DIMEO GROUP HOLDINGS PTY LTD

MODERN SLAVERY STATEMENT

FY2024-2025 REPORTING PERIOD

in accordance with the requirements of the Australian Commonwealth **Modern Slavery Act 2018**

BOARD APPROVED 10 OCTOBER 2025

DIMEO CLEANING EXCELLENCE

DIMEO INDIGENOUS



June 2026 update: reference to external party removed. All other content remains unchanged.



DIMEO GROUP HOLDINGS ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and future.

Contents / Statement Annexure

The following pages of Dimeo Group Holdings Pty Limited's FY2024-2025 Modern Slavery Statement address each of the mandatory criteria required in Section 16 of the **Australian Commonwealth Modern Slavery Act 2018.**

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1. The Reporting Entity

a. Principal Governing Body Approval | b. Signature of Responsible Member

1. REPORTING ENTITY: **Dimeo Group Holdings Pty Ltd**
ACN: **630 189 758**

Registered Address: On Gadigal Country, Unit 14, 37 O'Riordan Street, Alexandria, NSW 2015, Australia.

Website: www.dimeo.com.au

Dimeo Cleaning Services was established in 1980.
We are a privately-owned Australian cleaning company committed to providing the highest quality cleaning services across Australia.

a. PRINCIPAL GOVERNING BODY APPROVAL

This Modern Slavery Statement for FY2024-2025 was reapproved by the Board, acting as the **principal governing body** of Dimeo Group Holdings Pty Limited, ACN 630 189 758, as defined by the **Modern Slavery Act 2018** (Cth) ("the Act"), on 10 June 2026.

b. SIGNATURE OF RESPONSIBLE MEMBER

This Modern Slavery Statement is signed by Mr. James Webber, acting as a **responsible member** of Dimeo Group Holdings Pty Ltd, as defined by the Act:



James Webber
Executive Director

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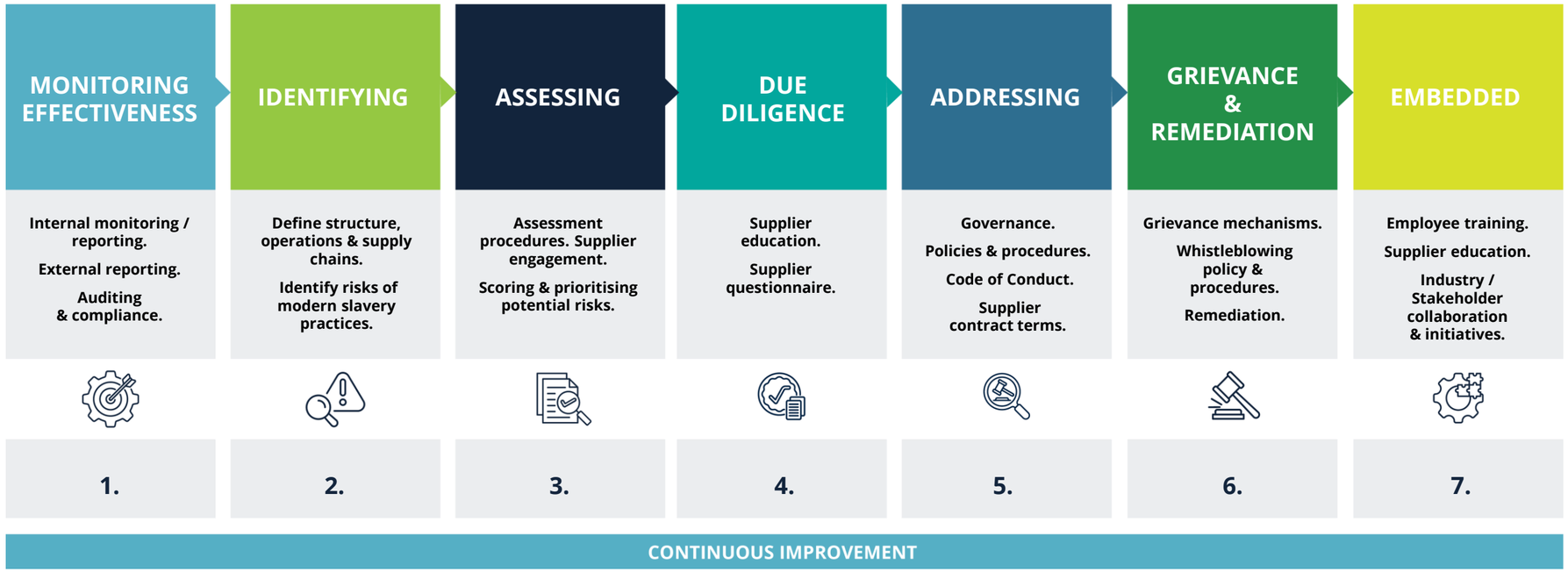
1. Dimeo's Approach

Dimeo Group Holdings Pty Ltd (Dimeo), is pleased to produce this Modern Slavery Statement for FY2024-2025, in accordance with the requirements of the Australian Commonwealth **Modern Slavery Act 2018**.

Our FY2024-2025 Modern Slavery Statement provides an overview of Dimeo's sixth year of activities in eliminating Modern Slavery risks in our operations and supply chains via our continuous improvement processes summarised in the diagram below.

Since our first Modern Slavery Statement in FY2019-2020, Dimeo's understanding of Modern Slavery has matured. Our continuous improvement processes have enabled us to refine our Modern Slavery activities and develop processes and procedures that are tailored to our business, our supply chain and our stakeholders.

DIMEO'S APPROACH TO ELIMINATING MODERN SLAVERY RISKS



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1. Dimeo's Approach

Dimeo is proud to continue to be a leader in responsible employment practices and operations in the Australian cleaning industry. Since our formation in 1980, we consistently demonstrate the highest employment standards, and advocate across the sector for positive change in fair and ethical arrangements for cleaning contracts. We take pride in enriching the lives of our employees by providing equitable recruitment, security of employment, fair remuneration, freedom of association and opportunity for career development in respectful and supportive team environments.

Dimeo continues to acknowledge our responsibility under the UN Guiding Principles in Business & Human Rights (UN Guiding Principles) to respect human rights in all our business activities. We understand that this includes taking action to prevent, mitigate and, where required, remedy Modern Slavery in our operations and supply chains.

Notwithstanding Dimeo's efforts, we continue to acknowledge that the cleaning industry remains a sector that has the potential to pose Modern Slavery risks. We are committed to continuing to work with our employees, suppliers, clients and stakeholders to eliminate potential Modern Slavery risks in our operations, supply chains and the wider Australian cleaning industry.



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2. Structure, Operations & Supply Chains

DIMEO'S STRUCTURE

Dimeo Group Holdings Pty Ltd, ACN 630 189 758, trading as Dimeo Cleaning Services, is a privately-owned Australian company registered in Alexandria, NSW, Australia. Dimeo Group Holdings owns and controls several other entities for administrative, employment and financial purposes.



Dimeo Cleaning Services Pty Ltd is the head entity, which enters head contracts with Dimeo clients. Dimeo Cleaning Services issues head contract invoices and receives head contract payments on behalf of all other Dimeo owned entities.

Dimeo Management Services Pty Ltd is Dimeo's supplier entity, which enters contracts with Dimeo suppliers and contractors. It is responsible for payments to Dimeo suppliers and contractors.

All other Dimeo entities exist as administrative employment entities in various states and territories of Australia. These entities directly employ Dimeo employees, ensuring that the relevant awards and Enterprise Agreements (EAs) are appropriately administered.

Dimeo Indigenous Pty Ltd is a Supply Nation Certified, Indigenous owned and controlled Joint Venture.

All Dimeo entities adhere to and utilise the same organisation-wide policies, procedures and systems. These include Dimeo's Modern Slavery Policy, Speak Up (Whistleblower) Policy, Diversity & Equal Opportunity Policy, Environmental Policy and WH&S Policy - all available via the **Dimeo website**. Other shared policies available on request from the website include, but are not limited to, our Grievance Policy, our Staff Code of Conduct and our Supplier Code of Conduct.

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2. Structure, Operations & Supply Chains

DIMEO'S OPERATIONS

Dimeo is a trusted, premium-level provider of professional cleaning services in Australia. Our head office is in Sydney, with operations in metropolitan, regional and rural locations across the country. Dimeo has the broadest technical expertise in the Australian cleaning sector, servicing government, industrial, high security, forensic, commercial office, branch, retail and education assets. Dimeo's clients include eminent organisations such as the Australian Government, State and Territory Governments, ASX100 companies and Australia's leading property owners and managers.

Dimeo's operations utilise our unique proprietary framework for delivering excellence in cleaning services, certified to Quality Management System ISO9001, Environment Management System ISO14001 and Occupational Health & Safety ISO45001 Standards, with annual audits.

During FY2024-2025 Dimeo directly employed approximately 4,200 staff across Australia, utilising the highest responsible employment practices. We are proud of the diversity of our workforce, with 85% of Dimeo employees being of culturally and linguistically diverse backgrounds, and 51% of our employees identifying as women. Dimeo's staff satisfaction and retention rates are amongst the highest in the Australian cleaning sector.

Dimeo's operations require close co-operation with our supply chain, and we value trusting, transparent supply chain relationships. Since our formation in 1980 we have built strong, long-term relationships with many reputable Australian based service providers and suppliers.

Dimeo's Tier 1 supply chain includes over 200 cleaning service providers who engage 3,000 staff across Australia. We work very closely with our services providers to ensure they maintain Dimeo's responsible workplace standards, and to eliminate potential Modern Slavery risks.

Our service providers also comprise specialist cleaning and waste contractors, and our product suppliers provide us with a range of cleaning products and equipment, as detailed overleaf.

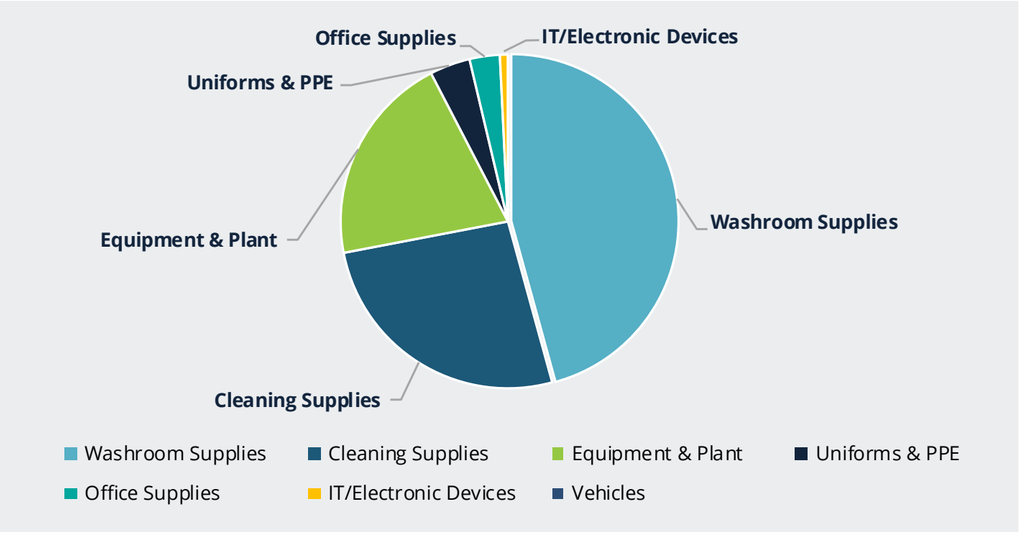
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DIMEO'S SUPPLY CHAINS

Dimeo's supply chains are built on long-term relationships with reputable Australian based businesses. Dimeo has approximately 200 entities that are direct Tier 1 suppliers of products and services to our business. Our top 25 Tier 1 suppliers comprise approximately 62% of our overall annual supplier spend. Dimeo's supplier list is available to view, upon request.

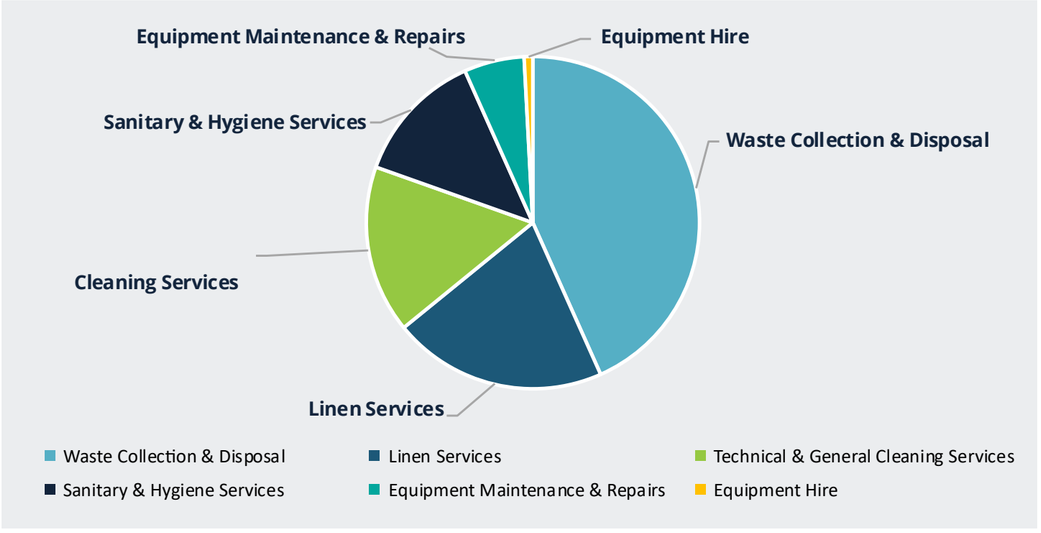
SUPPLIERS PRODUCTS

All Product suppliers are Australian based companies.



SUPPLIERS SERVICES

All Services suppliers are Australian based companies.



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3. Risks of Modern Slavery Practices

DIMEO'S OPERATIONS

As highlighted by the UN Guiding Principles, Dimeo acknowledges that every entity has potential Modern Slavery risks in its operations and supply chains and that every entity has the potential to 'cause', 'contribute to', or be 'directly linked to' Modern Slavery. Dimeo acknowledges that the broader Australian cleaning sector continues to have a high potential for Modern Slavery risks.

Dimeo is committed to progressively eliminating potential Modern Slavery risks in our operations and supply chains, by working together with our employees, suppliers, clients, stakeholders and the wider industry.

We are, therefore, diligent in our efforts in considering potential areas of Modern Slavery risks in our own operations. Dimeo continues to demonstrate to our clients, and our broader stakeholders, that we are a responsible cleaning business focused on continuous improvement in eliminating risks of Modern Slavery in our operations.

When we consider our operations against Geographic Risks, Sector / Industry Risk, Product / Services Risks and Entity Risks, we continue to see that Sector / Industry Risks and Product / Services Risk pose a High Potential Causal Modern Slavery risk.

By building on our previous reporting periods, we find that our continuous improvement approaches to eliminating Modern Slavery risks (detailed on page 4) provide us with a robust process for identifying, assessing, addressing and monitoring potential Modern Slavery risks in our own operations.

01

GEOGRAPHY RISKS

Dimeo Operations are in Australia Only.
Level of Modern Slavery Risk – Low potential.
Connection to Potential Modern Slavery Risk – Cause.

02

SECTOR OR INDUSTRY RISKS

Cleaning Services.
Level of Modern Slavery Risk – High potential.
Connection to Potential Modern Slavery Risk – Cause.

03

PRODUCT OR SERVICES RISKS

Cleaning Services.
Level of Modern Slavery Risk – High potential.
Connection to Potential Modern Slavery Risk – Cause.

04

ENTITY RISKS

Dimeo Group Holdings (trading as Dimeo Cleaning Services).
Level of Modern Slavery Risk – Low potential.
Connection to Potential Modern Slavery Risk – Cause.

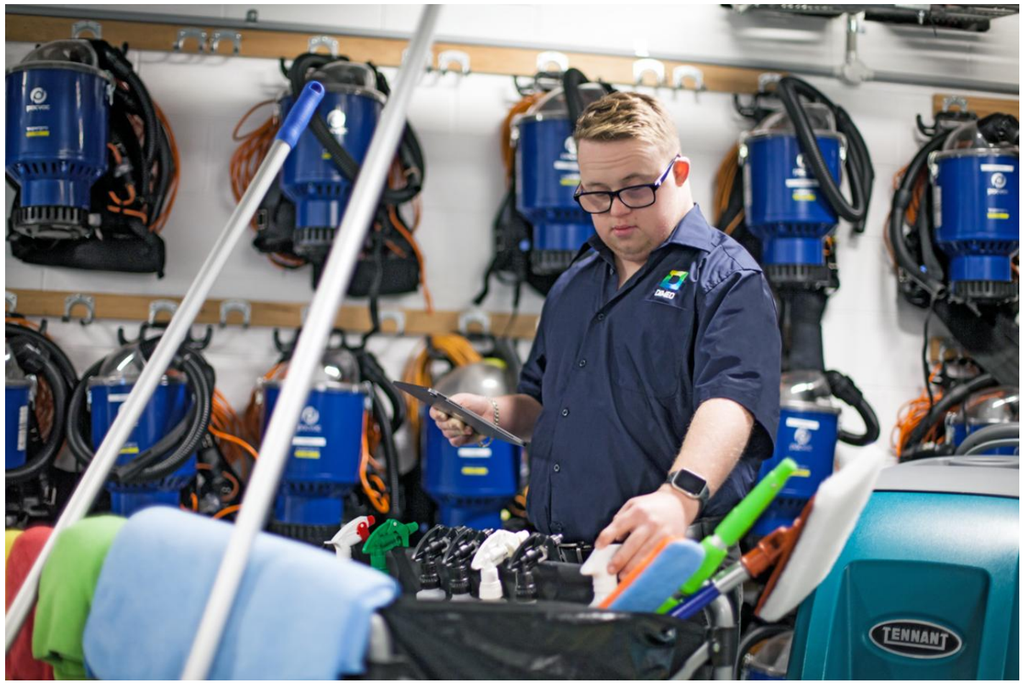
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3. Risks of Modern Slavery Practices

DIMEO'S SUPPLY CHAINS

In addition to closely examining our own operations, Dimeo also examines our suppliers of products and services to identify potential Modern Slavery risks in our supply chains.

In FY2024-2025 we continued our procedures for assessing our Tier 1 suppliers and their supply chains (that is, Dimeo's Tier 2 suppliers), as refined during the FY2023 and FY2024 reporting periods. Detail information is provided in Section 4.



DIMEO'S SUPPLY CHAINS PRODUCTS AND SERVICES

During the FY2024-2025 period our products and services supply chains remained very similar to those of FY2024. We continue to examine the products and services in our supply chains, considering Geographic Risks, Sector / Industry Risk, Product / Services Risks and Entity Risks, to detect any possible changes in Modern Slavery risks.

Our procedures for assessment and due diligence relating to our suppliers are detailed in Section 4.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

ACTIONS DIMEO TAKES TO ASSESS RISKS

During the FY2024-2025 reporting period we continued our supply chain assessments in line with **Dimeo's Modern Slavery Risk Assessment Procedure** – our systematic process for assessing Modern Slavery risks in our supply chains. Adapted from the Minderoo Foundation's Walk Free Modern Slavery Risk Screening Tool, our Modern Slavery Risk Assessment Procedure provides us with a method for assessing our supply chains for potential Modern Slavery risks.

This approach provides a priority list of suppliers that may require more in-depth assessment and due diligence.

DIMEO RISK ASSESSMENT PROCEDURE	ASSESSING
1. Identify Dimeo Data Sources	finance, accounts, contracts, itemised invoices, expenses.
2. Categorise data	including supplier by name, product and / or service type, total spend, company location (country of registration).
3. Sort Data	by sector / industry, product / service type, company location / geography, total spend.
4. Calculate 'high spend'	suppliers with total spend greater than or equal to 5% of Dimeo's total yearly spend.
5. Entity's Modern Slavery Capabilities	of the 'high spend' suppliers, considers their Modern Slavery capabilities e.g. large entities (Bunnings, Coles) have extensive capabilities.
6. Research Entity Risk	of the 'high spend' suppliers, conduct initial high-level check of media / reputation.
7. Consider Dimeo's Influence	of the 'high spend' suppliers, estimate proportion of supplier's turnover that Dimeo's contract represents.
8. Adherence to Dimeo Approach	adherence to Dimeo's actions to address Modern Slavery risks, e.g. Dimeo Supplier Code of Conduct, Dimeo supplier contract.
9. Due Diligence	initial high-level check of a supplier's Modern Slavery policies, procedures, management processes and reputation.

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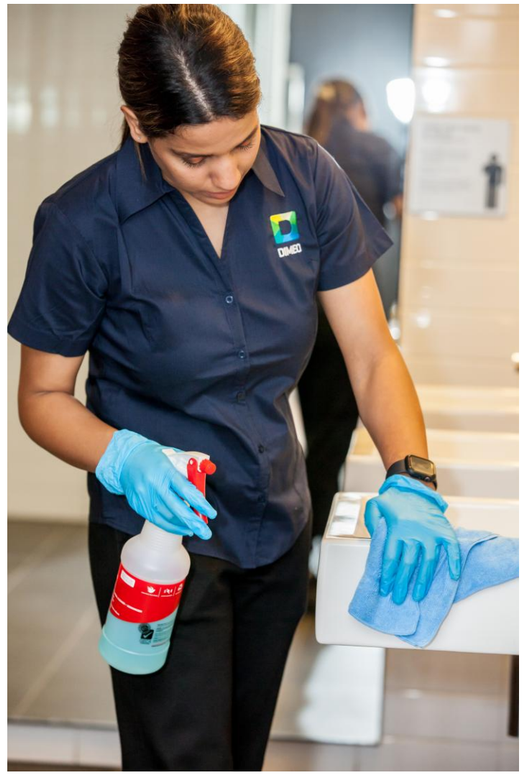
4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

DUE DILIGENCE SUPPLIER ENGAGEMENT

In FY2024-2025 Dimeo continued our program of communication and regular engagement with our supply chain to inform them about Dimeo's commitment to progressively eliminating Modern Slavery risks in our operations and supply chains. By raising awareness and building knowledge, we aim to empower our suppliers and their workforce to identify and respond to instances of potential Modern Slavery.

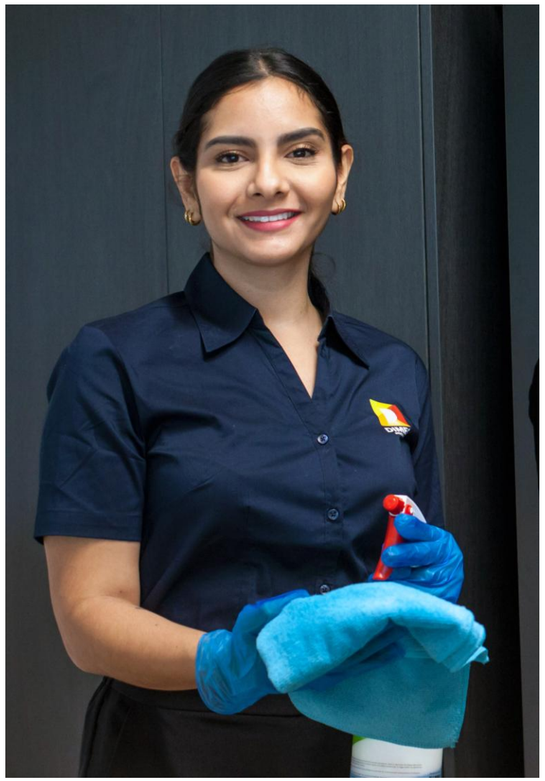
We communicated with our Tier 1 suppliers of products and services, including:

- Dimeo's approach to eliminating Modern Slavery risks.
- Dimeo's Modern Slavery Policy.
- Dimeo's Supplier / Contractor Code of Conduct; and Corporate Contractor Agreement, all including Modern Slavery terms.
- Dimeo's Speak Up (Whistleblower) Policy & Procedures, applying to our suppliers, contractors and their employees.
- Tier 1 suppliers in all risk categories asked to complete our Dimeo Modern Slavery Questionnaire (see below).
- Priority Tier 1 suppliers, including our cleaning services providers, complete our Dimeo Secondary Modern Slavery Questionnaire (see below).
- Responses to these questionnaires reviewed and followed up where necessary.
- Inviting suppliers to contact us with concerns, for guidance or additional information relating to Modern Slavery.



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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes



DUE DILIGENCE DIMEO SUPPLIER ENGAGEMENT

During FY2024-2025, we used insights from our FY2023-2024 Modern Slavery Questionnaire to engage 258 of Dimeo's priority Tier 1 suppliers, including our cleaning service providers. Our engagement included:

- Highlighting our commitment to ethical, responsible and sustainable procurement, that respects the rights of workers and obligations of employers.
- Expectations that all suppliers will comply with Dimeo's Supplier Code of Conduct.
- Education on Modern Slavery and wage compliance.
- Informative materials for suppliers highlighting the risks of Modern Slavery in supply chains(see below).

In this reporting period, Dimeo introduced a new initiative requesting all cleaning service providers to sign our Supplier Code of Conduct, which includes Modern Slavery terms. Over 85% of our providers have formally agreed to our Supplier Code of Conduct, and we continue to actively engage the remainder.

Dimeo has also proactively shared informative reference materials to keep our suppliers up-to-date on Modern Slavery risks, including:

- Australian Government information resources on Modern Slavery.
- Fair Work wage compliance resources.
- Links to Australian Red Cross downloadable materials about Modern Slavery.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

ACTIONS DIMEO TAKES TO ADDRESS RISKS

During the FY2024-2025 reporting period, Dimeo continued to reinforce Modern Slavery considerations in our operations, including across our governance, policies, procedures, employee conduct documentation, supplier engagement and stakeholder relationships.

GOVERNANCE	POLICIES & PROCEDURES	DIMEO EMPLOYEES	SUPPLIER CONTRACT TERMS & CODE OF CONDUCT	SUPPLIER ENGAGEMENT
Ongoing reporting to Board on Modern Slavery progress. Annual consideration & approval by Board of Modern Slavery Statement.	Dimeo Modern Slavery Policy as standalone policy.	Dimeo Employee Code of Conduct explicitly includes Modern Slavery.	Dimeo's 'Corporate Contractor Agreement' explicitly includes Modern Slavery terms.	Suppliers surveyed annually via Dimeo Modern Slavery Questionnaire.
'Modern Slavery Risk' integrated into Dimeo risk framework & risk management policies & procedures.	Dimeo policies explicitly include Modern Slavery, including: • Speak Up (Whistleblower) Policy. • Grievance Policy.	Dimeo online employee induction, explicitly includes: • Modern Slavery Policy. • Speak Up (Whistleblower) Policy. • Grievance Policy.	'Corporate Contractor Agreement' forbids Modern Slavery, as defined in *Modern Slavery Act 2018 (Cth).*	Priority suppliers, including cleaning services providers, surveyed annually via Dimeo Secondary Modern Slavery Questionnaire.
Dimeo Director as appointed Compliance Officer.	Contractor Engagement Policy explicitly includes Modern Slavery terms.	All Dimeo staff complete annual re-assessment in Dimeo's online employee induction via .	'Corporate Contractor Agreement' forbids sub-contracting without Dimeo's written consent.	Cleaning services providers' staff complete Dimeo online induction.
Annual Dimeo Modern Slavery Statement compiled & reviewed by independent consultant.	Dimeo's Modern Slavery Statement procedure & process embedded in business operations.	Proactive information sharing about Modern Slavery (e.g., posters, emails, Tool Box Talks).	Supplier / Contractor Code of Conduct explicitly includes Modern Slavery terms.	Twice-yearly WHS checks, incl. worker welfare, conducted for Dimeo cleaning service providers.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes



EMBEDDING EMPLOYEE TRAINING

Dimeo employees play an important role in identifying potential Modern Slavery risks in our operations and supply chains. We provide regular training and information to our employees, so they know how to recognise the signs and act if they suspect Modern Slavery. All training is systematically captured as part of Dimeo's established Quality Management System ISO9001 compliance and certification systems.

Employee Induction: Our company-wide online employee induction tool, Safety Culture, includes eLearning modules on our Modern Slavery, Speak Up (Whistleblower) and Grievance Policies; Dimeo Code of Conduct; and information from Fair Work Australia and United Voice (the cleaning industry's primary Trade Union). Safety Culture provides accurate reporting of staff induction completion rates, showing that in FY2024-2025, 100% of all new Dimeo staff completed the online induction, ensuring that our employees are aware of Dimeo's Modern Slavery Policy and related information.

Service Provider Staff Induction: In this reporting period, Dimeo began rolling out Safety Culture inductions for our Tier 1 cleaning service provider staff, with the aim of raising awareness of the signs of potential Modern Slavery risks.

Compliance Training: All Dimeo staff complete annual re-induction via Safety Culture, including our Modern Slavery, Speak Up (Whistleblower) and Grievance modules. Importantly, Dimeo Operations Managers must complete a specific Safety Culture module on identifying the signs of Modern Slavery. All Dimeo frontline staff and supervisors participate in the Modern Slavery 'Tool Box Talk' presentation. Office-based employees (including our Board, Executive leaders, HR, procurement, finance and shared services teams) also completed annual re-induction/compliance training via Safety Culture.

Work Health & Safety Framework: Modern Slavery is integrated into our WHS Framework, including embedding our Modern Slavery Policy into our WHS Management Plan (which is available at every Dimeo workplace); and via twice-yearly cleaner welfare checks recorded in the Safety Culture App.

Visible Display of Policies & Modern Slavery Posters: To further raise staff awareness of Modern Slavery, Dimeo continues to distribute to all Dimeo operating locations copies of our Modern Slavery Policy, Speak Up (Whistleblower) Policy and Grievance Policy and Australian Red Cross Modern Slavery educational posters for display on staff notice boards/in cleaners' rooms.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

EMBEDDING SUPPLIER EDUCATION

In FY2024-2025, Dimeo continued our supplier education, particularly through our 'Due Diligence – Supplier Engagement' processes detailed above and by discussing Modern Slavery with our existing suppliers during their periodic contract reviews. In this reporting period, we also began rolling out Safety Culture inductions for the staff of our Tier 1 cleaning services suppliers which includes Modern Slavery education. Dimeo continues to participate in several collaborative, client-led Modern Slavery initiatives for suppliers of cleaning services, including working groups, workshops and presentations.

EMBEDDING INDUSTRY COLLABORATION & INITIATIVES

Dimeo has been an advocate for positive change in the Australian cleaning industry for many years. In FY2024-2025, we continued our collaboration with a range of industry initiatives, stakeholder organisations and clients, ensuring that we remain at the forefront of developments in Modern Slavery risk management in the cleaning industry.

CLEANING ACCOUNTABILITY FRAMEWORK (CAF)	PROPERTY COUNCIL OF AUSTRALIA (PCA) MODERN SLAVERY QUESTIONNAIRE	COLLABORATION WITH CLIENTS & OTHER BUSINESSES	ECOVADIS
In FY2025 Dimeo achieved CAF Contractor Prequalification status - a systems, policies & processes assessment of a cleaning contractor against the CAF Standard.	PCA key members maintain an industry-wide online Modern Slavery annual questionnaire to engage suppliers in Modern Slavery risk management.	Dimeo collaborates with & actively participates in training, initiatives, information sharing & auditing processes instigated by our clients who are conducting their own Modern Slavery due diligence of supply chains.	In FY2025, Dimeo maintained EcoVadis Silver Medal accreditation, placing us in the top 15% of assessed companies on EcoVadis' database.
Dimeo current holds CAF Certifications at 15 sites. See CAF Case Study overleaf.	Dimeo continues to update & maintain its details & Modern Slavery information in the PCA Modern Slavery Questionnaire, at least annually.	Many of Dimeo's clients are large organisations that are required to prepare Modern Slavery Statements under the *Modern Slavery Act 2018.*	Dimeo is working towards achieving EcoVadis Gold Medal rating in FY2026.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

CASE STUDY CLEANING ACCOUNTABILITY FRAMEWORK (CAF)

CAF exists to improve labour practices in the Australian cleaning industry by working with cleaners, tenants, contractors, property owners, facility managers and investors to ensure ethical labour practices through decent work, ethical procurement and best practice. In 2019 Dimeo became one of the first cleaning companies in Australia to achieve a CAF 3 Star Certification (highest).

In FY2025, Dimeo achieved CAF Contractor Prequalification status through a rigorous assessment of our processes against the CAF Standard. In collaboration with property owners/managers, Dimeo maintained 15 CAF Certified operations including:

- **100 St Georges Terrace & Enex, Perth WA** – ISPT, CBRE & Dimeo.
- **Lakelands Shopping Centre, Perth WA** – ISPT, CBRE & Dimeo.
- **Central Plaza, Brisbane QLD** – ISPT, CBRE & Dimeo.
- **1 William Street, Brisbane QLD** – Cbus Property, ISPT, JLL & Dimeo.
- **100 Pacific Highway, Sydney NSW** – ISPT, CBRE & Dimeo.
- **George Place, Sydney NSW** – ISPT, JLL & Dimeo.
- **Angel Place, Sydney NSW** – Mirvac, Dimeo.
- **140 William Street, Perth WA** – Cbus Property, CBRE & Dimeo.
- **7 assets across WA and Qld** – ISPT CAF portfolio certification

Collaboration with Clients & Other Businesses

Dimeo has successfully completed Modern Slavery supplier questionnaires, audits and consultations from over 25 clients including:

- ✓ **Commonwealth Bank of Australia.**
- ✓ **BHP, Suncorp, Cushman & Wakefield, IKEA, KPMG.**
- ✓ **ISPT, CBRE, Cbus Property, Charter Hall, GPT Group, AMP. Capital, Brookfield, Investa, ANZ.**
- ✓ **BGIS - Virgin Australia, HCF, Medibank Private.**

EMBEDDING COLLABORATION WITH CLIENTS & OTHER BUSINESSES

Dimeo's clients include large, eminent organisations such as Federal, State and Territory Governments, ASX100 companies and leading property owners and managers. These large organisations are themselves required to produce Modern Slavery Statements and report under the requirements of the **Modern Slavery Act 2018**.

As a key member of these organisations' Tier 1 supply chain, Dimeo participates in their Modern Slavery due diligence activities. In FY2025 Dimeo participated in 28 separate client questionnaires, consultations and audits on Modern Slavery, WHS compliance, wage compliance, and employee welfare.

Of note, in this reporting period, Dimeo underwent a major Modern Slavery audit conducted by Commonwealth Bank of Australia as part of their Modern Slavery due diligence processes.

These independent audits have identified no instances of Modern Slavery in Dimeo's operations or supply chains.

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4. Actions Taken to Assess & Address Risks, including Due Diligence & Remediation Processes

GRIEVANCE PROCESSES

Grievance processes, including for Modern Slavery, are integrated into Dimeo's policies and procedures, which are available via our website. Any employee or stakeholder can report potential Modern Slavery risks in Dimeo's operations or supply chain by contacting the Dimeo Compliance Officer directly or Dimeo's independent, external phoneline, Rehab Options, which specifically includes management of concerns relating to Modern Slavery.

Modern Slavery Policy: Last reporting period Dimeo fully revised and updated our Modern Slavery Policy and procedures, including: Modern Slavery and its indicators as Disclosable Matters under our Speak Up (Whistleblower) Policy; how to report concerns; investigation; and remediation.

Speak Up (Whistleblower) Policy: Last reporting period Dimeo also fully revised and updated our Speak Up (Whistleblower) Policy and procedures, explicitly including the provision of effective grievance mechanisms for all our stakeholders in line with the UN Guiding Principles. This ensures our mechanisms are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning and based on engagement and dialogue.

Direct Worker Consultation: Dimeo continually seeks feedback directly from our employees including through regular on-site 'Tool Box Talk' meetings, via cleaner welfare checks, and more formally through our participation in Cleaning Accountability Framework (CAF). (see Case Study – Cleaning Accountability Framework above).

REMEDIATION PROCESSES

Dimeo endorses the UN Guiding Principle's approach to remediation of adverse human rights impacts. Our Modern Slavery Policy, Speak Up (Whistleblower) Policy and Grievance Policy detail the remediation processes if an incidence of Modern Slavery is suspected, or a concern is reported.

Fortunately, **during the FY2024-2025 reporting period, Dimeo had no suspected incidences or concerns of Modern Slavery in our operations or supply chains.**

In the situation where Dimeo identifies that we have caused or contributed to Modern Slavery we are committed to providing for, and cooperating in, the remediation of the impact on the victim-survivor. Dimeo will work towards remediating the adverse impact by restoring the victim-survivor to the situation they would have been in if the adverse impact had not occurred. Concurrently, Dimeo will review our policies, procedures and processes to rectify the anomalies that enabled the situation to occur, and to prevent its recurrence.

Where Dimeo identifies that we are linked to Modern Slavery by a supply chain relationship, we will utilise our leverage, where possible, (either individually and/or in partnership with other stakeholders), to work with the supply chain entity to prevent or mitigate the harm and its recurrence. If this is unsuccessful, Dimeo will end our supply/contract relationship with the entity that caused the impact.

Where appropriate, Dimeo will proactively provide holistic supports for victim-survivors of Modern Slavery in our operations or supply chains. Dimeo will support them to access services such as professional counselling and specialist care through programs such as the Salvation Army's Trafficking and Slavery Safe House or Australian Red Cross' Support for Trafficked People Program.

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5. How we Assess the Effectiveness of the Actions we take to Assess & Address Modern Slavery Risks

Ensuring the effectiveness of the actions Dimeo takes to assess and address potential Modern Slavery risks in our operations and supply chains is an integral part of our continuous improvement journey.

INTERNAL MONITORING & REPORTING

Modern Slavery risk continues to be a formal part of Dimeo's integrated risk management framework. This is managed by our Executive team, with oversight and ultimate responsibility resting with our Board of Directors. Additionally, Dimeo's Board regularly monitors the progress of our Modern Slavery Key Performance Indicators (KPIs) and approves the full-year Modern Slavery Statement.

FY2024-2025 saw the third year of internal reporting on our defined Modern Slavery KPIs. These KPIs include topic areas such as the number of suppliers who have undergone due diligence assessments, the number of staff trained in Modern Slavery, and the number of breaches of Modern Slavery identified in our operations and supply chain. Our Dimeo Compliance Manager utilises these KPIs to help consistently monitor, measure and report on our Modern Slavery progress, including to the Board.

To further strengthen our internal monitoring and reporting processes, Dimeo's appointed Whistleblower Protection Officer (WPO) / The Dimeo Compliance Officer is also an Executive Director of the company. This role is responsible for our Speak Up (Whistleblower) Policy, Modern Slavery Policy and Grievance Policy, which all incorporate Modern Slavery and its indicators as Disclosable Matters under our Speak Up (Whistleblower) Policy.

AUDITING & COMPLIANCE

Dimeo holds certifications in Quality Management System ISO9001, Environment Management System ISO14001 and Occupational Health & Safety ISO45001 Standards. By integrating Modern Slavery risk management elements into Dimeo's operational systems, we have also embedded them into our ISO certification and compliance requirements. Importantly, Dimeo's operations, including Modern Slavery actions, will continue to be audited periodically to ensure we maintain the highest possible level of compliance with ISO Standards.

As an important part of the supply chains of many large and eminent Australian organisations that are themselves required to report under the **Modern Slavery Act 2018**, Dimeo has successfully participated in client-led auditing of our approach to eliminating Modern Slavery risks in our operations and supply chains, as discussed on page 17.

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6. Consultation with Entities Dimeo Owns or Controls

As detailed in Section 1, Dimeo Group Holdings Pty Ltd, trading as Dimeo Cleaning Services, as the Modern Slavery Statement reporting entity, is associated with several other entities that it owns and controls. These associated entities exist to manage a national payroll with varying awards and Enterprise Agreements and for administrative purposes.

All Dimeo entities adhere to the same organisation-wide policies and procedures set by Dimeo Cleaning Services, including the Dimeo Modern Slavery Policy, Speak Up (Whistleblower) Policy and Grievance Policy .

Consultation across all the entities occurs via a consistent Executive Director who is a Responsible Person for all Dimeo's related entities. The Executive Director participates extensively in the Modern Slavery Statement processes and, as such, Dimeo is satisfied that the Modern Slavery risks relating to its entities have been, and will continue to be, appropriately identified, assessed and addressed where necessary.



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7. Other Relevant Information

NEXT STEPS IN DIMEO'S MODERN SLAVERY JOURNEY

During the FY2024-2025 period Dimeo further embedded our processes for identifying potential Modern Slavery risks in our operations and supply chains. Our continuous improvement processes have enabled us to refine our processes to suit our business, our supply chains, our stakeholders and our industry.

With focus on continuous improvement, in FY2025-2026, Dimeo plans to further strengthen our approach to Modern Slavery, including:

- Tracking our Modern Slavery key performance indicators, to monitor the effectiveness of our approach.
- Expanding our Modern Slavery assessment and due diligence of our high priority Tier 2 suppliers.
- Embedding our Secondary Modern Slavery Questionnaire for our Tier 1 cleaning service providers.
- Increasing the rate of return of our Modern Slavery Questionnaires.
- Working towards achieving EcoVadis Gold Medal accreditation, up from our current Silver Medal level.
- Developing relationships with not-for-profit organisations that can assist with enhancing our grievance and remediation policies and procedures. Eg CAF, Anti-Slavery Australia, Australian Red Cross.
- Expanding our roll-out of Safety Culture Dimeo Induction for our Tier 1 cleaning service provider staff, further raising awareness of the signs of potential Modern Slavery risks.

Our progress in these areas will be reported in our FY2025-2026 Modern Slavery Statement.



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