

Hanshow Australia Pty Ltd ABN 67 647 233 887
2025 Modern Slavery Statement

Hanshow Australia - Suite 3.01, Building C, 12-24 Talavera Road, Macquarie Park NSW 2113

Contents

Criteria	Page
Criteria 1 <i>Identify the reporting entity.</i>	3
Criteria 2 <i>Describe the structure, operations and supply chains of the reporting entity.</i>	4
Criteria 3 <i>Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity.</i>	7
Criteria 4 <i>Describe the actions taken by the reporting entity to assess and address those risks, including due diligence and remediation processes.</i>	11
Criteria 5 <i>Describe how the reporting entity assesses the effectiveness of such actions.</i>	12
Criteria 6 <i>Describe the process of consultation with entities that the reporting entity owns or controls.</i>	13

Introduction

Hanshow is a global leader in Electronic Shelf Labels ("**ESL**") and digital store solutions. Hanshow services customers in over 50 countries globally and offers world-class, customised IoT touchpoints and digital store solutions which include ESL pricing systems, digital signage, digital payment systems and AI-powered digital shelves. We help our clients improve profitability and increase efficiency in delivering customer-centric insights and streamlining retail operations.

Hanshow lodged its first modern slavery statement for the CY2024 reporting period. Accordingly, this CY2025 modern slavery statement is our second modern slavery statement in accordance with our reporting obligations under the *Modern Slavery Act 2018* (Cth) ("**Act**").

This modern slavery statement describes how Hanshow has implemented foundational governance mechanisms to govern its modern slavery compliance framework and developed initial due diligence processes to assess and address high risk suppliers.

Hanshow is a member of the UN Global Compact. Hanshow is committed to operating in a way that meets the fundamental responsibilities of the ten (10) principles of the UN Global Compact.

Criteria 1 – Identify the reporting entity

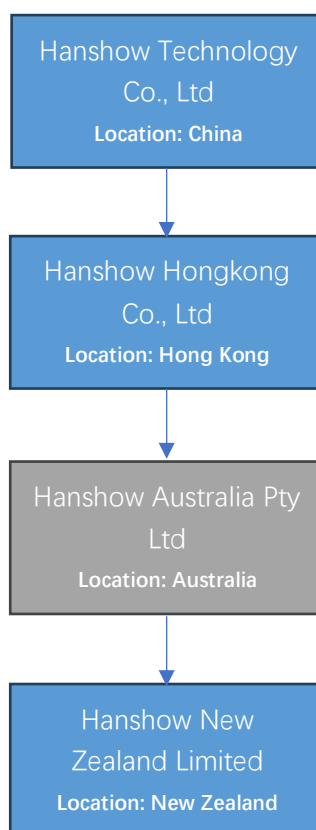
This modern slavery statement is made by Hanshow Australia Pty Ltd ABN 67 647 233 887 ("**Hanshow**", "**we**", "**our**", "**us**") on behalf of the included entity that it owns and controls which is further described in **Criteria 2**.

This modern slavery statement is for the calendar year reporting period of 1 January 2025 to 31 December 2025.

Criteria 2 – Describe the reporting entity’s structure, operations and supply chains

Structure

Hanshow is ultimately 100% owned by Hanshow Technology Co., Ltd which is the parent company of the Hanshow Group (“**Head Co**”). The Hanshow Group structure is depicted in the diagram below:



→ The arrows in the above diagram demonstrate 100% ownership lines. This diagram reflects the ownership lines of Hanshow Australia Pty Ltd and not the ownership lines of other subsidiaries owned by the Head Co which are not part of the ownership lines of Hanshow Australia Pty Ltd.

Hanshow is the 100% owner of Hanshow New Zealand Limited (“**Hanshow NZ**”). Hanshow NZ is an included entity within this modern slavery statement. The operational and supply chain risks of Hanshow NZ are covered by, and are outlined in, this modern slavery statement. We are aware that a bill to introduce modern slavery reporting requirements in New Zealand has recently been introduced into parliament. We will continue to monitor the bills movements as it makes its way through parliament.

All entities within the Hanshow Group are operational entities which deliver the operations as described below in their respective jurisdictions of China, Hong Kong, Australia and New Zealand.

Hanshow and Hanshow NZ are governed by a Board of Directors for the Australia and New Zealand Region. The Australia and New Zealand Board reports annually to the Board of the Head Co.

Operations

The Hanshow Group was founded in 2012. Its Chinese head company is located at Floor 4, Building 1, Jiaying Guangfu Innovation Park, No. 1288 Kanghe Road, Xiuzhou District, Jiaying City, Zhejiang Province, China. The group is headquartered at its Beijing branch office, located at Room 1803, Building C, No. 15 South Hongjunyong Road, Chaoyang District, Beijing, China.

Hanshow and the Australian operations are headquartered at Suite 3.01, Building C, 12-24 Talavera Road, Macquarie Park NSW 2113.

As outlined above in the **Introduction**, the Hanshow Group delivers advanced electronic shelf labeling (ESL) and digital retail solutions to supermarkets, department stores, pharmacies, and other retailers across their respective jurisdictions. Globally, the Hanshow Group has delivered its solutions to over 55,000 stores in over 70 countries.

Hanshow has been operating in Australia for 5 years and employs 30 employees. Hanshow New Zealand has been operating for 5 years and employs 2 employees.

Outside of the Hanshow Group, the Hanshow brand has offices in 34 countries, including offices in Europe, APAC, the United States and Canada.



Supply Chains

During the reporting period, Hanshow engaged with 112 suppliers and subcontractors.¹ Given Hanshow's operations are primarily in the delivery of digital solutions in the form of electronic shelf labeling (ESL) and digital retail solutions, Hanshow does not engage with a large number of suppliers. Hanshow's suppliers are engaged largely for two purposes:

¹ These suppliers are the direct suppliers that Hanshow engages for goods and services, also known as our Tier 1 suppliers.

- support in the delivery of Hanshow's digital solutions, including the purchase and provision of accessories, freight and logistics to deliver products and services; or
- office, employee and business services to support the running of the Hanshow business.

Our suppliers are located across several jurisdictions, primarily within the Asia-Pacific region, including China, Singapore, and Australia, as well as a small number of suppliers in other regions.

Our key supply chains fall within the following categories

- *Audit, tax, accounting and advisory services:* the provision of accounting, finance, legal and broader consulting support in the operation of the Hanshow business.
- *Logistics and warehouse providers:* the provision of logistics and supply chain services and storage and warehousing facilities.
- *Installation partners:* installation of accessories to support our digital solutions.
- *Accessories:* point of sale displays and ancillary accessories to support and run our digital solutions.
- *Business travel:* travel booking and management services.
- *Office supplies and real estate:* office support services, including property services and the purchase of office suppliers and accessories.

Criteria 3 – Risks of modern slavery in operations and supply chains

Modern slavery, and the process of understanding and assessing modern slavery risk, is a very complex undertaking that requires continuous engagement and improvement. In our first reporting period, we undertook an initial assessment of our operational and supply chain modern slavery risks. We have now implemented a due diligence framework, as further described in **Criteria 4**, which provides us with an ability to assess the inherent risks of our operations and supply chains. This due diligence framework draws on established international risk methodologies, including ILO indicators of forced labour, the Global Slavery Index, and the OECD Due Diligence Guidance, to assess the inherent risks posed by suppliers based on their industry, the goods and services that provide to Hanshow, and the location of their operations.

The foundation of Hanshow's operational and supply chain risk assessment process is the UN Guiding Principles ("**UNGP's**"), in particular the *cause, contribute to and directly linked to* framework. Hanshow is also guided by the OECD Due Diligence Guidance for Responsible Business Conduct for its modern slavery compliance framework.

Cause	Contribute to	Directly linked to
Modern slavery that is directly caused by the reporting entity itself via its actions and / or omissions. <i>For example, withholding passports from migrant workers engaged by the entity.</i>	A reporting entities' activities and / or omissions that facilitate or enable modern slavery. <i>For example, placing unreasonable lead times on a supplier which results in the factory workers working excessive overtime without compensation.</i>	Connected through modern slavery through the reporting entities products, services and business relationships. <i>For example, engaging a supplier who engages in forced labour practices.</i>

Our risk assessment process focuses on both risk to people and risk to business. The risk matrix assesses the inherent risks of industries, goods or services provided and location which includes the assessment of people risk factors. For example, considerations of the engagement of labour hire, which is both a supply chain and operational risk factor considers the inherent risks associated with labour hire which includes risk indicators such as underpayment, debt bondage, withholding of identity documentation and the prevalence of migrant workers.

Operational risks

Hanshow considers that it has a low risk of modern slavery occurring in its operations. Hanshow has a documented policy and procedure framework which applies to both Hanshow and Hanshow NZ. The policy and procedure framework includes the following:

- Modern Slavery Policy
- Whistleblower Policy
- Code of Conduct Policy
- Workplace Health and Safety Policy

- Risk management Policy and Procedure
- Workplace Grievance Mechanism Policy

As outlined above, Hanshow provides a variety of grievance mechanisms to its employees and stakeholders. This includes a whistleblower reporting mechanism which is available for employees, suppliers, contractors and other eligible whistleblowers to report reportable conduct through, and a workplace grievance mechanism for workplace and employment related grievances.

In terms of jurisdictional risks, Hanshow and Hanshow NZ operate in low-risk countries for modern slavery. Hanshow ensures that it pays employees in accordance with legislative requirements and has onboarding training as well as specialised technical training programs for in-demand skills.

Whilst Hanshow does not engage any labour hire within its operations and currently does not engage any migrant or seasonal workers, Hanshow does engage some subcontractors to install Hanshow products for our clients where Hanshow is responsible for the entire product installation products, and to carry out regular in-store product inspections. Hanshow recognises that subcontractor arrangements may present different modern slavery risk profiles compared to directly employed personnel, and applies proportionate oversight measures tailored to these arrangements.

Overall, we maintain that our risk of modern slavery in our operations is low, however we acknowledge the need to consider that our operational risk profile is evolving as we mature our risk assessment processes and our modern slavery compliance framework as a whole.

Supply chain risks

Regarding the risks associated with the industry categories of suppliers that we engage, Hanshow has conducted an analysis of the modern slavery risks associated with its highest risk supply chains in accordance with the UNGP's.

Supplier Category	Link to Hanshow	Likelihood	Impact to people	Broader risk
Cleaning	Directly linked	Moderate	Risk factors include: • Underpayment (often through multiple subcontracting layers) • Debt bondage and wage theft (deceptive recruitment) • Excessive overtime	There is an increased prevalence of subcontracting arrangements within cleaning supply chains which reduces visibility over the workers who are ultimately providing the cleaning services, increasing risk of forced labour indicators such as worker underpayment.

Supplier Category	Link to Hanshow	Likelihood	Impact to people	Broader risk
			Withholding of identity documents. The above risks are exacerbated by the prevalence of migrant workers (who are often on temporary employment arrangements) in this industry.	Furthermore, the cleaning industry employs a large number of temporary workers. These roles are attractive to migrant workers and individuals with limited English, increasing financial vulnerability of the workers.
Logistics (i.e., freight)	Directly linked	Moderate	Risk factors include: - short term nature of contracts; - prevalence of migrant workers; and - isolated and poor working conditions.	We engage third party logistics and freight services providers for the transportation of electronic retail equipment, components and related products. Freight services include international sea freight and air freight shipments from overseas manufacturing locations into Australia and New Zealand, as well as local domestic transport and warehousing services. Global freight, specifically sea freight, can carry heightened modern slavery risks for workers because of the fragmented system of regulatory oversight, isolated working conditions, and

Supplier Category	Link to Hanshow	Likelihood	Impact to people	Broader risk
				the short-term nature of contracting. There is also a large prevalence of migrant workers who are increasingly vulnerable to modern slavery risk indicators.
Accessories (i.e., supplied by suppliers such as electronics accessories, point of sale displays)	Directly linked	Moderate	Risk factors include: • poor working conditions and labour / WHS practices; • excessive overtime; and • forced and bonded labour.	Electronic accessories can carry elevated inherent modern slavery risk given the complexity of the supply chains of these accessories due to the different components that come together to make the electronic accessories. Hanshow sources componentry and accessories from suppliers located in various jurisdictions. These suppliers mainly provide electronic components, plastics, metal parts, packaging materials and related accessories used in Hanshow products. The Hanshow Group undertakes due diligence on these suppliers at a group level.

Hanshow acknowledges that modern slavery risks can exist within its supply chains, including at deeper tiers such as component manufacturers, raw material processors and upstream suppliers. Our due diligence framework focuses primarily on Tier 1 suppliers, while we continue to engage with Tier 1 suppliers on the practices of their own upstream supply chains. Hanshow has not identified any confirmed instances of modern slavery practices within its supply chains, including within its own component manufacturers, raw material processors and upstream suppliers. Hanshow recognises that certain parts of its supply chain may present elevated risk, including electronics manufacturing, component sourcing, third-party logistics, temporary labour, and suppliers located in jurisdictions or sectors associated with higher forced-labour risk.

Criteria 4 – Actions to assess and address modern slavery risks in operations and supply chains

During the last reporting period, our main priority was to educate ourselves regarding the Act, its requirements and to commence mapping out the actions required to assess and address risks of modern slavery. In this reporting period, we have commenced the initial implementation of the actions required to ensure that Hanshow can begin to assess and address our operational and supply chain modern slavery risks on an ongoing basis.

Third Party Guidance

In the last reporting period, we obtained third party guidance to help us develop action items for this reporting period. This has assisted us in implementing a foundation for our modern slavery compliance framework, which is outlined below. We continue to obtain ad hoc advice from third party advisors, including in the development of this modern slavery statement.

Modern Slavery Policy

In the last reporting period, we mapped out the foundations of our Modern Slavery Policy which is the foundational document for the governance of our modern slavery compliance framework. The Modern Slavery Policy sets out our approach the assessment of modern slavery risk (as further described in **Criteria 3**) and how we approach our legislative obligations under the Act.

Supplier Code of Conduct

During the reporting period, we considered how a Supplier Code of Conduct could operate within our modern slavery compliance framework and how it could assist us in setting expectations with our suppliers with regard to modern slavery, including our expectations of how suppliers can assist us in meeting our legislative obligations by cooperating with due diligence processes. We will continue to consider this within the CY2026 reporting period.

Modern Slavery Contract Clause

We have developed a modern slavery contract clause which will be embedded into our template supply contracts. Embedding contractual requirements surrounding modern slavery into our supply contracts sets expectations with our suppliers prior to them being engaged by Hanshow around modern slavery and our obligations under the Act. We anticipate that the new template supply contracts containing the modern slavery clause will be rolled out during the CY2026 reporting period.

Due Diligence Framework

We have developed and implemented a due diligence framework to assist us in with conducting due diligence on suppliers assessed with high inherent risk based on factors such as their location and the goods and services that they provide to Hanshow. The framework involves differing components from reviewing modern slavery statements, conducting desktop research to issuing a self-assessment questionnaire (see further information below). This then informs what further communications with suppliers are required.

The due diligence framework will be utilised by Hanshow to prioritise suppliers for additional due diligence to assess the residual risks associated with our suppliers.

Modern Slavery Questionnaire

During the reporting period, we have developed and implemented a modern slavery questionnaire. In future reporting periods, we intend to send this to suppliers identified through the risk assessment process as carrying elevated inherent risk indicators in accordance with our due diligence framework, which is described further below.

The intention of the modern slavery questionnaire is to assess the residual modern slavery risk posed by suppliers with a high inherent risk to inform further due diligence.

Remediation — At present, Hanshow has not identified any instance of modern slavery requiring remediation. Should such an instance be identified, Hanshow's response will follow a stepped approach guided by the UNGPs, including engagement with the supplier, support for affected workers, escalation to the Board, and where appropriate, termination of the supplier relationship and referral to relevant authorities

Criteria 5 – Assessing the effectiveness of our actions

For the CY2025 reporting period, Hanshow assesses the effectiveness of its actions primarily based on whether we have met and progressed the action items outlined in the previous modern slavery statement.

A status update against the action items outlined in the CY2024 modern slavery statement is as follows:

Action Item	Status Update
Developing a due diligence framework to comprehensively risk assess and conduct due diligence on suppliers.	Completed.
Developing a supplier modern slavery questionnaire to send to suppliers identified through the risk assessment process to undertake a deeper assessment of modern slavery risks.	Completed.
Review of tender documentation and consideration of modern slavery contract clause to embed into supply contracts.	Underway.
Implementation of Modern Slavery Policy.	Completed

Consideration of a Supplier Code of Conduct to govern and reflect our expectations of our suppliers.	Underway.
--	-----------

Based on the above, Hanshow has implemented the foundations of its modern slavery compliance framework. However, we acknowledge that to be able to assess how effective the modern slavery compliance framework is, we need to take the next step of undertaking due diligence to assess residual modern slavery risk.

As we mature in our modern slavery compliance framework, we will be able to assess the effectiveness of our due diligence efforts as we begin to issue questionnaires and undertake further due diligence. For example, we intend to assess the:

- quality of the information received from the modern slavery questionnaire and assess its effectiveness of assessing residual modern slavery risk;
- percentage of suppliers assessed against our due diligence framework; and
- number of supply contracts with the new modern slavery clause.

For the CY2026, an action plan will be developed to guide our modern slavery compliance framework for this next reporting period. The focus of this reporting period will be embedding of due diligence processes as business as usual, including issuing the modern slavery questionnaire to suppliers identified through the risk assessment process.

Criteria 6 – Consultation

This modern slavery statement for the CY2025 reporting period has been developed by Hanshow on behalf of its included entity Hanshow NZ.

The following governance structures have assisted in consultation and uniform engagement across Hanshow and Hanshow NZ through the implementation of our modern slavery compliance framework:

- The policy and procedure framework outlined in **Criteria 3** applies to both Hanshow and Hanshow NZ, ensuring a uniform policy framework across the Australia and New Zealand operations.
- The Board governs both Hanshow and Hanshow NZ which then reports annually up to the Board of the Head Co.

Representatives from Hanshow and Hanshow NZ were engaged throughout the development and roll out of the action items outlined in **Criteria 4**. Going forward, there will be continual consultation between representatives of both Hanshow and Hanshow NZ as we mature and expand our modern slavery compliance framework in future reporting periods.

Criteria 7 – Any other relevant information

Hanshow notes the establishment of the Office of the Australian Anti-Slavery Commissioner and the ongoing consultation on amendments to the Act, including the introduction of mandatory due diligence obligations. Hanshow will continue to align its modern slavery compliance framework with evolving regulatory expectations.

Hanshow does not consider any other information to be relevant to this Statement for the CY2025 reporting period.

Approval

This modern slavery statement is Hanshow's second modern slavery statement and is for the period of 1 January 2025 to 31 December 2025. This modern slavery statement has been reviewed and approved by the Directors of Hanshow Australia Pty Ltd, being the principal governing body of the reporting entity, on [date]..



Jun Chen – Chair

26 June 2026