

# Modern Slavery Report 2025



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## Introduction

This Modern Slavery Report is prepared in accordance with the Australian Modern Slavery Act 2018. This document outlines the steps taken by Blackmagic Design Pty. Ltd to identify, manage, and mitigate the risk of modern slavery in our operations and supply chains during the reporting period of 2025.

## Company Overview

Blackmagic Design Pty. Ltd., a global leader in the electronics industry, specializes in manufacturing cutting-edge technology for creative industries. Our facilities span across Australia, Indonesia, and Singapore, supported by a global supply network. Our head office is located at 180 Bank Street, South Melbourne, 3205, Australia.

## Structure, Operations, and Supply Chains

Headquarters:

- Blackmagic Design Pty. Ltd., South Melbourne, Australia.
- Manufacturing Plants: Australia, Indonesia and Singapore.
- Global Supply Chain: Involving suppliers from various countries, primarily focusing on electronic components, mechanical components, raw materials, and logistics services.

Affiliated Companies Sales:

- Blackmagic Design Inc., USA
- Blackmagic Design Ltd., United Kingdom
- Blackmagic Design Corporation, Japan
- Blackmagic Design Asia Pte. Ltd., Singapore

Affiliated Companies Manufacturing:

- Blackmagic Design Pty. Ltd., Australia
- Blackmagic Design Manufacturing Pte. Ltd., Singapore
- PT Blackmagic Design Manufacturing, Indonesia

Affiliated Companies Engineering and Development:

- Blackmagic Design Pty. Ltd., Australia
- Blackmagic Design Technology Pte. Ltd., Singapore
- Blackmagic Design (Technology) Ltd., United Kingdom
- Blackmagic Design B.V., Netherlands
- Blackmagic Design H.K. Ltd., Hong Kong
- Teranex Systems, Inc., USA
- Blackmagic Design Technology Inc., Canada

## Risks of Modern Slavery Practices

We acknowledge that certain aspects of our operations and supply chains may be susceptible to modern slavery risks, particularly considering the global nature and geographic scope of our activities. The key risks relating to Modern Slavery are as follows:

**Labour Exploitation Risk:** The risk that labour is exploited in terms of workload, wages, living arrangements and travel freedom.

**Recruitment and Supply Chain Risk:** Risks related to the use of bonded recruitment and unlicensed labour supply sources.

**Regional and Political Risk:** Relating to operations in areas where enforcement of labour standards is weak.

**Reputational and Stakeholder Risk:** Relating to media coverage and scandals and worker protests.

**Compliance and Governance Risk:** Relating to non compliance with Modern Slavery Acts.

## Actions to Assess and Address Risks

Blackmagic Design Pty. Ltd is committed to ethical business practices and human rights. During the reporting period, we have maintained the following measures:

**Supplier Code of Conduct:** We have a Supplier Code of Conduct requiring all suppliers to adhere to international human rights standards.

**Due Diligence:** Continued due diligence processes when auditing new suppliers, including risk assessments and follow up audits.

**Training and Awareness:** Improved training for employees involved with supplier audits to heighten awareness about modern slavery and how to identify and respond to associated risks.

**Supplier Visits:** Continued regular audits of our manufacturing facilities and selected suppliers, including on site visits to ensure quality of manufactured components and compliance with our ethical standards.

**Compliance:** Operational management are responsible for managing the risks as part of their day to day operations. This is overseen by senior management, taking into consideration any additional actions that may be appropriate to maintain compliance.

## Effectiveness of Actions

To evaluate the effectiveness of our actions, we regularly review supply chain audits and re assess potential risks. Improvements are made as required based on these evaluations to enhance our approach to modern slavery risk management.

## Future Commitments

Blackmagic Design Pty. Ltd remains dedicated to constantly monitoring modern slavery in our operations and supply chains. Future commitments include expanding our supplier audit program and increasing transparency and, enhancing our risk assessments.

## Conclusion

This report reflects Blackmagic Design Pty. Ltd's commitment to combating modern slavery. We strive to create a transparent and ethical business landscape that safeguards the rights of all individuals involved in our operations.

## Approval

This statement was approved by the board of directors of Blackmagic Design Pty. Ltd. on 16 December 2025 and is signed by Grant Petty, CEO.

Signature: 

**Grant Petty**  
CEO  
Blackmagic Design Pty. Ltd.

16 December 2025