



Modern Slavery Statement

2025





Coates Group recognises the horrific reality of modern slavery in our world today, which continues to affect over 40 million people globally. We also recognise that today's modern supply chain is a significant driver of this fundamental breach of human rights.

To uphold the values that we have so proudly built this company upon, to deliver on our commitment to sustainability, and most importantly, to protect the basic and fundamental human right to freedom, we have acted on our moral obligation as a business to play our part in identifying, opposing and eradicating any form of modern slavery that we encounter.

We continue to strengthen our position against modern slavery through the creation and ongoing implementation of our own Modern Slavery Statement. This statement outlines our stance and the supporting actions we are committed to taking: internal education and awareness-building, setting clear expectations with our suppliers, proactively managing our supply chain partnerships, escalating any suspicion of modern slavery practices,

and playing our part to eradicate such practices wherever we encounter them.

While we have been taking action to counteract modern slavery for over a decade, we remain committed to strengthening our impact in opposing and ultimately ending modern slavery practices.

Anchored in our mission to always evolve, we will hold ourselves accountable to always and actively opposing this clear and abhorrent violation of human rights. This statement is the formalisation of our commitment.

This Modern Slavery Statement was approved by the Board of Directors of Coates Consolidated Holdings Pty Limited as the principal governing body of Coates Group.

Leo Coates

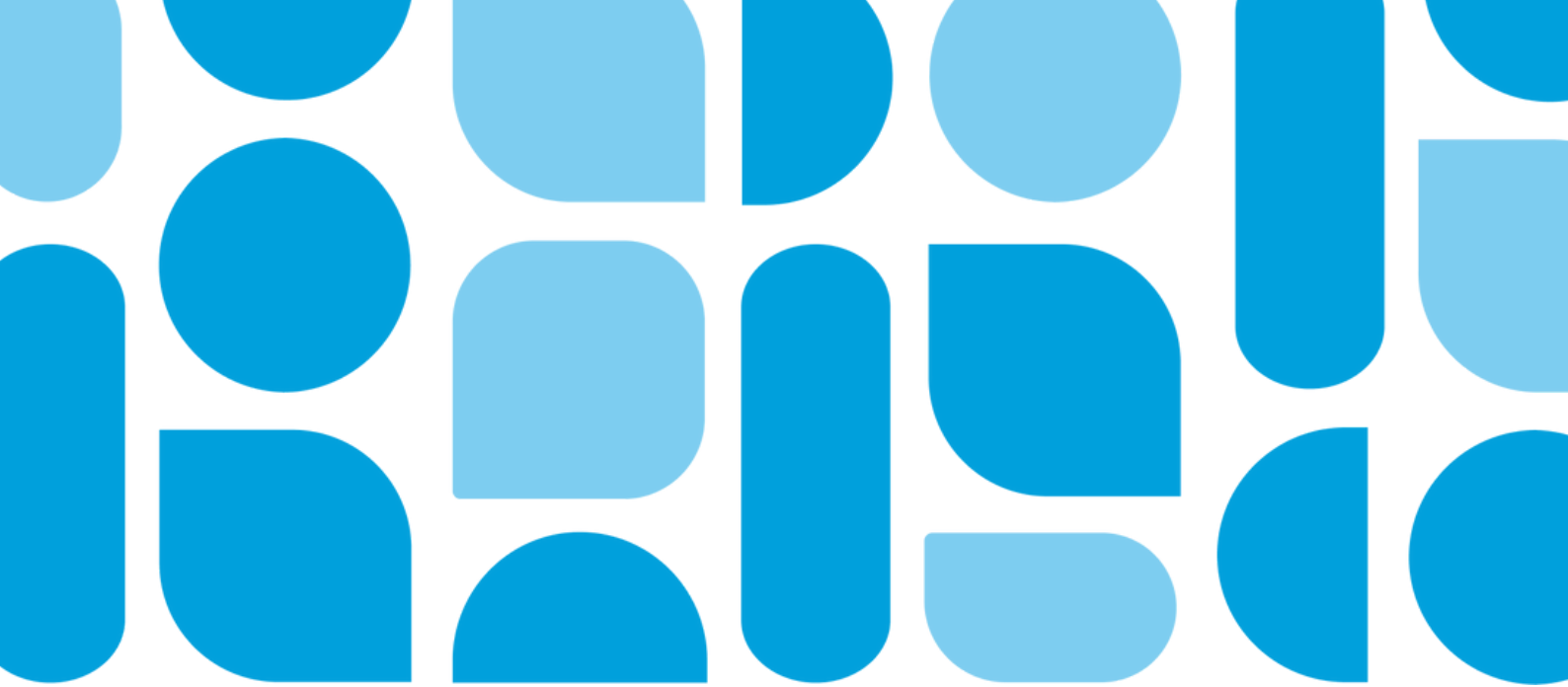
A handwritten signature in black ink, appearing to read 'Leo Coates'.

Director of Coates Consolidated Holdings Pty Limited and CEO of Coates Group



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Modern Slavery Overview

Modern slavery is a crime. It is also a violation of fundamental human rights and deprives individuals of their liberty through exploitation for another party's personal or commercial gain.

Modern slavery can take various forms, including human trafficking, slavery, servitude, forced labour, child labour, forced or servile marriage, the sale and exploitation of children, and debt bondage. All of these examples, and any similar practices, constitute modern slavery for purposes of this Statement.

Coates Group firmly opposes modern slavery in all its forms.

Reporting Entity

Coates Consolidated Holdings Pty Limited (CCH) is the parent company of the “Coates Group”, which consists of CCH and its direct and indirect subsidiaries globally. The entities covered by this statement are Coates Consolidated Holdings Pty Limited (ABN 62 165 857 787), Coates International Pty Limited (ABN 68 606 376 612) and Coates Signco Pty Limited (ABN 61 131 100 046).

About Coates Group

For over 60 years, Coates Group has helped some of the world's biggest and most loved brands simplify the complexity of a connected restaurant ecosystem and deliver millions of seamless customer experiences every day. Throughout this time, we've proudly maintained the values of our family-founded business while also cultivating the innovative spirit of a start-up. Together, as a Crew, we continue this legacy as we create connected restaurant ecosystems through tailored solutions, technology, and end-to-end services, supporting our customers ongoing success.

Coates Group has over 500 team members united by a common mission: create connections, empower partnerships, and always evolve.

Our Business

Our business is headquartered in Alexandria, Sydney, Australia. Globally, Coates Group offers a range of traditional and digital signage technology, software and services, primarily to customers in the quick service restaurant, fuel and retail industries.

Our Structure

CCH is a proprietary limited company and is the parent company of the Coates Group. It is incorporated in Australia. Each CCH subsidiary is incorporated as a limited liability company in one of the following jurisdictions: Australia, France, Netherlands, Japan, China, UAE, India, United States of America, Canada.

In this Modern Slavery Statement, we refer collectively to CCH and its subsidiaries as Coates Group, Coates, our, or we.

Our Values

At the heart of our business are six values that shape who we are and how we work. They guide the way we treat one another, make decisions, and show up for our customers, partners, and communities. By living our values, we take ownership of our actions and strive to create an environment where everyone is respected, supported, and able to succeed.

Our six values capture the spirit of how we work and the standards we hold ourselves to every day:



Be Kind to You and the Crew.

We're so much more than colleagues – we're human beings. Good ones, and we treat ourselves and each other as such.



Set the Bar High, Then Jump Over It.

We know our potential for excellence, so we set and smash goals accordingly.



Ask, What If?

We see no limit to what we can accomplish when we let our curiosity and creativity soar.



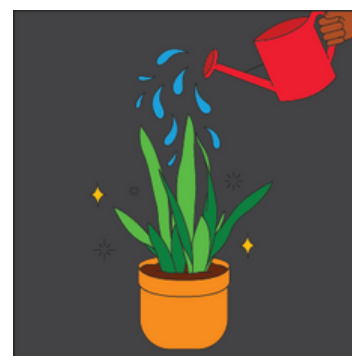
Unlock the Power of Our Differences Together.

We bring our authentic selves to work, because we know our unique perspectives make us stronger as a Crew.



Own It, Accountability Starts With You.

We each play a critical part in our collective success – a responsibility we carry with great pride.



Act Today for a Better Tomorrow.

We have an innate responsibility to leave things better than we found them, and we know “better” is not a destination but an ongoing journey.

Our Operations

CCH is a holding company only and does not carry out operations. The Coates Group operates through a network of global operating subsidiaries. The principal activities of Coates Group's operating subsidiaries include design and development of software and hardware products, marketing, sales, sourcing and procurement, installation, assembly and back-end support to other entities within the Coates Group.

Our Supply Chain

Coates Group's key physical products are traditional signage and digital hardware, including indoor and outdoor digital menu boards, and self-order kiosks. In this reporting period, the majority of our spend relating to procurement of these key products came from suppliers that are subject to independent audits such as SMETA. These audits help to validate standards of labour, health and safety, environmental performance, and ethics within the operations at a supplier site.

Coates Group also develops and supplies software and correlating services. These include Coates Group's proprietary content management software Switchboard™, content management and development services, software development services and remote and on-site support services. Switchboard™, content management and development, and software development services are provided primarily through employees located in Australia and North America.

Coates Group also engages a range of other suppliers who provide goods or services that are not integrated or used in our physical or digital products, such as travel, internal technology, utilities, premises management, learning and development, marketing, professional services and others. Where our initial focus was on the higher risk regions and suppliers, we are now extending our monitoring on compliance of all categories in all regions.

Our Approach to Modern Slavery Compliance

Coates Group recognises the seriousness and impact of modern slavery around the world, and we firmly oppose and denounce modern slavery in all of its forms. We are committed to playing our critical part to address and ultimately help eliminate modern slavery by working with our partners to ensure they maintain fair and dignified workplaces and working conditions for their employees and those with whom we engage.

We hold ourselves accountable to source products and services from suppliers who are ethical and in compliance with all laws and regulations. Further, we hold our partners accountable to identifying, mitigating and remedying any potential modern slavery risks within their operations. Where they fail to meet these expectations, we reserve the right to terminate the partnership.

All entities in Coates Group are required to comply with our modern slavery policies and procedures.

Internal Education & Training

To support our commitment to preventing and ultimately ending modern slavery, Coates Group requires all relevant employees to complete training. This training raises awareness of modern slavery risks and equips employees with the knowledge needed to identify and report concerns. Delivered through our corporate learning platform, the modern slavery training course covers:

- Global best practices in identifying and addressing modern slavery
- The responsibilities of employees in recognising potential risk indicators
- Processes for reporting concerns through the appropriate support channels

This program is provided every three years and is compulsory for all employees in Australia, as well as targeted global teams including Supply Chain, Operations, Senior Leadership, and Legal. It also forms part of the onboarding process for new starters and reinforces our responsibility to safeguard against modern slavery across our operations and supply chain.

Risks in Our Operations & Supply Chain

Our approach to identifying modern slavery risks in our operations and supply chains is based on two key indicators:

Geographic risk assessment:

We recognise that some countries in which we operate have a higher prevalence of modern slavery compared to other countries, as identified by the [Walk Free 2023 Global Slavery Index](#). To date, our modern slavery prevention efforts have primarily focused on our activities in these higher-risk countries. As part of our plans for 2026, we intend to extend the coverage to all regions.

Industry, sector and product risk assessment:

In addition to geography, we understand that certain industries and sectors may be more susceptible to modern slavery. For example, we recognise that risks can be higher in industries and sectors that rely heavily on temporary, unskilled, low-paid, or migrant workers. Coates Group has limited engagement with such industries and sectors within its supply chain. However, where Coates Group's suppliers are connected to these industries, we work with them to conduct audits further down the supply chain.

Actions Taken to Access & Address Risks

We take an enterprise-wide approach to modern slavery compliance as part of our broader Environmental, Sustainability and Governance approach. All entities in the group comply with our policies and procedures in this space.

Responsibility for the development and implementation of Coates Group's Modern Slavery Program sits with the Global Strategic Sourcing team, supported by legal resources as needed. The head of the Global Strategic Sourcing team reports directly to Coates Group's Chief Operations Officer. Coates Group's Modern Slavery Program is

sponsored by the Coates Group's Chief Operations Officer and the Chief Financial Officer, who also oversees risk and compliance within the business. The objective of Coates Group's Modern Slavery Program is to effectively pursue initiatives that both meet our legal obligations and reflect our commitment to being a responsible business and good corporate citizen.

Coates Group's Modern Slavery Program consists of four main actions:

1. Conduct risk-based assessments of vendors within our supply chain based on their industry and geographical location.
2. Require all suppliers assessed as having a high or medium risk of modern slavery within their business to certify and/or demonstrate compliance with Coates Group's minimum requirements (see below).
3. Include modern slavery clauses in supply agreements.
4. Conduct SMETA audits to ensure our compliance with social responsibilities.

Coates Group requires all suppliers to comply with all laws and regulations and to support all fundamental human rights. In addition, we expect our suppliers to adhere to the following minimum standards:

1. Ensure that the decision to work and working hours are accepted and agreed to voluntarily by the employee.
2. Provide workers with clear and understandable information about their employment conditions before they enter employment.
3. Provide a safe and hygienic environment for staff and take reasonable steps to avoid accidents and injuries.
4. Treat those who work for or on behalf of their business with dignity and respect, providing an environment free from discrimination, harassment, and victimisation.
5. Ensure that systems are in place to prevent unlawful child labour, including work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.
6. Monitor their own supply chains for compliance with the above requirements and investigate any suspected non-compliance of the above within their supply chain.

Supplier Relationship Management

We are committed to working with our suppliers to improve compliance and transparency related to modern slavery. To minimise our exposure to modern slavery risk, we conduct risk-based assessments of our suppliers based on their industry and geographical location, with the goal of partnering with only reputable and ethical suppliers. We also require our suppliers assessed to have a high or medium risk of

modern slavery within their business to certify and/or demonstrate that they operate in accordance with our minimum requirements.

Should Coates Group uncover any instances where a supplier does not meet our minimum requirements, we will engage directly with the supplier to develop an action plan to eradicate the practice in a timely and effective manner. If necessary, we may terminate our business relationship with any supplier who fails to meet our standards for opposing modern slavery.

Assessing the Effectiveness of Actions Taken

The Global Strategic Sourcing team evaluates the effectiveness of Coates Group's actions to identify and address modern slavery risks by tracking the following indicators:

1. Whether any instances of modern slavery are suspected or discovered within Coates Group's operations or supply chain.
2. Whether supplier facing teams are aware of and able to identify signs of potential modern slavery risks.
3. Whether contracts with suppliers assessed to pose a high to medium risk of modern slavery include appropriate commitments
4. Whether suppliers assessed to pose a high to medium risk of modern slavery have certified and/or demonstrated that they operate in accordance with our minimum requirements.

Raising Concerns & Reporting

Raising Concerns About Modern Slavery Practices

If any Coates Group staff becomes aware of, or suspects, behaviour that could be considered modern slavery, they are to immediately report their concerns to their manager or to their local People + Culture representative within Coates Group. Coates

Group will never retaliate against any staff member for raising a concern and will investigate and take the necessary actions with the applicable parties. Staff may report concerns confidentially via our whistleblowing platform FaceUp.

Reporting on Our Modern Slavery Statement

Each year, Coates Group will provide a Modern Slavery Statement, as required under Australian law, outlining the actions we have taken to address modern slavery risks. This Statement will be publicly available on the Coates Group website.

Consultation

The development of this Modern Slavery Statement was led by the Coates Group Global Strategic Sourcing function in consultation with each of the operating entities within the Coates Group that engage suppliers directly. All operating entities within the Coates Group operate under the same policies and procedures.

