

## **Modern Slavery Statement**

### **D&M Lyone Holdings Pty Ltd FY2025**

This statement covers the activities of D&M Lyone Holdings Pty Ltd (ABN 45102456851) (D&M) during the year ended 30 June 2025.

This modern slavery statement is made under the *Modern Slavery Act 2018* (Cth) and sets out the actions we have taken to assess and address modern slavery risks in our operations and supply chains.

### **About Us**

At D&M, we recognise that respecting the human rights of those affected by our business activities is important. We endeavour to make a positive and real difference to our immediate and greater community through our operations and wider supply chain.

### **Our Structure**

D&M is a company incorporated in New South Wales, Australia and our registered office is located at 25 Nyrang Street Lidcombe New South Wales 2141.

D&M is an investment company focused primarily in commercial property investments in addition to sole shareholder in a separate operating entity Complete Office Supplies (COS), a cleaning and office supplies B2B distribution business. COS' employees are engaged by Complete Office Staffing, a related entity which is also wholly owned by D & M.

COS qualifies as a reporting entity under the terms of the Modern Slavery Act and has published its own Modern Slavery Statement. During the reporting year COS purchased a now wholly owned subsidiary Kookaburra Audio Visual & Technologies on 1<sup>st</sup> October 2024, as well as purchased a 50% equity stake in school furniture supplier Office Furniture Group and they are covered under COS modern slavery statement for reporting purposes.

### **Our Operations**

As an investment company our operations are minimal. Our commercial investment properties are tenanted. Our main business investment is in operating business COS and its related entity Complete Office Staffing.

COS is a business-to-business cleaning and office products supplier. COS was founded in NSW in 1977 by Dominique Lyone, whose visionary leadership and unwavering commitment to service excellence underpinned by social responsibility

laid the foundation for everything we do today. Dominique passed away in 2024, but his legacy continues to inspire and guide the values by which the business is operated. Today COS is run by Dominique Lyone daughters as Co-CEOs Belinda and Amie Lyone, who proudly continue his legacy as a second-generation family business.

In the last 45 years, COS has grown to become a national supplier to both Government and Corporate Australia, offering a next day delivery service for thousands of products for every room in an office to over 20,000 customers across Australia. The COS operations span across Australia, with employees, warehouses and an extensive driver network in every state and territory.

### **Our Supply Chain**

As an investment business our supply chain is minimal. We procure minimal goods and services. Our investment properties are tenanted and the tenants hold responsibility for the cleaning and maintenance services.

### **Modern Slavery Risks**

We recognise that modern slavery may impact our business activities and we endeavour to take responsibility for reducing the risk that we might contribute to modern slavery through our operations and supply chains.

### **Risk Assessment Methodology**

We utilise a risk assessment which considers a number of indicators of modern slavery risks including the type of products and services, geographical location and specific entity risk.

Our risk assessment has indicated that our operations and supply chain have a low potential for modern slavery risks. Our risk profile is summarised in the table below.

### **Risk Profile**

<b>Risk</b>	<b>Description of risk</b>
Services	<i>Commercial properties require cleaning services which have been an area of higher potential of modern slavery.</i>
Geographic	<i>Our investments are all based in Australia which are classified as having lower modern slavery risk.</i>
Specific Entity	<i>One of our investments COS does operation within a medium area of risk as they procure thousands of products to on sell to Australian Businesses.</i>

## **Actions to Assess and Address Risk**

We understand the importance of working collaboratively with our employees and suppliers to combat modern slavery.

### **Due Diligence**

As noted above, we undertook an initial risk assessment to identify any key modern slavery risks that existed within our operations and supply chains. It was identified that as an investment company our risk of modern slavery is low.

In FY2025, we ensured the management team of our main investment COS were well informed of the Modern Slavery Act and had the resources required to submit their annual statement.

### **Governance and Accountability Framework**

An internal modern slavery working group is established in our main operating entity COS to lead the assessment of our risks of modern slavery and implement actions to address those risks. Training provided to the working group is used as an essential element for guiding the assessment of risk in our operations and supply chains and implementing actions to mitigate these risks.

Training was also conducted across the wider COS business including for all sales staff, category managers and leadership positions to raise awareness of modern slavery risks and how they arise in our operations and supply chains,

### **Assessing our Effectiveness**

We are committed to reviewing the effectiveness of our actions by regularly reviewing our modern slavery processes in our owned entities with senior management meeting annually to consider whether we are appropriately identifying and evaluating our modern slavery risks

The main investment COS has an established internal modern slavery working group who conduct annual review of processes, policies and actions, to ensure the appropriate identification and evaluation of our modern slavery risks.

There are several key performance indicators monitored and reported on. These include monitoring:

- the number of suppliers participating in our responsible sourcing program as a percentage of total procurement spend;
- the percentage of our procurement complying with sourcing policies;
- the number of supplier factory audits completed; and

- the number of incident and corrective action measures taken in response to actual or suspected incidences of modern slavery.

### **Consultation**

D&M consulted with owned and controlled entities COS & Complete Office Staffing to ensure Modern slavery risks were being identified and assessed.

During FY2025, there was consistent consultation and collaboration between the executive leadership of COS and the modern slavery working group within COS.

### **FY2026 Focus**

In FY2026 we will focus on implementing improved initiatives and strategies with a focus on targeting supply chains that may facilitate modern slavery. These strategies will include:

- Operating business COS to review current Risk Assessment Methodology against all product suppliers to affirm the risk matrix is appropriately assessing and addressing potential modern slavery risks;
- conducting a comprehensive review and evaluation of the recently acquired subsidiary, Kookaburra Audio Visual & Technologies, including a focused review of new suppliers in the Education and Audio Visual Technology categories through our Supplier Management Program, with particular attention to Audio Visual installers;
- continuing to refine our governance dashboards and reporting mechanisms to track compliance and effectiveness of our actions for product suppliers.

### **Approval**

This statement was approved by all directors in their role as principal governing body of D & M Lyone Holdings on 15<sup>th</sup> December 2025.

This statement was signed by Belinda Lyone in her role as a director of D&M on 16<sup>th</sup> December 2025.



Belinda Lyone  
Director