the Business Partner Code of Conduct states that our business partners must:

- not use child labour and have procedures to verify and ensure that no child labour is used;
- not engage in any form of modern slavery, human trafficking or use forced, bonded, involuntary, or prison labour within their organisations or supply chains;
- only use voluntary labour;
- treat employees with utmost dignity and respect, and in accordance with applicable labour and employment laws, regulations and the standards in the Business Partner Code of Conduct;
- recognise and respect the right of employees to freely and voluntarily establish and join unions or associations of their choice (or refrain from doing so), without any restrictions or consequences subject to compliance with local laws and allow their employees to collectively discuss and negotiate with management their grievances in relation to terms and conditions of work;
- ensure their employee's working hours do not exceed legally mandated maximums; and

	ensure that their employees are paid at least minimum wage, be paid overtime, and receive benefits, each as required by local laws.
TikTok Australia's Whistleblowing Policy	TikTok Australia is committed to detecting and addressing misconduct and ensuring that those who become aware of misconduct can report it without being concerned that it will negatively affect them or their position. Accordingly, TikTok Australia has an Australian Whistleblowing Policy, that applies to the employees and officers of TikTok Australia.
TikTok Community Guidelines	The TikTok Group maintains a set of Community Guidelines that include rules and standards for using TikTok. We remove any content found to violate our Community Guidelines on human trafficking and human smuggling and may ban offending accounts. TikTok also maintains advertising policies that support user safety and responsible advertising practices, including policies addressing discrimination, harassment and bullying, advertiser account integrity, and deceptive practices. We also acknowledge how important it is for survivors of human trafficking and smuggling to share their stories, and we provide a space to do so on our platform in accordance with our Community Guidelines. TikTok Group entities report incidents of youth sex trafficking to the National Center for Missing and Exploited Children ("NCMEC"). We also report to relevant law enforcement authorities when there is a specific, credible, and imminent threat to human life or serious physical injury.
Global Speak Up Policy	We are committed to detecting and addressing misconduct and ensuring that those who become aware of misconduct can report it without being concerned that it will negatively affect them or their position. Our Code of Conduct lays strong emphasis on creating a Speak Up culture. Our Global Speak Up Policy and Speak Up hotline together provide a platform for employees and business partners, who suspect or become aware of modern slavery in our business and supply chains, to report it to our Ethics and Compliance teams. The Policy prohibits retaliation against anyone that reports an issue or participates in an investigation, and our Speak Up hotline is regularly reviewed for enhancements. Our Speak Up culture is communicated to our employees in various ways. For example, mandatory training on the Speak Up hotline occurs at employee onboarding. Further training and awareness campaigns, such as Speak Up Awareness Sessions, occur on a continuing basis for employees across the Reporting Entities to refresh their knowledge about our Speak Up processes and how to raise any concerns.
TikTok Shop Business Partner Code of Conduct	In addition to the TikTok Shop Seller Terms of Service (as referred to in the "Contractual arrangements" section below), the TikTok Shop Business Partner Code of Conduct applies to TikTok Shop business partners, including sellers, suppliers, service providers, agents, vendors and consultants who provide products or services to, undertake activity for or on behalf of, or use the TikTok Shop marketplace to advertise or sell products or services. It forms part of TikTok Shop's framework for setting expectations of business partners and addressing labour and human rights risks across its e-commerce operations and related supply chains.

In particular, the TikTok Shop Business Partner Code of Conduct requires business partners:

- not to use child labour, forced labour, bonded or involuntary labour, prison labour, modern slavery or human trafficking in their organisations or supply chains;
- to ensure labour is voluntary;
- to respect workers' freedom of movement and lawful ability to terminate employment; and
- to comply with applicable laws relating to wages, benefits, working hours, freedom of association and collective bargaining.

The TikTok Shop Business Partner Code of Conduct also requires business partners to make reasonable efforts to ensure that their upstream suppliers do not engage in forced labour or human trafficking.

The TikTok Shop Business Partner Code of Conduct includes implementation and enforcement mechanisms. Business partners are required to communicate their requirements to relevant personnel and third parties acting on their behalf, maintain documentation to demonstrate compliance, and may be subject to audit or verification by TikTok Shop, where permitted by law or contract. The TikTok Shop Business Partner Code of Conduct also provides for corrective action and, where appropriate, termination of the business relationship in cases of serious non-compliance.

Contractual arrangements

During the Reporting Period, we used the following contractual arrangements as part of our broader controls to address modern slavery risk in our operations and supply chains.

Contractual clauses

We include provisions in our supplier agreements to promote alignment with our standards and expectations. These agreements typically contain a binding obligation for suppliers to comply with our Business Partner Code of Conduct, which outlines expectations relating to labour practices, including the prohibition of child labour, forced or compulsory labour, modern slavery, and human trafficking. The agreements also typically include provisions allowing for suspension or termination in the event of non-compliance with these obligations, along with standard dispute resolution provisions.

TikTok Shop Seller Terms of Service

In relation to the e-commerce operations of TikTok Singapore, the [TikTok Shop Seller Terms of Service](#) govern the use of the TikTok Shop to promote and sell goods by traders to users.

TikTok Shop (not presently available in Australia) is an e-commerce platform, which mainly allows traders to offer products to users of the TikTok application.

These Terms of Service require each trader to undertake that they comply with all applicable laws relating to anti-slavery and human trafficking. The Terms of Service also require each trader to provide representations and warranties in relation to compliance with those laws.

The TikTok Shop Seller Terms of Service may vary and apply specifically to each local jurisdiction, with jurisdiction-specific terms incorporated accordingly.

Our People and Culture

The prevention, detection and reporting of modern slavery in every part of our organisation or supply chain is a collective responsibility across our business and of all those working on our behalf. In accordance with this philosophy, we maintain the following policies and mechanisms.

Code of Conduct	All regular employees, senior management and directors must comply with our Code of Conduct. We also require our extended workforce (such as independent contractors and third-party associates) to comply with the Code of Conduct. This Code: • prohibits child labour, forced or involuntary labour and human trafficking within our organisation or supply chain; • commits to providing a workplace free from unlawful discrimination or harassment; and • refers to our Environment, Health and Safety (EHS) Management program and states we take appropriate measures to provide a safe and healthy workplace. Our Code of Conduct addresses a number of additional areas, including equal employment opportunities, anti-corruption, anti-bribery and corporate social responsibility, which support our commitment to the prevention of modern slavery.
Employment Policies and Procedures	We ask all our employees to be respectful, to act with integrity and to ensure our workplace is a safe place to work. We also have a global Non-Discrimination and Anti-Harassment Policy that outlines our expectations for how employees should engage with and treat one another. Our Global Recruitment policy sets out key steps for our recruitment and selection process and the standards of conduct which all staff must follow. We are committed to acquiring our talent in an equitable, efficient and consistent manner. Our commitment to providing employees with a healthy, safe and environmentally friendly workplace is further realised through the implementation of our EHS Management program. This program includes risk assessments, regular audits and inspections. The EHS team regularly monitors legal requirements and industry best practices, providing all of our operations with continuous advice and guidance on health and safety aspects.

Remediation and due diligence

Our Global Speak Up Policy and Speak Up hotline together provide a platform for suspected instances of modern slavery to be reported and investigated.

Our global Speak Up process provides a platform for suspected instances of modern slavery or other violations of our codes of conduct to be reported and investigated. In line with our values and commitments, reported concerns and violations are addressed in a timely manner and in an appropriate way.

Where meaningful progress cannot be achieved, the Reporting Entities may take reasonable steps to evaluate the appropriateness of discontinuing the relationship with the relevant supplier or sub-supplier, while taking into consideration the potential human rights implications of such a decision.

Training

We acknowledge it is important to consider cross-functional areas of compliance when taking actions to assess and address modern slavery risks.

All employees of the Reporting Entities are required to complete various e-learning modules, including on Speak Up, Non-Discrimination & Anti-Harassment, Anti-Bribery and Anti-Corruption, and Anti-Money Laundering.

During the Reporting Period, TikTok Australia conducted updated modern slavery training for staff working in connection with the Australia business. The training built on previous training and was updated to provide a more practical and action-oriented overview of modern slavery risks, why it matters to the business, and employees' responsibilities in identifying and responding to them. In particular, the training covered:

- the meaning of modern slavery and key forms of exploitation, including forced labour, human trafficking, child exploitation and forced marriage;
- why modern slavery matters from an ethical, compliance and business perspective, including associated brand, reputational, operational, legal and financial risks;
- how modern slavery risks may arise across business operations and supply chains, including upstream and downstream activities and business partner operations;
- common indicators and warning signs of modern slavery, and what to do when an instance of modern slavery (or a risk of modern slavery) is detected;
- the requirements of the Australian *Modern Slavery Act*, including the importance of identifying, assessing and addressing risks and reporting transparently on steps taken;
- TikTok Australia's Modern Slavery Policy and related internal standards applicable to employees and business partners; and
- employees' role in helping to prevent, identify, escalate and report potential concerns through appropriate internal channels, including the Speak Up platform.

Collaboration

TikTok strives to progress cross-industry collaborations with the aim of combatting modern slavery, by working with members and organisations in its global community. This includes:

- continuing our membership, as a global ByteDance effort, in [BSR's](#) human rights and ESG reporting collaborative initiatives. BSR is a global non-profit organisation that seeks to advance cross-industry progress to create a more just and sustainable world, including with respect to human rights. The human rights working group aims to implement the UNGPs across all industries. We regularly participate in working group meetings and we have engaged with BSR on modern slavery-related topics; and
- continuing our membership in [Tech Against Trafficking](#), a collaboration of BSR which brings together companies to combat human trafficking in company operations and supply chains.

6. Effectiveness of action taken to address modern slavery

During the Reporting Period, we monitored the effectiveness of our assessment of potential modern slavery risks and actions we take to address such risks in the following ways.

Training

Monitoring the completion rates of mandatory training by our employees to increase the awareness and effectiveness of our internal policies as stated above.

Internal consultation

We seek feedback from relevant business teams from time to time on the effectiveness of our policies and processes for managing operational and supply chain risks, including those that may intersect with modern slavery-related concerns. Input from the business may also be obtained where material developments arise that could affect our internal controls, for example, changes to employment practices, workplace policies, or applicable local laws. Where appropriate, our Human Resources, Ethics Office, Legal, and other relevant functions may be consulted to support updates to relevant frameworks.

Policies and Procedures

We generally monitor and assess compliance with our internal policies and procedures across the Reporting Entities. Responsibility for each type of control is allocated across different teams, which each adopt appropriate forms of tracking compliance. Instances of suspected or actual non-compliance with any of our Policies or Procedures are taken seriously and escalated accordingly.

7. Consultation

This statement was prepared in consultation and collaboration with cross-functional teams across each of the Reporting Entities, who also have relevant oversight of the Reporting Entities' subsidiaries. We also engaged with senior leaders within each of the Reporting Entities in the development of this statement.

8. Approval and signature

Following individual consideration by the board of each of the Reporting Entities, and joint appraisal of the group's modern slavery risks and mitigations, this Statement was approved by the boards of each of the Reporting Entities. Each of the boards of TikTok Australia Pty Ltd, TikTok PTE. LTD., and Bytedance PTE. LTD have approved this statement in accordance with the below. It is signed by the Directors of each of those Boards, as a relevant responsible member.

Amy Bradshaw
Director, TikTok Australia Pty Ltd
 Date: 29.06.2026



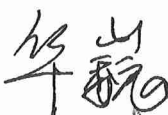
Connor Taylor
Director, TikTok Australia Pty Ltd
 Date: 29.06.2026



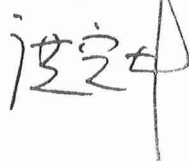
Xiao Jinmei
Director, TikTok PTE. LTD.
 Date: 29.06.2026



Hua Wei
Director, TikTok PTE. LTD.
 Date: 29.06.2026



Hong Dingkun
Director, Bytedance PTE. LTD.
 Date: 29.06.2026



9. Mandatory criteria

The table below indicates the pages of this Statement that addresses each of the mandatory criteria in section 16 of the Act.

Mandatory criteria	Page
Identify the reporting entity.	1
Describe the reporting entity's structure, operations and supply chains.	1
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	4
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	4
Describe how the reporting entity assesses the effectiveness of these actions.	9
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	10
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	various

