

Modern Slavery Statement

Ecowize Holdings

FY2025 (1st July 2024 to 30th June 2025)

This modern slavery statement is prepared under the Modern Slavery Act 2018 (Cth) and outlines how Ecowize identifies, assesses and addresses modern slavery risks in our operations and supply chains.

In preparing this statement, Ecowize Holdings Pty Limited and its controlled entities reflects its commitment to upholding human rights and preventing modern slavery in all its forms. We understand that this commitment, is essential for long-term success for the company and the wellbeing of the communities that it engages in.

Our continual operations and review of policies, procedures and practices support this commitment whilst also promoting fairness and inclusion

- Reporting entity: Ecowize Holdings Pty Ltd ABN: 16 100 974 810
- Head office: 3.02, 32 Delhi Road, North Ryde, NSW
- Statement coverage: Joint statement across controlled entities

Approval: 18th December 2025

2. Structure, operations and supply chains

Structure and Operations

Ecowize employs over 5,000 people delivering hygiene, cleaning optimisation and related services and products across Australia, New Zealand, South Africa and the USA. Service delivery is undertaken through a combination of directly employed staff and subcontracted service providers operating at client sites.

Supply Chains

Ecowize's supply chain includes suppliers of consumable products, cleaning and hygiene equipment, PPE, uniforms, chemicals, packaging and logistics services. While many suppliers operate within our four operating countries, certain products are manufactured offshore and sourced through local distributors. Ecowize recognises that extended, multi-tier supply chains—particularly for manufactured goods—present an increased modern slavery risk.

Our operations

- Delivery of cleaning and facility services and related products and equipment across Australia, New Zealand, South Africa and the USA with a strong focus on the food industry
- Mix of direct employees and (where needed) contractors/subcontractors
- Work performed at customer sites and across multiple locations
- Strong focus on safety, compliance and ethical conduct

Our supply chain

- Cleaning & hygiene consumables and chemicals
- PPE and uniforms
- Equipment and maintenance services
- Logistics and transport services
- Specialist subcontractors (as required)

3. Modern slavery risks

Based on a review of its operations and supply chains, Ecowize has identified that its most salient modern slavery risks arise in the following areas:

Manufactured goods and consumables, including uniforms, PPE, equipment and packaging, where offshore manufacturing and limited supply chain transparency may increase the risk of forced labour, child labour or exploitative working conditions.

Subcontracted labour and service delivery, where risks may include underpayment, excessive working hours, insecure work arrangements or coercive practices, particularly for migrant or vulnerable workers.

Logistics and transport services, which may involve complex labour arrangements and subcontracting.

These risks are heightened where suppliers operate across multiple tiers, engage temporary or migrant labour, or source goods from regions with weaker labour protections.

Risks in operations

We consider risk in direct operations to be lower where we have strong visibility of working conditions. However, risk may exist where work is labour-intensive or where subcontractors are used.

- Underpayment or non-compliant employment arrangements
- Excessive hours, unsafe work practices
- Vulnerability of migrant / low-skilled workers
- Risks introduced through subcontracting

Risks in supply chain

We consider procurement supply chains to present a higher inherent risk, particularly where goods are produced offshore or where supply chains are multi-tiered.

- Uniforms/textiles, PPE and equipment manufacturing
- Cleaning consumables and chemicals sourcing
- Labour hire and subcontracted services
- Limited transparency beyond Tier 1 suppliers

4. Actions taken to assess and address risks

Governance

- Executive oversight
- Risk-based approach
- Escalation pathways
- Wellbeing checks and compliance continues for visa workers – clear structures in place for our PALM scheme workers
- Continued internal safety and compliance audits to meet company expectations and ISO accreditations

Policies

- Code of Conduct
- Whistleblower process
- Modern Slavery policy
- Review of policies around code of conduct, respect at work, modern slavery and related procedures

Supplier due diligence

- Onboarding checks
- Contract clauses
- Targeted supplier engagement
- Supplier engagement selected for quality and ethical practice – with majority of suppliers being locally based

Training & speak-up

- Awareness comms
- Reporting channels
- Continuous improvement
- Learning modules for those that manage teams and part of decision making that directly impacts potential risks – part of our learning suite

During the reporting period, Ecowize undertook a range of actions to assess and address modern slavery risks across its operations and supply chains, including:

Supplier onboarding and screening: modern slavery risk considerations were incorporated into supplier onboarding, with higher-risk suppliers subject to additional review and information requests.

Contractual controls: modern slavery clauses were included in new and renewed supplier and subcontractor agreements, outlining expectations regarding lawful employment practices and ethical conduct.

Subcontractor oversight: Ecowize reviewed subcontractor arrangements to confirm right-to-work, award compliance and alignment with Ecowize’s Code of Conduct.

Risk escalation: where potential risks were identified, Ecowize engaged directly with suppliers or subcontractors to clarify practices and, where required, implement corrective actions.

Ecowize did not identify any confirmed instances of modern slavery during the reporting period.

5. Grievance mechanisms & remediation

How concerns can be raised

- Line manager or site supervisor
- General Management
- People & Culture
- Whistleblower channel (confidential)
- Customer feedback channels (where applicable)

If modern slavery is suspected

- Investigate promptly and document actions
- Prioritise the safety and wellbeing of affected persons
- Engage suppliers/partners to remediate issues
- Escalate to senior leadership and, where required, regulators

6. Assessing effectiveness

How we measure whether our actions are working

Program area	How we assess effectiveness (examples)
Policy & governance	Annual review of policies; leadership oversight; documented actions
Supplier onboarding	Completion of onboarding checks; contract clauses in place; exceptions tracked
High-risk suppliers	Targeted engagement; requests for supply chain transparency; corrective actions
Training & awareness	Participation tracked; communications issued; staff feedback collected
Speak-up & remediation	Concerns logged and investigated; timeframes met; lessons learned incorporated

Ecovize assesses the effectiveness of its actions through a combination of qualitative and quantitative measures, including:

- the proportion of new suppliers and subcontractors assessed for modern slavery risk;
- the number of higher-risk suppliers subject to enhanced due diligence;
- completion of modern slavery awareness activities for relevant staff; and
- monitoring of grievances or concerns raised through internal or external channels.

These measures inform ongoing improvements to Ecovize's approach and help prioritise areas for further focus in future reporting periods.

7. Next steps (continuous improvement)

Planned improvements for FY2026

Focus area	Planned actions
Policy	Review and update policies and templates annually
Engagement	Consult/engage with suppliers and clients on expectations
Risk	Review supply chain risk profile and prioritise higher risk categories
Training	Deliver annual modern slavery awareness for staff and relevant contractors
Communication & reporting	Maintain clear reporting channels; share progress internally
Remediation	Work with relevant parties to remediate any identified issues

8. Consultation

How this statement was prepared

In preparing this Statement, Ecowize undertook internal consultation with key business functions, including procurement, operations, people and culture, and senior leadership, to ensure the Statement reflects operational practices and identified risks.

Feedback from these stakeholders informed the identification of risk areas and the prioritisation of actions for the reporting period.

Ecowize recognises that workers engaged within its operations and supply chains may face barriers to raising concerns. Ecowize maintains mechanisms for reporting concerns, including whistleblowing and grievance channels, and seeks to ensure these mechanisms are accessible to employees and, where practicable, subcontractors and suppliers.

Ecowize is committed to continuous improvement and will build on the actions outlined in this Statement in future reporting periods.

9. Endorsement

Approval statement

This Modern Slavery Statement was approved by the principal governing body (or an authorised member of the principal governing body) of Ecowize Holdings Pty Ltd on 18th December 2025.

Signature

Name: Peter Maibom

Title: Director

Date: 18th December 2025

Submission

- Upload to the Modern Slavery Statements Register
- Retain approval records
- Publish on Ecowize website (if applicable)