

Active Group Modern Slavery Statement 2025

This Modern Slavery Statement (Statement) has been prepared pursuant to the Modern Slavery Act 2018 (Cth) (the Act). This Statement sets out the actions taken by the Active Group of Companies to address modern slavery risks (trafficking in persons; slavery, servitude; forced marriage; forced labour; debt bondage; the worst forms of child labour; and deceptive recruiting for labour or services) and ensure responsible and transparent practices within its business and supply chains.

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REPORTING ENTITY

This Statement encompasses the following entities:



STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Structure

Active Group (Active) is structured with the following core operating entities:

- Active Tree Services Pty Ltd is the primary services delivery business for vegetation management.
- Aerial Access Pty Ltd is the entity responsible for the purchasing and sale of Elevated Work Platforms (EWPs)
- Active Green Services Pty Ltd is the entity responsible for arboriculture consulting services.

Operations

The Active Group only operate within Australia and provide the following range of services:

Vegetation Management	• Cutting and maintenance of vegetation for Council, Commercial and Infrastructure customers
Sale of EWP's	• Importation of EWPs and assembly as units within Australia for sale internally and externally
Maintenance & Repair	• Repair and maintenance of EWPs and other related plant
Consulting	• Provision of arboriculture advice on vegetation management for Council, Commercial and Infrastructure customers

Supply Chain

The Active Group supply chain encompasses primarily domestic labour and equipment to support its recurring operations, with limited overseas purchasing in the procurement of plant and equipment. It engages with approximately 2,000 suppliers with 99.6% of the supply chain Australian based and low risk providers of services and products.

Supply Chain	Direct Domestic	Direct Foreign	Secondary
Low Risk Exposed	Vendors 1,697 88.6% of total	Vendors 7 3.8% of total	Estimated 6.9%
Risk Exposed Services/Product	Vendors 137 7.9% of total	Vendors Nil 0% of total	Estimated 1.7%
Risk Exposed Locations	NA	Procurement precluded	Procurement precluded
Risk Exposed Entities	Procurement precluded	Procurement precluded	Procurement precluded

Legend:

Direct supply chain partners with whom the Active Group directly engage and interact on a business-to-business basis.

Secondary supply chain partners who are engaged by our Direct partners on our behalf.

Low Risk Exposed products, services, locations and entities with no or low potential for modern slavery, not indicated as Risk Exposed

Risk Exposed Services with higher-than-normal potential for risk, ie cleaning, hospitality, agriculture, textiles production and some types of manufacturing. (Potentially includes Cleaning, Contractors & Temps, Computer Software Maintenance, Software Licenses, Software Development).

Risk Exposed Products with higher-than-normal potential for risk, ie rubber products, bricks and construction materials, minerals, cocoa and tea. (Potentially includes: Safety Equipment & Uniforms, Consumables, Computer Hardware Maintenance, Computer Peripherals, Office Supplies & Consumables)

Risk Exposed Locations countries higher than normal potential for risk, inclusive of: North Korea, Eritrea, Mauritania, Saudi Arabia, Turkey, Tajikistan, the United Arab Emirates, Russia, Afghanistan and Kuwait. May include exposure of vulnerable minorities ie Uyghurs etc

Risk Exposed Entities: Entities with known or suspected modern slavery if identified.

MODERN SLAVERY RISKS

Due to the current nature and scope of Active’s operations and supply chains (as outlined above), together with existing controls, we consider the risk that they are causing, contributing, or directly linked to modern slavery practices to be broadly mitigated resulting in a low risk profile. This assessment (outlined in the following table) considers the potential risk of modern slavery in Active’s supply chains, including geographic risks from where materials are sourced, the products and services sourced, the sectors operated in, and the supply chain model involved.

Risk Categories	Direct Domestic	Direct Foreign	Secondary
Low Risk Exposed	Low	Low	Medium
Risk Exposed Services	Medium	High	High
Risk Exposed Products	Medium	High	High
Risk Exposed Locations	NA	High	Very High
Risk Exposed Entities	Very High	Very High	Very High

ANTI-MODERN SLAVERY ACTIONS, PRACTICES AND DUE DILIGENCE

Recognising the generally low risk range of our supply chain, the following actions and due diligence have been taken to ensure effective prevention of modern slavery:

- Policy and Process – Active has well defined internal systems of control through our policies and processes.
- Training and Awareness – Persons with procurement responsibilities in High or Very High procurement categories have completed Modern Slavery Awareness and Procurement training. Persons with general procurement in the Low-Medium range have been educated regarding Modern Slavery via awareness of this Statement. Training and

awareness of Modern Slavery elements has also been provided to Active's leadership team;

- Procurement Control – All High-Risk categories are centrally controlled and restricted to procurement by designated persons who have completed the required training. All High-Risk procurement is accompanied by a risk assessment and due diligence during the procurement process;
- Recruitment/Employer Control – All employment practices and labour hire practices are conducted in accordance with Australian Fair Work Act, relevant Labour Hire practices as guided by our Human Resources policies;
- Contractors & Direct Suppliers – All preferred suppliers and sub-contractors are required to commit to Modern Slavery compliance in accordance with the Act;
- Secondary Suppliers – Preferred suppliers are required to commit to Modern Slavery due diligence in their management and control of Secondary Suppliers;
- Whistleblower Reporting – Any activity causing, contributing, or directly linked to modern slavery practices may be reported via the Whistleblower reporting procedure in accordance with the Whistleblower policy.

EFFECTIVENESS OF CONTROLS AND ACTIONS

Active maintains an ongoing assessment of our Modern Slavery controls, informed by reported issues/concerns, benchmarking and auditing reviews with our customers, consultation and engagement with our suppliers.

The controls have thus far remained effective and sustained our assessment for an overall low risk of modern slavery within our activities and supply chain.

CONSULTATION

Active Group operates within a unified wholly Australian operation. The Board has consulted with our owners and senior management of the organisation to ensure that all parties are informed, committed and engaged to ensuring an effective framework of anti-modern slavery controls.

STATEMENT APPROVAL

This Statement was approved in the Board meeting on 16 December 2025 by the Board of Directors of the Active Group and of each of the reporting entities (Active Tree Services Pty Ltd, Aerial Access Australia Pty Ltd and Active Green Services Pty Ltd) covered by this Statement.



Richard Nedov
Managing Director