

Modern Slavery Statement

Applicable Laws and Standards:

- **Australian Modern Slavery Act 2018 (Cth)**
 - **ISO 20400:2017 – Sustainable Procurement**
 - **ISO 26000 – Social Responsibility**
 - **UN Guiding Principles on Business and Human Rights (UNGPs)**
 - **ILO Conventions on Forced Labour (No. 29 and No. 105)**
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1. Introduction

This Modern Slavery Statement is made by AMO Facility Management Pty Ltd for the reporting period 1 July 2025 to 30 June 2026. AMO is an Australian proprietary limited company operating primarily in Victoria, Australia. AMO does not own or control any subsidiary entities during the reporting period.

2. Structure, Operations and Supply Chains

2.1 Structure

AMO Facility Management Pty Ltd is governed by its Director, who constitutes the principal governing body. The Director is responsible for corporate governance, risk management, procurement oversight, ESG oversight, and approval of this statement. The Company operates under an Integrated Management System aligned to ISO standards.

2.2 Operations

- Commercial cleaning services
- Hygiene and consumables management
- Waste management coordination
- Building maintenance coordination
- Grounds and garden maintenance
- Contractor and subcontractor management
- Compliance monitoring and reporting

AMO engages direct employees, casual employees and subcontractors. All operations are conducted within Australia and subject to Australian workplace laws.

2.3 Supply Chains

- Cleaning chemicals and consumables
- Personal protective equipment (PPE)
- Uniforms and workwear
- Cleaning equipment and machinery
- Waste disposal services
- Specialist subcontractors
- IT and office services

While tier-one suppliers are primarily Australian-based, certain goods may originate from overseas jurisdictions.

3. Modern Slavery Risks

AMO recognises potential modern slavery risks within both its operations and supply chains.

Operational Risk Areas

- Labour-intensive cleaning services
- Use of subcontracted labour
- Industry-wide wage underpayment risks
- Potential sham contracting practices

Supply Chain Risk Areas

- Offshore manufacturing of uniforms and PPE
- Imported cleaning chemicals and equipment
- Multi-tier supply chains with limited visibility

No instances of modern slavery were identified during the reporting period.

4. Actions Taken to Assess and Address Risks

During the reporting period, AMO Facility Management undertook the following actions:

- Developed and implemented a Modern Slavery Policy (MS-01)
- Introduced a Supplier Code of Conduct (MS-04) including anti-slavery clauses
- Conducted a supplier risk assessment and onboarding checklist (MS-06 / MS-08)
- Delivered internal awareness training for managers and procurement staff (MS-11)
- Updated key supplier contracts with modern slavery obligations (MS-15)

- Maintained a whistleblower and grievance mechanism (MS-13 / MS-14)
 - Supplier onboarding and compliance verification
 - Risk based supplier assessments
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5. Assessing Effectiveness

Effectiveness is monitored through:

- Internal audits (MS-16)
- Supplier compliance reviews
- Monitoring of grievance and incident reports
- Director review of compliance metrics
- Annual Integrated Management System review

Key indicators include 100% supplier acknowledgement of the Code of Conduct, 100% subcontractor legal compliance verification, and zero substantiated modern slavery complaints.

6. Consultation with Controlled Entities

AMO Facility Management does not currently own or control other reporting entities.

Consultation occurred internally through Director oversight and engagement with procurement personnel and subcontractors. If this changes, consultation protocols will be developed and documented.

7. Future Commitments

In the next reporting period, AMO Facility plans to:

- Expansion of supplier audits to Tier 2 suppliers
 - Digitisation of supplier compliance tracking
 - Enhanced supply chain origin mapping
 - Industry benchmarking collaboration
 - Modern slavery reporting dashboards
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8. Approval

This statement was approved by the Board of Directors of AMO Facility Management on 10/01/2026.

Signed: Orhan Ajvazovski

Director, AMO Facility Management

Date: 10/01/2026

A handwritten signature in blue ink, appearing to be 'A. Park', is located below the date.