

Modern Slavery Statement

FY2025





Wilson Group acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to lands, skies and waterways. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.



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\About this Statement\

This Modern Slavery Statement is made by Wilson Parking Australia 1992 Pty Ltd (ABN 67 052 475 911) (Wilson), as the reporting entity for the Wilson Group, for the year ending 30 June 2025. It is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth)(Act).

Wilson Parking Australia 1992 Pty Ltd is the reporting entity for the following related entities:

- Wilson Security Pty Ltd
- Wilson Storage Pty Ltd
- Wilson Health Pty Ltd t/a Wilson Medic One
- InterPark Australia Pty Ltd

References in this statement to “Wilson”, “Wilson Group”, “we”, “us” and “our” refer to Wilson Parking Australia 1992 Pty Ltd and its related entities as a whole.

The Statement addresses each of the mandatory criteria in section 16 of the Act as follows:

Mandatory Criteria	Page
Identify the reporting entity	4
Describe the reporting entity’s structure, operations and supply chains	6-9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	10
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	11-15
Describe how the reporting entity assesses the effectiveness of these actions	16
Describe the process of consultation on the development of the statement with any entities that the reporting entity owns or controls	18
Any other information that the reporting entity, or the entity giving the statement, considers relevant	17

This Statement was approved on behalf of Wilson by the Board on 4 December 2025.

Signed,

Jose Da Silva
Group Chief Executive Officer &
Executive Director
December 2025



\Group CEO's Statement\



“We’re proud of the progress we’ve made and recognise that the work ahead is just as important.”

Wilson Group is committed to identifying, managing and reducing the risks of modern slavery and human rights violations across our operations and supply chain. Our commitment is grounded in our Group Values of Care, Integrity, Accountability and Innovation, and underpinned by our responsibilities to employees, customers, suppliers and the communities we serve.

In FY2025, we made meaningful strides in strengthening how we protect people across our operations and supply chain. We focused on improving visibility over labour conditions, building stronger relationships with our suppliers, and investing in systems that help us identify and address risks early.

We continued to maintain robust frameworks to help us assess and address modern slavery risks, with a strong focus on our workforce and work practices.

While no instances of modern slavery were identified during FY2025, we know vigilance is critical. Our approach is about creating real, measurable change through compliance, leadership, education, and collaboration.

Jose Da Silva
Group Chief Executive Officer
& Executive Director



\Our structure, operations and supply chains\

Our Structure

Wilson is a privately held, diversified services group in the Asia Pacific with more than 10,000 employees. Wilson’s purpose is to create enduring value through sustainable growth, innovation, and optimisation of its capability as a Group.

Wilson’s business structure, core operations and governance arrangements remained materially unchanged during FY2025, providing continuity for risk oversight and supply chain management.

In Australia, these businesses operate through Wilson Parking Australia 1992 Pty Ltd, Wilson Security Pty Ltd, Wilson Storage Pty Ltd, Wilson Health Pty Ltd and InterPark Australia Pty Ltd.





Our Operations

Wilson Group has four core businesses in Australia:

- > **Wilson Parking** owns and / or operates more than 500 car park properties across Australia.
- > **Wilson Security** provides security solutions for customers of every size and industry across Australia using the latest global trends in security and innovation.
- > **Wilson Storage** provides a wide range of industry leading storage space solutions and soft logistical support services to its customers in Victoria and New South Wales.
- > **Wilson Medic One** is a dedicated provider of world class health service training, patient transport and distribution of disposable health products across Australia. Wilson Medic One cares for over 18,000 non-emergency patient transfers a year.

Wilson Group also has operations in New Zealand, Singapore and Malaysia.



Our Workforce

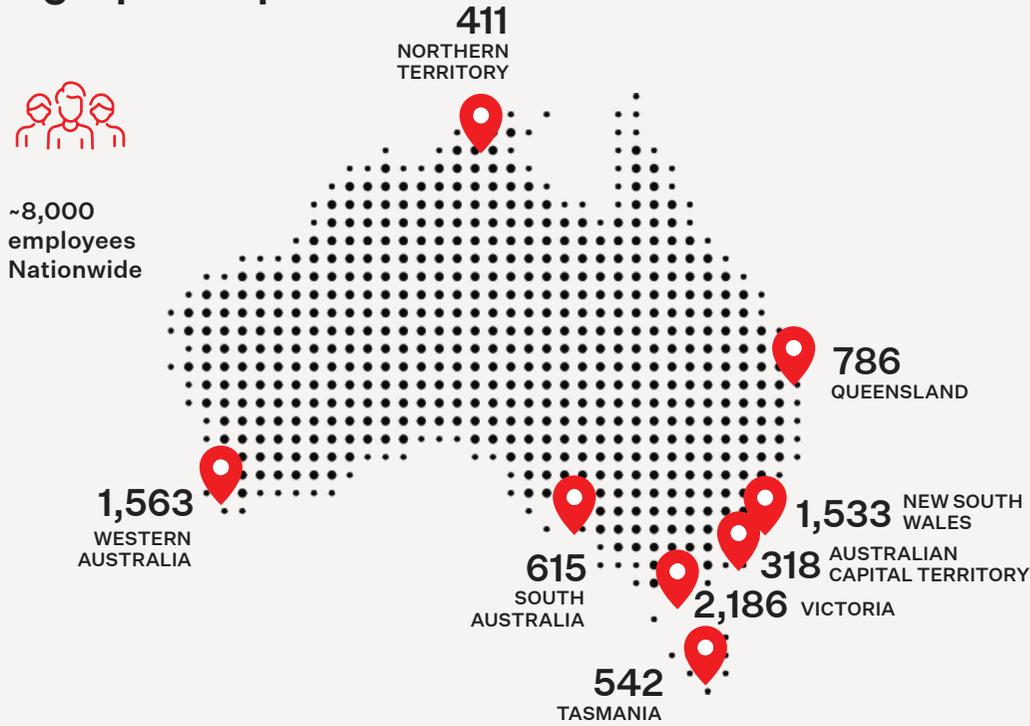
Wilson Group has a total of 10,000+ direct employees across Australia, New Zealand, Singapore and Malaysia. Approximate employee numbers are as follows:



This data as at 21 November 2025.



Geographic Split



Our indirect workforce of 221 employees is located in the Philippines. It operates a range of support functions for Wilson, including administration, finance, human resources, IT help desk, systems administration, and inbound and outbound contact centre services.

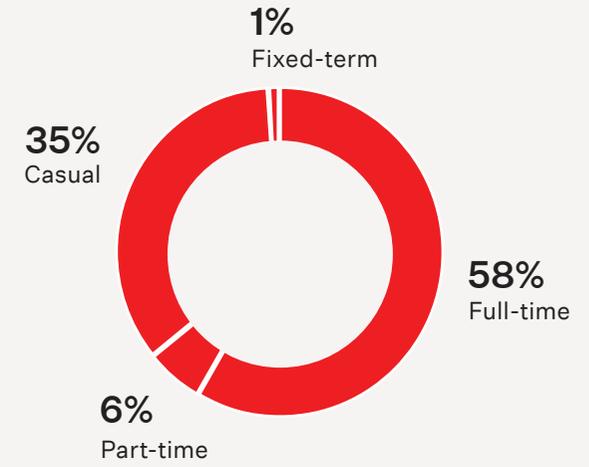
Location

Employees



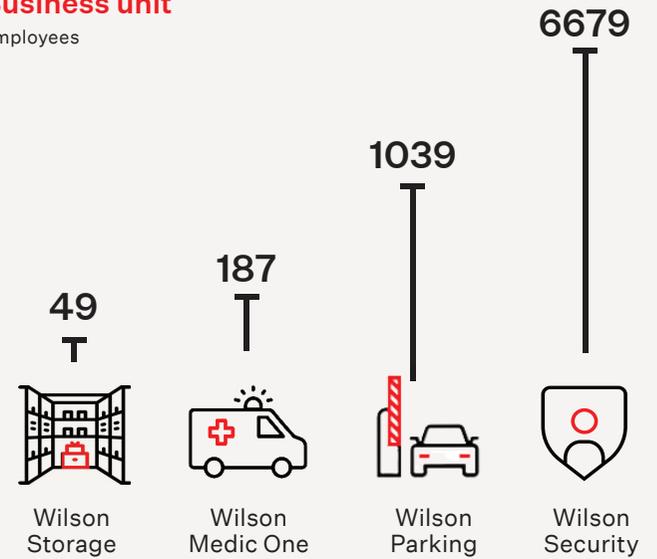
Type of employment

Australia wide



Business unit

Employees





Our Supply Chains

Wilson Group’s Australian supply chains are with various suppliers in Australia and internationally. Our supply chains are complex, and we rely on direct suppliers for a wide range of products and services. Those suppliers also rely on their own suppliers, decreasing the visibility over the supply chain.

In particular, while we procure goods in Australia, with some limited exceptions, those goods are generally manufactured elsewhere.

	Major Source	Source Country (Where known)
	Labour hire	Australia, New Zealand, Philippines
	Vehicles / Fleet Management	Australian distributors with international supply chains
	Technology, equipment & supplies	Australian distributors with domestic and international supply chains, including some medical and technology products sourced from Asia
	Uniforms	Australian and New Zealand-based contractors, with international supply chains
	Professional / corporate services & supplies	Australia with potential international supply chains
	Cleaning, maintenance & facility services	Australia
	Travel services	Australia



\Our modern slavery risks in operations and supply chain\

As a business we understand there are risks or indicators which could lead to identifying cases of modern slavery. Wilson has identified the residual risk of modern slavery across Group operations and supply chain as low. This is partly due to the robust safeguards we have implemented and the decisions we have made about the structure and nature of our businesses.

Wilson continues to recognise the following modern slavery risks or indicators as having the greatest potential to exist within our operations and supply chain:

Labour: one of Wilson's largest areas of spend is labour. Wilson's labour force is primarily based in Australia and employed directly by Wilson. Additionally, Wilson acknowledges the heightened modern slavery risk associated with offshore support functions in the Philippines.

Uniforms: Wilson procures uniforms solely from suppliers in Australia. It is recognised that these uniforms are sourced in other countries, particularly in regions where textile and garment industries are identified as an area of higher modern slavery risk.

Medical equipment: Wilson procures medical equipment, at times from suppliers overseas. It is recognised that medical equipment is often manufactured and sourced in other countries, and medical equipment is identified as an area of higher modern slavery risk.

Technology Components: Wilson procures technology, including computers, servers, and IT services, some of which are sourced from regions with known risks of modern slavery in the electronics industry.

Electronic Security Equipment: Wilson's technology divisions rely on specialised devices like cameras and security systems, often sourced from global suppliers in regions prone to modern slavery risks.

Modern slavery risk is heightened in the Group's supply chain by factors including:

Outsourcing: There is an increased risk of unfair working conditions for people when the Group's suppliers outsource activities relating to the Group, and where Wilson does not have clear visibility over this supply chain.

Labour hire and workforce: There is an increased risk of unfair working conditions for people who are employed by third party labour hire companies, or where there is a high proportion of migrant workforce. Third party labour hire companies may be contracted to provide security, parking, call centre, cleaning services, equipment, and technology services.

The risk of wage theft or underpayments is higher when workers do not fully understand their rights (for example, contracts not in the workers' native language, lack of understanding of local laws, highly complex agreements where entitlements are not clear), or where workers are fearful of raising issues (for example, undocumented workers).

Excessive working hours: Within Wilson, the current economic environment and increased cost of living may combine to increase the risk of excessive working hours. Additionally, surges in demand due to new contracts and factors like increased violence and aggression and mental health issues may result in the requirement for individuals to work excessive hours.





\Assessing modern slavery risks\

During FY2025, Wilson did not identify any instances of modern slavery within its operations or supply chains. There has been no material change in Wilson's modern slavery risk profile over the reporting year.

However, we recognise that the absence of detected instances does not guarantee that there is no presence of modern slavery, given the complexity of our supply chains.

Wilson applies a structured and evolving approach to identifying modern slavery risks across its operations and supply chains. Our risk identification processes consider both inherent risk shaped by industry, geography and product type, and residual risk relating to the effectiveness of our controls, supplier governance and workforce protections.

In FY2025, we completed an operational modern slavery assessment using our new Modern Slavery Assessment Platform. This assessment provided:

- A comprehensive baseline of our current state
- Insight into strengths and improvement opportunities
- Alignment with global indicators of modern-slavery risk
- A structured evidence base to support future review and decision-making by the Modern Slavery Working Group and Executive Leadership Team (ELT)

In addition to this assessment, Wilson continued to use a range of risk-based tools and intelligence sources to identify potential areas of concern, including:

- Updated supplier mapping across high-risk categories such as uniforms, technology, medical equipment and subcontracted labour
- Geographic, industry and product-based risk analysis
- Subcontractor declarations and wage compliance verification
- Insight derived from external audits conducted by key customers
- Government advisories, NGO research reports and regulatory updates
- Internal grievance mechanisms and workforce feedback
- Industry reporting through relevant industry sector bodies

Modern Slavery Assessment Platform

This platform provides:

- > **Centralised dashboards** showing supplier risks, geographic exposure and sourcing patterns
- > **Risk segmentation** across products, services and countries
- > **Automated reminders and follow ups** to improve supplier engagement rates
- > **Recurring assessment capability**, enabling year-on-year comparison
- > **Supplier action plans**, helping high risk suppliers improve their controls
- > **Access to modern slavery training**, supporting capability uplift across the supply chain
- > **Secure document storage and audit trails**, supporting compliance monitoring

The initial assessment through the Platform provides the foundation for our FY2026 supplier engagement roadmap.



\Addressing the risks of Modern Slavery practices\

Wilson's approach to modern slavery risk management is grounded in prevention, proportionate due diligence, early risk identification and continuous improvement. Our actions reflect the diversity of our operations and the specific risks associated with labour intensive, subcontracted and globally sourced supply chains.

During FY2025, Wilson maintained and strengthened a wide range of controls designed to prevent exploitation, uphold workplace rights, and ensure compliance with human rights standards across our operations and suppliers. Our efforts focus on both direct operational controls and supply chain oversight.

Key elements of this approach include:

- Direct employment of the majority of our Australian workforce, providing clear oversight of wages, entitlements and working conditions
- Verification of working rights and visa compliance, supported by structured checks, documented procedures and targeted visa compliance audits
- Compliance with applicable awards and enterprise agreements, ensuring transparent and lawful employment arrangements, supported by internal HR and payroll controls
- Clear policies and standards, including the Code of Conduct, WHS frameworks, grievance pathways and Right to Work verification requirements
- LMS modules, including the 'Our Commitment to Human Rights' module
- Grievance and whistleblower channels that provide confidential and anonymous pathways for raising issues
- Third party audits initiated by customers, which independently test our controls and verify compliance
- Use of external risk-screening tools to identify legislative, sectoral and supplier level risks
- Internal oversight through the Modern Slavery Working Group, which reviews controls, assessments and emerging risk indicators

Governance

Wilson maintains a robust governance framework to oversee the management of modern slavery risks across the Group. The framework ensures clear accountability, structured decision making, and regular oversight by senior leaders.

Governance responsibilities operate across:

Board of Directors

- Approves the Modern Slavery Statement
- Oversees compliance with legislative obligations
- Reviews risk profiles and material modern slavery issues where escalation is required

Executive Leadership Team

- Provides strategic oversight and sets the Group-wide direction for modern slavery risk management
- Ensures adequate resourcing and integration of modern slavery controls across business units



Our Policies

Our policies and procedures play an important role in embedding respect for human rights throughout our business. They identify our values, how we work, and what we expect from our Executive Leadership Team, employees, consultants, contractors, suppliers and business partners working with or for Wilson.

They also establish an internal framework that assists us with monitoring compliance with our standards.

Code of Conduct Policy

Defines how we do business and sets out the standards of behaviour expected from our employees. It emphasises the Group's commitment to operating ethically and with integrity.

Discrimination, Harassment & Bullying Policy & Complaints Procedure

Sets out protections available to Wilson employees and avenues to raise complaints.

Health & Safety Policy

Details our commitment to providing a safe and healthy environment for our employees, customers, suppliers, contractors and visitors.

Speak Up Policy

Provides for the raising of instances of improper conduct, and how this will be dealt with.

Whistleblower Guide

Internal guide to assist Wilson in dealing with whistleblower disclosures under Australian law.

Right to Work Verification Immigration Guide

Sets out the requirements for verifying working rights for all Wilson Group employees in Australia.

Our Workforce

Our workforce remains central to our risk management approach. Wilson continues to promote fair work conditions, safe workplaces, effective grievance channels and strong frontline supervision, recognising that these are essential in reducing vulnerability to exploitation.

Employees can raise concerns with their manager or the human resources team. These are dealt with in accordance with Wilson Group policies and procedures. Wilson also has a confidential Whistleblowing Service, run by Deloitte. Individuals (including contractors or third parties) can report concerns anonymously via phone, webform or email.

During FY2025, Wilson strengthened employment conditions for its indirect workforce in the Philippines by transitioning a significant number of long-term workers from project-based arrangements to more secure permanent roles.

This change supports improved job stability, access to entitlements and greater confidence for workers and their families. It reflects Wilson's commitment to responsible employment practices, stronger worker protections and long-term investment in the region, and enhances our ability to manage modern slavery risks in our offshore operations.

Training and awareness

Training and awareness remain an essential component of Wilson's modern slavery prevention framework.

During FY2025, Wilson continued to strengthen training and awareness measures through:

- Updating LMS and other training / educational content to incorporate modern slavery and human rights
- Monitoring training completion rates
- Modern Slavery Site Poster rollout

> Modern Slavery Site Poster

In FY2025, we rolled out the Modern Slavery Awareness Poster across Wilson Security operational sites.

This highly visible communication tool provides definitions of modern slavery practices, indicators and red flags, and guidance for reporting.





Labour hire and subcontractor controls

Wilson recognises the increased risk posed by subcontracting and has implemented specific controls to address this risk. These include:

- Contractual embedding of modern slavery, wage compliance and ethical employment clauses
- Pre-engagement due diligence for subcontractors, including wage verification and licensing
- Strengthened subcontractor oversight in line with the UWU Security Industry Subcontracting Code of Practice, which reinforces our commitment to responsible subcontracting
- Requirements for subcontractors to directly employ workers (no individual contracting arrangements)
- Use of internal and independent external audits and site visits for high-risk environments

> Wilson Security Contractor Governance and Compliance Oversight

Wilson Security operates an industry leading Contractor Management and Compliance Framework that directly supports our modern slavery risk mitigation efforts.

Key features of the framework include:

- Rigorous pre-engagement due diligence covering licencing, financial viability, pay instruments and right to work verification
- Prohibition of third tier labour, individual ABN contracting and sham subcontracting practices

- Assessment of contractor charge rates to ensure lawful wages
- Annual internal and external audits of selected contractor employment practices
- Continuous monitoring of contractor status through automated licence verification and Creditor Watch alerts
- Quarterly compliance declarations confirming wages, superannuation, insurances and absence of conflicts
- Mandatory Provision of Services Agreements incorporating ethical employment and modern slavery clauses
- Strong investigative and remediation processes for any identified breaches

> UWU Security Industry Subcontracting Code of Practice

Wilson Security is the sole signatory to this Code of Practice, which requires:

- Transparency and accountability in subcontracting arrangements
- Compliance with the applicable industrial instruments, and rates of pay that are no less than those paid to Wilson Security employees
- Prevention of sham contracting and other inappropriate contracting practices
- Audit and worker engagement mechanisms
- The use of licensed, vetted and trained personnel
- Avoiding subcontractors with unresolved integrity or compliance concerns

Supply Chain Oversight

Having regard to Wilson's complex supply chain, during FY2025 risks specific within the supply chain were addressed by:

- Assessment and mapping of high risk product and service categories
- Annual review of supplier categories and sourcing geographies
- Preparation for FY2026 Tier 1 supplier assessments via the Modern Slavery Platform



Assurance & Monitoring

Wilson Group has implemented other continuous improvement measures to address modern slavery risks across our operations and supply chain.

These include:

- Active Modern Slavery Working Group
- Integration of modern slavery risk into the enterprise risk register
- Regular reviews of policies, procedures and governance frameworks
- Remediation processes designed to protect workers and ensure appropriate action where concerns are raised
- Internal audits through Wilson's assurance and compliance functions
- Third party audits of subcontractors, assessing compliance with industrial instruments, working hours obligations and contractual requirements
- Participation in external audits, which have confirmed that Wilson has mechanisms in place to reduce the risk of worker exploitation, including sham contracting, underpayments and forms of modern slavery

During the reporting period, Wilson advanced a number of initiatives to strengthen its modern slavery governance and supplier oversight:

- Enhanced contractor audit templates to incorporate more detailed human rights and labour risk questions
- Expanded the use of digital monitoring tools for working hours management across high volume contracts
- Reviewed existing policies and procedures, including the Wilson Security Supplier Code of Conduct, ethical sourcing policies, and grievance mechanisms
- Continued communication campaigns promoting rights, reporting pathways and wellbeing resources across frontline operations
- Prepared for contract template reviews by external legal advisers in FY2026
- Engaged directly with suppliers and customers on expectations regarding transparency, subcontracting integrity and documentation
- Reviewed the alignment of procurement processes with human rights expectations, including risk screening and escalation

- Conducted analysis of offshore sourcing risks to inform procurement planning
- Established escalation procedures for non-compliance and monitoring remediation
- Continued to raise awareness of modern slavery risks through campaigns and online training modules
- Encouraged transparent, supportive, and collaborative relationships with suppliers and customers, encouraging openness about modern slavery risks.





\Assessing the effectiveness of our actions\

Wilson recognises the importance of continually evaluating the effectiveness of its actions to identify and address modern slavery risks. Currently, we track performance through a combination of internal and external mechanisms, and we use these mechanisms to assess the performance of each activity undertaken.

Insights drawn from these measurements inform our current risk management approach and feed into our overall modern slavery commitment. In FY2025, we have continued to assess the practicality of these measurements, identify gaps, and incorporate changes into a broader effectiveness and evaluation framework.

Area	Activity	Measurement
Corporate Governance	<ul style="list-style-type: none"> Board & ELT oversight Workforce Training on Modern Slavery & Human Rights Policy review 	<ul style="list-style-type: none"> Discussed at Board & ELT meetings % workers trained Policy review in line with schedule
Risk Management	<ul style="list-style-type: none"> Annual risk assessments / risk survey Supplier onboarding and risk segmentation 	<ul style="list-style-type: none"> Results from internal assessment, establishing baseline for improvement Supplier segmentation
Assurance & Monitoring	<ul style="list-style-type: none"> Development of in-house audits Monitoring of Modern Slavery obligations 	<ul style="list-style-type: none"> % audits developed to plan % modern slavery obligations reviewed
Grievance / modern slavery instances	<ul style="list-style-type: none"> Business Units capture the number of people who make whistleblower reports Other channels and mechanisms for grievances to be raised Cases resolved Identifying trends from grievance data 	<ul style="list-style-type: none"> Total number of whistleblower reports raised Channels through which issues were raised Number of cases investigated & resolved Analysis of investigations
Modern Slavery Working Group	<ul style="list-style-type: none"> Facilitation of Modern Slavery Working Group 	<ul style="list-style-type: none"> Meeting frequency Modern Slavery / Human Rights framework reviewed

> These effectiveness measures contribute to a clearer understanding of emerging risks, gaps, and areas requiring uplift. Wilson will continue to refine these measures over FY2026.



\Our way forward\

Wilson's Modern Slavery framework provides a clear pathway for continued improvement across governance, supplier management, and operational visibility. As the industries we operate in evolve, so too does our approach. We recognise that modern slavery risk is dynamic and requires ongoing investment, collaboration and leadership.



Key priorities for FY2026 include:

Strengthening Supplier Due Diligence

- Deepening supplier assessments via our Modern Slavery Platform
- Prioritising high risk suppliers for additional review and engagement

Modern Slavery Training & Capability Building

- Continuing to embed modern slavery training for leaders and frontline workers
- Reviewing induction materials to include coverage of conduct and employment risks

Supplier Engagement & Industry Collaboration

- Increasing communication with customers, regulators and industry bodies to align approaches and share learnings

Enhanced Monitoring & Data Systems

- Improving Insight reporting dashboards for contractor compliance
- Expanding the use of automated licence, visa and document alerts
- Building stronger links between procurement, risk, HR and operations to improve issue escalation

Strengthening Contractual Governance

- Enhancing contractor oversight through increased audit coverage, expansion of licence and credential verification technologies
- Reviewing supplier and customer contracts to ensure alignment with human rights expectations
- Delivering the planned FY2026 legal review of standard supplier and customer agreements
- Ongoing integration of fair work, visa compliance and ethical employment requirements into contractual documentation

Continued Assurance & Remediation

- Engaging independent external auditors as required
- Refining corrective action processes to ensure timely remediation if issues emerge



\Consultation with Wilson entities\

All Wilson Group entities operate under a centralised governance framework supported by shared corporate functions including People & Safety, Risk, Legal, Compliance, and Finance. This structure ensures that modern slavery risks are identified, assessed and managed consistently across the Group.

Throughout FY2025, consultation with Wilson entities occurred through structured and ongoing engagement, including:

- Modern Slavery Working Group meetings
- Business unit consultations to discuss risks specific to their operational environments and supply chains
- Cross functional collaboration between shared departments to refine policies, strengthen contract clauses, and harmonise workforce and subcontractor controls
- Review and validation of internal assessment findings
- Feedback loops informed by customer audits, subcontractor oversight activities, visa compliance reviews, and incident or grievance trends
- Shared reporting processes, including alignment workshops and the verification of data and information used in this Statement

This consultation ensured the final Statement reflects whole of Group actions, controls and risks, and aligns with the operational realities across all Wilson entities.

