



Modern Slavery Statement

2025

Securely Connected Everything™

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Introduction

The Australian *Modern Slavery Act 2018* (Cth) (“the Act”) establishes a legislative framework to identify, address, and reduce modern slavery risks and incidents within global supply chains. It mandates that certain large entities (organisations) publish an annual Modern Slavery Statement. This statement must detail the actions taken to assess, address and mitigate modern slavery risks in their operations and supply chains.

Modern slavery encompasses situations where coercion, threats, or deception are used to exploit victims, thereby undermining or depriving them of their freedom. This includes practices such as trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruitment.

This statement is made as a submission under the *Australian Modern Slavery Act 2018* (the Act) by Orro Pty Ltd as an entity that meets the reporting threshold for the Act. This statement is made with respect to the financial year ending 30 June 2025 (“the Reporting Period” or “FY2025”).

This statement sets out the steps we have taken to assess and address the risks of modern slavery practices taking place within our operations or our supply chains during the Reporting Period. In this Modern Slavery Statement, the terms “Orro”, “the Company”, “our business”, “organisation”, “we”, “us”, and “our” refer to Orro Pty Ltd and the group of companies, except where the context otherwise indicates. The ultimate parent company for Orro Pty Ltd is Orro HoldCo Pty Ltd (Orro HoldCo).

Orro is a privately owned company, with an annual turnover of above AUD100 million. A full list of entities controlled by Orro HoldCo is listed on pages 5, 6, 7, 8 and Appendix B. To find out more about Orro, visit our website:

<https://orro.group/>

Message from the CEO

Orro's mission to keep organisations securely connected extends beyond technology, it encompasses our responsibility to the people behind our operations and supply chains. As an Australian-owned technology company specialising in security, networks, cloud and modern workspace, we recognise the trust our customers place in us to strengthen their resilience, and performance must be matched by our commitment to protecting the fundamental rights and dignity of every individual connected to our business.

Previously, we made note of the Global Estimates of Modern Slavery from the International Labour Organisation, Walk Free, and the International Organisation for Migration, in that fifty million people were living in modern slavery in 2021.¹ This is what had inspired our initiative to assess and understand risks in our supply chain, leading us to produce our first voluntary annual statement in 2021, before it became a mandatory requirement for us.

Under Modern Slavery, victims of forced labour include 17.3 million exploited in the private sector and 3.9 million in state-imposed forced labour. The Asia Pacific region has the highest number of people in forced labour (15.1 million), while the Arab States have the highest prevalence (5.3 per thousand people).² The 10-year trend analysis also indicates a rise in the number of countries engaging in various violations of workers' rights.³

We continue to recognise the collective responsibility for businesses to understand and address their areas of impact to mitigate harm to people, and to respect the human rights of all people our business touches. This is our fifth Modern Slavery Statement, reflecting our ongoing commitment to continuous improvement in how we identify, manage, and mitigate modern slavery risks across our operations and supply chains. As our understanding has evolved, so too has our approach. Guided by our values of leadership, integrity, ownership, and teamwork, we continue to strengthen human rights protections across our operations, extending beyond our direct employees to the suppliers and partners we work with, driving responsible practices throughout our wider supply chain.

Key progress made during the 2025 reporting year has included:

- Updated Orro's supplier agreement template to require modern-slavery risk controls, responsible reporting of concerns and use of Orro's whistleblowing channel.
- Introduced a standalone Modern Slavery Policy to provide clearer guidance and enhanced oversight, independent of the broader company handbook.
- Introduced new Code of Conduct and Supplier Code of Conduct policies with an independent section on human rights and modern slavery, as well as guidance on how to disclose.
- Implemented a supplier survey, with a structured escalation process plan to address gaps in participation.
- Began the integration and consolidation of our internal procurement team resources.
- Secured a vendor and supplier due diligence platform with the plan to add Modern Slavery in FY2026.
- Drafted sector-based case studies in 2025 to highlight approaches to human rights and modern slavery challenges, scheduled for publication in FY2026.

We consistently welcome amendments to the Act to enhance and drive accountability for modern slavery within Australian businesses and their operations.

This statement was approved by the Board of Orro.



Daniel Greengarten
Chief Executive Officer

¹ [50 million people worldwide in modern slavery](#), International Labour Organization (2022)

² [Global Estimates of Modern Slavery: Forced Labour and Forced Marriage](#), International Labour Organization, Walk Free, and International Organization for Migration (2022)

³ <https://www.ituc-ap.org/news-and-updates/2024-ituc-global-rights-index-asia-pacific-records-widespread-systematic-labour-rights-violations-once-again> (2024)

About Orro

Orro Pty Ltd (Orro) (ABN 72 111 999 663) is an Australian technology enterprise specialising in the provision of secure, end-to-end IT/OT (Operational Technology) infrastructure services. Our head office is registered at Suite 503, 50 Clarence Street, Sydney NSW 2000 Australia. Orro encompasses New Zealand entities Liquid IT Limited and Pudil Limited, catering to customers across both Australian and New Zealand markets. Additionally, Remote Pty Ltd, a new subsidiary of Orro, extends our services to government and defence clients.

Orro is a privately owned enterprise and a member of the Orro group of companies under Orro HoldCo Pty Ltd (Orro HoldCo), whose primary investor is LVP (ABN 61 159 465 193).

While Orro Pty Ltd is the entity that meets the Modern Slavery threshold, Orro HoldCo serves as the ultimate parent company of this entity as well as all other listed entities. Consequently, all these entities are included under this statement. The names of these entities are affiliated with our brand, and no other trading or brand names are associated with the Orro group of companies.

Entity	Type of entity	Activities	Location
Orro HoldCo Pty Ltd ACN 653 127 514 ABN 12 653 127 514	Holding Company	Ultimate Group parent company	Sydney, NSW
Orro MidCo Pty Ltd ACN 653 129 830 ABN 72 653 129 830	Holding Company	Does not conduct operations	Sydney, NSW
Orro FinCo Pty Ltd ACN 653 130 404 ABN 35 653 130 404	Holding Company	Does not conduct operations	Sydney, NSW
Cirrus HoldCo Pty Ltd ACN 632 826 030 ABN 96 632 826 030	Holding Company	Does not conduct operations	Sydney, NSW
Orro Pty Ltd ACN 111 999 663 ABN 72 111 999 663	Local Operating Entity	Main trading entity	Sydney, NSW
Cirrus MidCo Pty Ltd ACN 639 242 774 ABN 60 639 242 774	Holding Company	Does not conduct operations	Sydney, NSW
Comscentre Pty Ltd ACN 104 092 364 ABN 76 104 092 364	Local Operating Entity	Does not conduct operations	Sydney, NSW
Comscentre (WA) Pty Ltd ACN 626 372 834 ABN 97 626 372 834	Local Operating Entity	Does not conduct operations	Perth, WA
Network Technology Capital Pty Ltd	Local Operating Entity	Does not conduct operations	Brisbane, QLD

ACN 131 174 957 ABN 28 131 174 957			
Comscentre Networks Pty Ltd ACN 149 833 732 ABN 31 149 833 732	Local Operating Entity	Does not conduct operations	Brisbane, QLD
e-Secure Pty Ltd ACN 086 248 419 ABN 48 086 248 419	Local Operating Entity	Does not conduct operations	Sydney, NSW
Infrasecure Limited Company number: 8091664	Fully owned subsidiary of e-Secure Pty Ltd	Cyber services	London, UK
RIOT Solutions Pty Ltd ACN 606 466 102 ABN 73 606 466 102	Local Operating Entity	Cyber and Network Services	Brisbane, QLD
NW Computing Pty Ltd ACN 600 642 402 ABN 37 600 642 402	Local Operating Entity	Orro Pty Ltd conducts operations	Melbourne, VIC
Correct Solutions Pty Ltd ACN 059 444 576 ABN 16 059 444 576	Local Operating Entity	Does not conduct operations	Sydney, NSW
Coloured Lines Australia Pty Ltd ACN 151 179 127 ABN 35 151 179 127	Local Operating Entity	Orro Pty Ltd conducts operations	Melbourne, VIC
Noojee Contact Solutions Pty Ltd ACN 119 051 311 ABN 57 119 051 311	Local Operating Entity	Does not conduct operations	Melbourne, VIC
Noojee Telephony Solutions Pty Ltd ACN 612 365 250 ABN 56 612 365 250	Local Operating Entity	Does not conduct operations	Melbourne, VIC
Orro NZ Bidco Limited Company number: 8940648 NZBN: 9429051640668	Holding Company	Does not conduct operations	Auckland, New Zealand
Liquid IT Limited Company number: 5862109 NZBN: 9429042105411	Foreign Operating Entity	Cloud, Network, Cyber Services	Wellington, New Zealand
Pudil Limited Company number: 8247681	Foreign Operating Entity	Legal owner of proprietary software	Wellington, New Zealand

NZBN: 9429049966336			
Remote Pty Ltd ACN 086 319 146 ABN 21 086 319 146	Local Operating Entity	Outsourced staff contracting	Canberra, ACT
Orro Finance Pty Ltd ACN 681 658 257 ABN 18 681 658 257	Local Operating Entity	Does not conduct operations	Sydney, NSW
Orro Group Philippines Inc	Foreign Operating Entity	Network Operations centre support based in Philippines	Manila, Philippines
Orro Cloud Philippines Corp	Foreign Operating Entity	Cloud and Security Operations centre support based in Philippines	Clark, Philippines

During the reporting period, Orro successfully acquired a new entity, Remote Pty Ltd (Remote), in Australia as of February 2025. This strategic acquisition has significantly expanded and fortified our service offerings within the government and defence sectors. At the time of acquisition, Remote had a workforce comprising approximately six directly employed staff and 92 casual employees engaged in Australian Government and defence projects.

Additionally, at the close of FY2024, Orro divested its private cloud business to an Australian-owned company. This transaction included the transfer of 30 employees based in the Clark office in the Philippines and 21 employees located in Australia.

Deregistered 18 June 2025

Correct DC Pty Ltd ACN 160 003 707 ABN 56 160 003 707	Local Operating Entity	Does not conduct operations	Sydney, NSW
COREDV Pty Ltd ACN 601 692 335 ABN 60 601 692 335	Local Operating Entity	Does not conduct operations	Sydney, NSW
Correct IT Pty Ltd ACN 160 003 529 ABN 14 160 003 529	Local Operating Entity	Does not conduct operations	Sydney, NSW
RedeemDR Pty Ltd ACN 161 136 554 ABN 59 161 136 554	Local Operating Entity	Does not conduct operations	Sydney, NSW
Mach Technology Pty Ltd ACN 115 162 564 ABN 58 115 162 564	Local Operating Entity	Does not conduct operations	Brisbane, QLD
Noojee I.T. Pty Ltd ACN 087 329 744 ABN 40 087 329 744	Local Operating Entity	Does not conduct operations	Melbourne, VIC

No longer trading

Orro CI Pty Ltd ACN 678 312 546 ABN 25 678 312 546	Local Operating Entity	Does not conduct operations	Sydney, NSW
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Our Operations

Our operations focus on enabling customers to achieve strong business outcomes through secure, resilient, and seamlessly connected technology environments. We assist organisations across the full lifecycle of digital network services, cloud infrastructure, cybersecurity solutions and modern workplace technologies.

Our team combines technical expertise with practical delivery, handling the procurement, configuration, and ongoing management of technology across IT and OT environments. Key business activities include sourcing IT infrastructure and devices, providing IT and cybersecurity services, and supporting internal business functions such as marketing, human resources and finance.

Our sites & work force

We operate across six offices in Australia (Melbourne, Sydney, Brisbane, Perth, Canberra and Darwin), with additional staff working remotely from various regional locations. We also maintain a presence with direct employees based in Manila, Philippines; London, United Kingdom; and Wellington, New Zealand. Our operational footprint is strategically designed to support the delivery of our comprehensive digital services.

All our clients are based in Australia and New Zealand. As of 30 June 2025, Orro had 300 directly employed permanent workers and 115 temporary contract workers in Australia, 5 directly employed permanent workers in the UK, 160 directly employed permanent workers in the Philippines and 38 directly employed permanent workers in New Zealand.

Our Philippines offices complement our Australian operations by serving as a dedicated service centre, providing technical assistance to our clients. All staff in our Philippines locations are directly employed by Orro and possess technical expertise in our related technology solutions and services. The functions are further supported by a dedicated finance, human resources and project management teams.

Similarly, our UK-based staff, also direct employees of Orro, offer expert technical and digital support, particularly in cyber security services. They ensure a seamless, 24/7 "follow the sun" cyber security function, safeguarding our Australian clients around the clock.



Our supply chains

Supplier Relationships and Procurement Structure:

Our largest supplier relationships predominantly constitute long-term partnerships for technology services and products, including technology hardware, software, office equipment, personal protective equipment, and services supporting both our operations and our customers' operations. These relationships are managed by the Orro ValidPro, Cloud and Network sales operations, support, procurement and provisioning teams.

Our procurement structure is currently both centralised and decentralised, and we have been undertaking work to integrate and consolidate these functions. Purchasing decisions require approval from finance and contract teams and/or management. Additional sourcing occurs through delegated authority with management approval in accordance with our procurement policy and approved suppliers.

Geographic Distribution and Supply Chain Visibility:

We primarily procure goods and services from Australian suppliers, while also maintaining relationships with a small number of local suppliers in the Philippines, New Zealand, and the UK. These partnerships are characterised by long-term stability, and our suppliers provide us with information regarding the country of origin for the products we purchase. Additionally, we procure goods from several major U.S. and international suppliers operating in the same countries where we have a presence, primarily within the technology industry. At present, our oversight of the tier 2 supply chain is limited. However, we recognise the importance of understanding our broader supply chain and are collaborating with our suppliers to enhance visibility across this.

In addition to leveraging our previous risk assessment processes to evaluate and comprehend supplier risk factors, we continue to conduct supplementary research into suppliers by reviewing relevant media coverage and publicly available Modern Slavery statements where accessible. This enhances our awareness of other supply chain risks, and our understanding of suppliers' approaches to managing modern slavery risks.

Orro does not mandatorily collect data on the origin of goods. However, following the commencement of a pilot for our new Supplier Questionnaire, used to collect and evaluate supplier responses, we made this available to all suppliers in this reporting year.

Products

We procure a diverse range of products to support our day-to-day operations, as well as tools and equipment on behalf of our clients and customers. These include office equipment, personal protective equipment, computer hardware, and various IT electronics. Additionally, we procure intangible products such as cloud-based subscriptions, security software, and other software licenses. For distribution and installation with our clients, we source network equipment, computer hardware, and related devices.

Our overseas procurement is primarily technology equipment used by employees in the Philippines, New Zealand, and the UK, including laptops, phones, monitors, headsets, and mice. For our Australian operations, we procure technology equipment domestically from local suppliers. In the Philippines, we work with up to four local suppliers for employee needs, while in New Zealand, we source equipment through seven suppliers and distributors serving both employees and clients. Our UK-based employees receive their technology equipment from a single UK-based supplier.

Outsourced Services

We engage a variety of service providers for cleaning, security, maintenance, labour hire, recruitment, courier and delivery, professional services, insurance, education and training, business-to-business marketing and design, and travel services.

To ensure compliance with labour legislation in Australia, the Philippines, New Zealand, and the UK, we have employed and or contracted relevant human resources and legal responsibilities to employment relations and professional

services partners in the respective countries. These arrangements facilitate and ensure our adherence to industry awards and Fair Work legislation in Australia, as well as relevant legislation in the Philippines, New Zealand, and the UK.

Risks of modern slavery practices in our operations and supply chains.

Orro is committed to respecting the rights of all people who work for us, as well as those working in our supply chains or affected by our operations. In identifying and addressing modern slavery risks, we apply the definitions published by the International Labour Organization and Commonwealth guidance, alongside the Act.

Consistent with the Act, we define modern slavery risk in terms of risk to people, rather than risk to our entity, while recognising these may intersect.

We are guided by the UN Guiding Principles on Business and Human Rights (UNGPs),⁴ which outline that an organisation's response to modern slavery risks in its value chain should be determined according to the potential impact of the human rights violation occurring, and the degree of the company's involvement in or proximity to the cause of the adverse impact. The closer a business is to the harm, the greater the obligation on the business to alleviate it.⁵ The UNGPs also set out that businesses should seek to take responsibility for risks they are linked to, for example through supply chain practices.

⁴ [Guiding Principles on Business and Human Rights](#), United Nations (2011)

⁵ *'Continuum of Involvement'*, UNGPs

How We Measure Risk

Our approach to modern slavery risk management is informed by an evidence-based assessment of risks across our operations and supply chains. While our core supplier base and geographical footprint have remained relatively stable since FY2021, with the addition of New Zealand operations, we continue to monitor for emerging risks and conduct periodic reviews to ensure our risk profile remains current.

The principal change in our operations during the reporting period was the acquisition of Remote Pty Ltd in Australia in February 2025. This acquisition has allowed us to broaden and strengthen our service offerings in technology professionals, adding approximately 100 employees to the Orro group. Orro includes New Zealand entities Pudil Limited and Liquid IT Limited, serving customers across both Australian and New Zealand markets. In our procurement, we have engaged a new supplier due diligence platform provider to support our supplier operations across Australia, the Philippines, New Zealand, and the UK. This platform was chosen, as it has the ability to include Modern Slavery due diligence for FY2026.

Based on these changes, we consider that our modern slavery risk profile has not materially changed. However, we recognise that external factors including geopolitical conflicts, evolving labour practices in certain industries, and changing conditions in countries of origin can affect our risk landscape. We remain committed to monitoring potential drivers of increased risk in our supply chain and operations and will refresh our risk assessment as circumstances warrant.

Our methodology for assessing modern slavery risks is outlined in 'Our Risk Assessment Approach'.

Our Risk Assessment Approach

Our 2021 Modern Slavery Risk Assessment drew on operations and supply chain spend data, internal staff self-assessments, qualitative reviews of management systems and processes, and interviews and workshops with key stakeholders. The findings of this assessment informed the development of our Modern Slavery Action Plan, which continues to guide and strengthen our approach to addressing modern slavery risks across the business.

The quantitative and qualitative analysis drew on reputable data sources, such as the Global Slavery Index (GSI)⁶, Global Rights Index (GRI)⁷, Trafficking in Persons Report⁸, List of Goods Produced by Child Labor or Forced Labor⁹, commodity research by Verité¹⁰, and peer benchmarking by KnowTheChain¹¹

Risks in our operations

The FY2021 Risk Assessment determined that the modern slavery risk in our operations was as follows below. We provide the updated 2025 rankings for the ITCU - Global Rights Index¹² and the 2023 Global Slavery Index – Vulnerability¹³ for each of our operating locations.

⁶ [Global Slavery Index](#), WalkFree (2024)

⁷ [Global Rights Index](#), International Trade Union Confederation (2024)

⁸ [Trafficking in Persons Report](#), US Dept. of State (2024)

⁹ [List of Goods Produced by Child Labor or Forced Labor](#), US Dept. of Labor (2022)

¹⁰ [Research on Risk in 43 Commodities Worldwide](#), Verité (2017)

¹¹ KnowTheChain is an independent benchmark released biennially, scoring 49 major ICT companies against human rights performance indicators.

¹² The Global Rights Index, produced by the International Trade Union Confederation (ITUC) ranks countries on a scale from 1 to 5+ according to the incidence of labour rights violations, as defined by the International Labour Organisation.

¹³ The Global Slavery Index (GSI), produced by the Minderoo Foundation and WalkFree, measures the prevalence of modern slavery in countries on a scale from 1 to 100. The scale accounts for the vulnerability of workers and any governmental response to modern slavery risks.

Australia

Low risk

GRI: 2: Repeated violations of rights

GSI: 7

Our operations in Australia are conducted in the professional services industry, with very clear and direct oversight of our workers and the contracts, conditions, and allowances they receive. We acknowledge that the risk of modern slavery in Australia has increased, as per the 2023 GSI, and that operating in Australia does not preclude modern slavery risk.

However, due to the low inherent industry risks and our compliance with the requirements of workplace laws in Australia, we consider the overall risk of modern slavery in our Australian operations to be low.

Philippines

Medium risk

GRI: 5: No guarantee of rights

GSI: 66

The Philippines continues to be ranked by the ITUC Global Rights Index as one of the world's ten worst countries for workers. While we have direct oversight of the contractual arrangements with our staff in the Philippines, we recognise that operating outside of Australia carries higher risks.

The Philippines has an ITUC Global Rights Index rating of 5, indicating that workers have no guarantee of rights at the national level. This highlights structural risk but does not directly measure modern slavery prevalence.

Orro has Australian oversight of our Philippines operations through multiple channels: members of the Orro Board act as directors of the Philippines employing entity, and our Philippines workers are engaged in direct employment contracts, rather than through an outsourced organisation. Together, these factors enhance oversight and lower the risk of exploitative practices.

United Kingdom

Low risk

GRI: 4: Systematic violations of rights

GSI: 14

Employees in the UK are engaged in direct employment contract, which is deemed low risk due to the direct oversight we retain over working conditions and entitlements.

The UK's ITUC Global Rights Index rating of 4 indicates systematic labour rights violations at the national level, which provides context for operational risk but does not directly measure modern slavery prevalence.

New Zealand

Low risk

GRI: 2: Repeated violations of rights

GSI: 8

Employees in New Zealand are engaged in direct employment, which is deemed low risk due to the direct oversight we retain over working conditions and entitlements.

New Zealand's ITUC Global Rights Index rating of 2 indicates repeated labour rights violations at the national level, but this does not directly reflect modern slavery risk.

Overall, we consider the modern slavery risk in our New Zealand operations to be low, as employees are directly employed and perform high-skilled work.

Since our FY2024 statement, Australia's ITUC Global Rights Index rating has improved from 3 to 2, indicating "repeated violations of rights" rather than "regular violations of rights." The Philippines maintained its rating of 5, remaining one of the ten worst countries globally for workers' rights for the ninth consecutive year. The United Kingdom maintained its rating of 4, indicating "systematic violations of rights." New Zealand maintained its rating of 2.¹ The Walk Free Global Slavery Index 2023 vulnerability scores for our operating countries are: Australia (7/100), the Philippines (66/100), the United Kingdom (14/100), and New Zealand (8/100).² These ratings serve as important reminders to remain vigilant about the potential for modern slavery in our operations, regardless of the lower inherent risks in the industry we operate in.

Risks in our Supply Chains

As outlined in the preceding section, a supply chain spend analysis was initially conducted in FY2021 to identify potential modern slavery risks based on product and service risk, industry risk and additional geographic risk factors.

If modern slavery risks or actual instances are identified through our assessment processes or other channels, such as our whistleblowing channel, we are committed to direct engagement with the relevant supplier. Our approach will involve clearly communicating our expectations as outlined in our key policies, supported by our Modern Slavery Policy, Employee Handbook, Code of Conduct, Supplier Code of Conduct, Fair Work Information Statement, Information Security Management System Policy and Anti-Bribery and Corruption Policy.

Our Code of Conduct, Supplier Code of Conduct, Employee Handbook and website provide information on our Whistleblower Policy and reporting mechanisms, which are available to suppliers and cover concerns including discriminatory practices and other conduct violations. During the reporting period, no modern slavery issues were identified through these channels.

Procurement of goods

The FY2021 Risk Assessment, and the FY2024 subsequent review of information, identified the following products as high-risk, in order of spend:

- Hardware – network equipment
- Hardware – laptops and portable electronics
- Stationery
- Office equipment

Information technology and communications hardware continue to be an area of focus for Orro. Consumer electronic goods have been named as one of the highest risk imports to Australia, according to the Global Slavery Index, due to forced labour risks in the source countries and throughout processing and manufacturing.

Procurement of Services

We have determined that the outcomes of the Risk Assessment conducted in FY2021 remain accurate and relevant for the reasons previously outlined. The assessment identified the following services as high-risk, ranked by expenditure.

- Repairs and maintenance
- Industrial labour hire
- Cleaning services

These services continue to be identified as higher risk (due to inherent industry risks) as these sectors often involve subcontracting arrangements that obscure responsibility and accountability and typically involve low-skilled work.

Orro's procurement of these services is generally through third-party companies with which we maintain long-term partnerships, effectively reducing overall risk in these areas. However, we acknowledge that inconsistent regulation in the labour services industry across Australia, the Philippines, New Zealand and the UK can render workers more vulnerable to exploitation.

Additionally, Orro subcontracts specialist technical roles from other similar technology companies in Australia. These services involve specialised, high-skill technical work, where Orro has visibility of the pay directly received by the individual. This inherently lowers the risk in these instances.

Actions we take to address modern slavery risks

Our approach to managing modern slavery risks continues to be informed by the independent Risk Assessment and Gap Analysis conducted in FY2021. This assessment highlighted key areas for improvement in our policies, procedures, and organisational capabilities. The Modern Slavery Action Plan, developed in response to the assessment, has served as a foundation for our strategic roadmap for continuous improvement.

Over time, we have established key foundational controls, including formalised grievance procedures for suppliers, contractors, and staff to ensure accessible reporting channels for concerns. We continue to strengthen these mechanisms while expanding staff training on remediation procedures within Orro's operations and supply chain to build internal capability.

Recognising that modern slavery risks can be introduced through acquisitions, we embedded Environmental, Social and Governance (ESG) and modern slavery criteria into our integration process for new acquisitions in FY2024. This framework was applied during our FY2025 acquisition of Remote Pty Ltd to confirm alignment with Orro's commitment to combatting modern slavery. The work included policy reviews, supply chain assessment, employment and hiring practices and assessment of fair wages, the assessment of training and awareness processes, identification of any risk assessments and mitigation strategies and any compliance and reporting artefacts. Orro will continue to use this to guide due diligence on all new acquisitions.

To ensure accountability, we have integrated an overarching ESG component in our company strategy and into a key performance indicator for all staff, ensuring strategy and action are linked, measured and monitored across the organisation. Our company-wide training program continues to build awareness and embed modern slavery considerations into ongoing operations. We also maintain monthly consultations with our LVP Private Equity ESG team to ensure our approach remains aligned with evolving best practices and with investor/owner expectations.

Modern Slavery Action Plan

As also noted in the message from our CEO, the key progress made during the FY2025 reporting year has included:

- Updated Orro's supplier agreement template to require modern-slavery risk controls, responsible reporting of concerns and use of Orro's whistleblowing channel.

- Introduced a standalone Modern Slavery Policy to provide clearer guidance and enhanced oversight, independent of the broader company handbook.
- Introduced new Code of Conduct and Supplier Code of Conduct policies with an independent section on human rights and modern slavery, as well as guidance on how to disclose.
- Implemented a supplier survey, with a structured escalation process to be established in 2026 to address any gaps in supplier participation.
- Began the integration and consolidation of our internal procurement team resources.
- Secured a vendor and supplier due diligence platform with the ability to add Modern Slavery due diligence in FY2026.
- Drafted sector-based case studies in 2025 to highlight approaches to human rights and modern slavery challenges, scheduled for publication in FY2026.

The table below shows our Action Plan, with the timeline and status of the program of work.

Planned	Task	Status
FY2021-22	Formalise 3 Year Modern Slavery Action Plan and gain commitment from executive leadership	Completed
FY2022	Communicate commitment to Modern Slavery Action Plan and continuous improvement to business internally	Completed
FY2022	Workshop and training for key personnel in modern slavery risks, gaps, and Modern Slavery Action Plan targets	Completed
FY2022	Explicitly mention modern slavery in grievance channel	Completed
FY2022	Check availability of grievance to PH staff and contractors	Completed
FY2022	Run due diligence checks for PH staff/ vulnerabilities	Completed
FY2022	Disclose results of our Modern Slavery Gap Analysis and defined actions in our FY2022 statement	Completed
FY2022	Speak up information on our website	Completed
FY2022	Have easily accessible information for responses to customers regarding how Orro addresses Modern Slavery Risk	Completed
FY2023	Leverage Sedex membership for risk identification	Completed
FY2023	Third party service provider to facilitate confidential whistleblowing reporting	Completed
FY2023	Introduce over-arching ESG (including Modern Slavery) KPI for all staff and company-wide training	Completed
FY2023	Formalise grievance procedures for suppliers	Completed
FY2023	Embed ESG and Modern Slavery criteria into the Merger & Acquisition process	Completed
FY2023	Train staff for the procedures for remediation within Orro's own operations and supply chain	Completed
FY2023	Introduce ESG and Modern Slavery KPI for Management Personnel (based on Modern Slavery Action Plan)	Completed
FY2024	Engage with potential and actual users (all countries) on the design, implementation and performance of the grievance channels	Completed
FY2024	Introduce online Modern Slavery training into the new hire induction process	Completed

FY2025	Group-wide Code of Conduct, reflecting human rights and salient ESG considerations separate to the Employee Handbook	In-progress
FY2025	Develop a standardised approach to engaging labour hire agencies across the business. Contracts for labour hire agencies could include information regarding modern slavery, transparency on wages, and any whistle-blower or alert-line available to internal employees	In progress
FY2025	Actively improve the approach to Modern Slavery due diligence	In progress
FY2025	Introduced a standalone Modern Slavery Policy to provide clearer guidance and enhanced oversight, independent of the broader company handbook	Completed
FY2025	Update to Orro's supplier agreement to require modern-slavery risk controls, responsible reporting of concerns and use of Orro's whistleblowing channel	Completed
FY2025	Implemented a supplier survey, with a structured escalation process to be established in 2026 to address any gaps in supplier participation	Completed
FY2026	Perform own SAQ/SEDEX SAQ at medium and high-risk Supplier organisations	Planned
FY2026	Include modern slavery criteria in the new supplier due diligence platform	In progress
FY2026	Implemented a supplier survey, with a structured escalation process to be established in 2026 to address any gaps in supplier participation	Planned
FY2026	Create overarching KPI into performance management to integrate into the revised HR system	In progress

Governance

Responsibility for managing modern slavery risk is assigned at the executive level as follows:

Organisational responsibility for modern slavery	Chief Executive Officer
Responsibility for implementation of modern slavery actions	Group Executives
Responsibility for actions to support compliance with labour	Chief People & ESG Officer

In FY2022, we established a cross-functional Modern Slavery Working Group (“Working Group”) that has continued to meet throughout FY2025 on a quarterly basis to review the modern slavery actions and program of work. The Board and LVP receive quarterly status reports on progress implementing the program of work, while the Board also receives a monthly dashboard on how Orro is tracking to plan. Core members of the Working Group include Rachel Sands, Chief People & ESG Officer, Martin Dunn, Director Integration & Transformation and Miya Bradley, ESG Consultant.

We moved away from our previous knowledge repository in Confluence to create easier accessibility for all staff in a Microsoft Teams workspace. This ensured staff could have access to real time information. In addition, we also trialled the uploading and training of a secure and internal AI tool used by our Sales and Account Management teams.

The repository and AI tool contain a section on modern slavery for our employees, including our approach, actions we have taken to date and how to respond to customers’ enquiries and questionnaires about modern slavery. With the improvement of available information, the Modern Slavery Working Group saw an annual reduction in the instances of questions and assistance for customers and/or supplier questionnaires across the organisation. Any changes of updates to information were made in real-time.

Policies

Our business values diversity and continued progress. A significant action this year was the creation of our Modern Slavery Policy, which serves as the operational backbone to our Modern Slavery Statement that drives action and

prevention. This policy goes beyond mere compliance with the Modern Slavery Act 2018 (Cth), it provides direction on our approach to preventing, identifying, and addressing modern slavery and human trafficking. The policy outlines procedures, reporting mechanisms and compliance, links to other policies and governance structures, ensuring accountability and ethical practices. Complimenting this, was the important introduction of an Orro Code of Conduct and a Supplier Code of Conduct. Both establish clear expectations for staff and suppliers in relation to ethical behaviour, legal compliance and responsible practices across the organisation and supply chain.

Employees are required to read and agree to our Employee Handbook, which outlines the rules and regulations, policies and procedures related to employment at Orro. The Handbook includes information on work hours, leave, benefits, grievances, and appropriate workplace behaviour expectations.

Previously, we implemented a **Whistleblower Protection Policy and Platform and an internal anonymous SpeakUp pathway** creating a safe and confidential mechanism where staff, contractors, suppliers and customers can report instances of wrongdoing, including modern slavery. Employees, contractors, suppliers, the employees of our contractors and suppliers, and the immediate family members, spouses and dependents of any of the preceding people are able to make protected disclosures under the policy. We continue to review and publish information about how to make protected disclosures on our website.

The Whistleblower Policy includes specific escalation pathways for modern slavery concerns, ensuring these reports are appropriately prioritised and investigated. These procedures are documented in Orro's Whistleblower Policy. **No complaints** were received over the reporting period. However, we recognise that an absence of reports does not guarantee that no incidents have occurred, which is why we continue to promote awareness of modern slavery risks and the different reporting channels, as well as maintain trained personnel and a Modern Slavery Committee to identify and respond to potential modern slavery concerns.

Employment process

Orro's hiring process involves due diligence in the form of police checks, right to work in the country, and visa checks, identity and proof of age, and in the Philippines, there are additional health checks.

Where Orro engages workers through labour hire or contractors, we undertake supplier due diligence that includes a strict process and checklist managed by an internal risk team. A new supplier due diligence platform was implemented this year to help assess security compliance, adherence to privacy laws and legislation and other components before a supplier can be approved to do business with Orro. For the next reporting year, this due diligence now can include modern slavery components. When an individual/contractor is identified, the due diligence process includes verifying legal compliance (such as police checks, right to work and visa checks, identity and proof of age verification) and fair labour practices for each staff member. Our Supplier Questionnaire is then further used to capture, understand and assess modern slavery risks and practices.

We continue to either direct payroll our fixed-term contractors or manage this through a third-party partner to ensure workers receive their full and fair entitlements. We have also included contractors in our process to salary benchmarking for their roles ensuring they are also receiving pay in line with industry standards for their specialised roles.

Recognising the increased risk of modern slavery in the Philippines compared to Australia, and the common practice of outsourcing work to different companies in the Philippines, Orro has maintained the strategic decision to directly employ workers in the Philippines. This approach ensures that employees receive pay and support beyond their full legal entitlements and allows us to maintain direct oversight of working conditions. Refer to the case study below.

Case study: Orro's Commitment to Mitigating Modern Slavery Risks in the Philippines

Overview

With a significant portion of our workforce based in the Philippines, Orro has implemented robust measures to manage risks associated with modern slavery, ensuring fair treatment and compensation for all staff.

Context and Risk Identification

The ITUC (International Trade Union Confederation) has ranked the Philippines amongst the 10 worst countries for working people. As Orro operates in the Philippines, it recognises the heightened risk of modern slavery due to many factors, including socio-economic. Common risks found include underpayment, excessive working hours with no overtime payments, removable of rights and inadequate working conditions. Orro has taken strategic and proactive steps to ensure staff experience a fair and supportive working environment and to mitigate modern slavery risks.



Source: <https://www.ituc-ap.org/news-and-updates/2024-ituc-global-rights-index-asia-pacific-records-widespread-systematic-labour-rights-violations-once-again> (2024)

The data in the above table show the 10-year trend in the number of countries that incur violations to workers' rights. Across all geographies, our operations are primarily concentrated within the professional and managed services industry, which inherently poses a lower risk of modern slavery.

Strategic Actions Taken

Direct Employment of Staff:

Orro strategically employs all staff in the Philippines directly, avoiding Business Process Outsourcing (BPO) and other third-party labour hiring, which are often associated with lower salaries and higher risks of exploitation. Given the Philippines is ranked as one of the highest risk countries, it was important to Orro to directly employ all staff in this region to ensure fair pay and employment conditions, reasonable working hours, fair rights and compliance with ethical standards. This approach was designed to minimise the risks associated with modern slavery and maintain rigorous oversight of labour practices. As our global employee base has a low proportion of foreign or visa workers, a demographic more susceptible to exploitation. We remain vigilant in ensuring that the rights of our workforce are respected across all our operating jurisdictions.

Industry Benchmarking for Salaries:

To ensure competitive and fair compensation, Orro conducts regular industry benchmarking for salaries. This involves:

- Comprehensive Market Analysis: Analysing salary trends within the technology and consulting sector in the Philippines.
- External Surveys: Participating in and reviewing data from reputable salary surveys.
- Stakeholder Consultation: Engaging with recruitment providers and peers to validate benchmarking results.
- Gender Pay Parity: Analysing and addressing gender pay gaps for like roles with similar experience levels.

Additional Allowances and Benefits:

Beyond the requirements set by local legislation, Orro provides additional allowances and benefits to enhance the financial outcome and well-being of employees. This includes:

- Monthly allowances beyond legislative requirements: Tech allowance, KPI allowance, Transportation allowance (given even when working from home), Leadership and Development allowance, On call allowance + overtime for any time worked.
- Allowing employees to access 5 days of sick leave and 5 days of annual leave during their first year and then increasing the number of annual leave days up to 20 days per year matching Australia. (Typically, in the Philippines, regular employees who have reached at least one year of service are only entitled to five (5) days of combined annual and sick leave).
- Additional paid leave for fertility, menstruation and menopause and volunteering.
- An additional 2 months of annual leave once they complete 10 years of service, similar to long service leave in Australia.
- Health and Wellness Programs: Health insurance that includes dependents and parents over 65 years of age, wellness programs, six free counselling/life coaching session that include immediate family member access and initiatives promoting work-life balance.
- Professional Development: Offering opportunities for continuous learning and paid industry certifications for career advancement.

Other Areas of Focus:

- Placement of a female Australian manager in the Philippines office to ensure the growing of skills and capabilities while ensuring fair and equitable treatment of staff.
- Annual visit by the Chief People & ESG Officer.
- Various Australian management visit spread throughout the year.

Impact and Effectiveness

Employee Satisfaction:

Employee engagement surveys and feedback mechanisms indicate a year-on-year trend increase in engagement, eNPS, job satisfaction and general morale among employees. The Philippines maintains one of the top employee engagement scores by location. The fair compensation and additional benefits contribute significantly to overall well-being and productivity.

Compliance and Monitoring:

Regular audits and compliance checks have supported adherence to employment laws and internal policies. This has also helped identify and address any potential risks early.

Positive Industry Reputation:

Orro's fair and ethical employment practices, combined with inclusive action and flexible working have improved the culture and enhanced reputation. This awarded Orro with several industry award nominations and wins over the years helping attract talent and build greater trust with employees, stakeholders and customers.

Continuous Improvement

Orro is committed to continuous improvement in managing modern slavery risks in the Philippines. Future plans include:

- **Enhanced Training Programs** that include country-specific awareness and information.
- **Continued Strengthening of Supply Chain Oversight** for suppliers in the Philippines.
- **Annual Review of Policies** to reflect legislative changes, best practices and evolving world conditions.

Conclusion

Orro's strategic approach in directly employing staff in the Philippines, industry benchmarking for salaries, and providing additional allowances beyond legislative requirements demonstrates a robust commitment to recognising and mitigating modern slavery risks. This case study highlights how ethical practices and fair treatment of employees create a positive impact, fostering a supportive and productive working environment.

Orro's continuous efforts to improve and adapt to new challenges set a benchmark for industry peers and reinforce its dedication to ethical business practices.

Onboarding Modern Slavery Training

In FY2024 we introduced modern slavery training into the onboarding materials for all new employees. This covered 'What is modern slavery?', global statistics, online training on how to spot modern slavery in our supply chain, what to do if you suspect modern slavery and links to multiple resources and additional information. This training aimed to provide a foundational understanding of modern slavery, including its various forms, such as forced labour, human trafficking, and deceptive recruitment practices, which can occur both locally and globally. The program highlights the prevalence and risk of modern slavery within our industry but also draws attention to vulnerable sectors and industries.

Since the introduction of this training, combined with the re-training in the All Hands (company-wide townhall), almost all of our employees have now been exposed to or reinforced with the expectations and information.

By embedding modern slavery training into onboarding, Orro ensures all employees start their journey with us aligned to our commitment to ethical practices. This initiative reinforces our efforts to prevent and address modern slavery risks across our operations and supply chains.

Procurement process and due diligence

As noted earlier in the Statement, our procurement structure is currently both centralised and decentralised, and we have been undertaking work to integrate and consolidate these functions to move to a unified procurement team. Purchasing decisions still require approval from finance and contract teams and/or management. Additional sourcing occurs through delegated authority with management approval in accordance with our procurement policy.

Procurement at Orro is managed by several teams, across Sales, Operations, Provisioning, and business unit teams, all operating under Orro's procurement policy. These teams report into different executives, with overarching governance and risk oversight provided by the Executive Leadership Team and Orro's Modern Slavery Working Group. Orro's supplier onboarding process includes a preliminary evaluation where prospective suppliers are assessed under a supplier due diligence process managed by an internal risk team. Our internal ESG team also performs a review of supplier modern slavery statements, policies, action plans, and any publicly available information on their ethical practices in addition to our Supplier Questionnaire.

Orro has fully implemented a supplier questionnaire covering Modern Slavery topics to better understand the potential modern slavery risks within suppliers' operations and supply chains. The survey, distributed via email with a direct link, covers key risk areas including:

- Anti-bribery and corruption policies and frameworks

- Human rights policies and modern slavery statements
- Due diligence processes for identifying and managing modern slavery risks within operations and supply chains
- Stakeholder engagement and training on human rights and modern slavery
- Worker freedom to terminate employment
- Document retention practices (ensuring worker identification and travel documents are not withheld)

Orro is utilising this questionnaire to assess prospective suppliers more effectively by gathering information about their ethical performance, including labour practices and potential human rights risks.

Orro is a member of the Supplier Ethical Data Exchange (Sedex) and maintains its profile on the platform. While FY2022 identified plans to investigate Sedex's supplier assessment functions, competing priorities and resource constraints meant this investigation was not completed. In FY2025, Orro instead implemented a direct email-based supplier questionnaire to assess modern slavery risks, which better aligned with immediate operational needs and current supplier engagement capacity.

As described in the **Risks in our supply chains** section, we have identified equipment purchase as a high-risk category for modern slavery practices. Orro predominantly purchases equipment from large global companies. We are aware that we have limited leverage with these suppliers.

In FY2025, we continued to assess suppliers previously identified as high-risk through review of supplier modern slavery statements, available case studies, action plans, and monitoring of press regarding labour relations to identify any concerns or allegations.

Currently, we do not compulsorily collect information about the country of origin of the materials we source, which limits our visibility of risks in those supply chains. In turn, this reduces our ability to address the modern slavery risks associated with raw materials used to produce the electronic good we purchase. To improve our capacity to assess these risks, during the reporting period, we undertook an exercise to research and review available Modern Slavery statements for our major suppliers to identify any concerns and understand action plans. We also continued to monitor press regarding labour relations to assess if our suppliers were associated with concerns and allegations.

Grievance mechanisms and remediation

We are committed to providing and cooperating in remediation efforts to remedy instances of harm to people that arise from our business activities and relationships, in line with the UNGPs.

Orro maintains confidential grievance and whistleblower reporting mechanisms accessible to employees, suppliers, and other stakeholders.

Since FY2023, we have partnered with Whispli, a third-party whistleblower service provider, to facilitate independent and confidential reporting and investigation of concerns, including potential modern slavery issues. At implementation, the Board and executive team received training on their responsibilities regarding whistleblowing and grievance mechanisms. Information about Whispli is integrated into employee induction processes and communicated regularly through company-wide channels.

If a complaint is received via the Whispli platform, a 3rd party team will conduct investigations independently of Orro. When a complaint is made, an automatic message is sent to the Discloser acknowledging receipt of their report. Orro's 3rd party provider will extract relevant information from the Discloser to allow Orro to make an informed decision whilst keeping the identity of the Disclosure private. The 3rd party provider manages the process, reviews the report and responds to Discloser within 48 hours seeking any further information/clarification. They will assess risks, investigate and escalate Modern Slavery breaches. If there is no response from Discloser within 48 hours of seeking further information, they will prepare an assessment summarising the complaint, provide recommendations regarding next steps and submit in accordance with agreed protocols. They will manage the closing out the matter with the Discloser.

In addition, grievances can also be raised via Orro's SpeakUp avenue, which is then managed by Orro's Chief People & ESG Officer or Responsible Officer in an investigative process aligned to the Whispli process.

During FY2025, no modern slavery-related reports were received through these channels or any other channel.

Training

In FY2025, whistleblower training remained a mandatory component of new hire onboarding, with 100% of new employees and contractors trained on the Whistleblower Protection Policy, grievance processes, and complaint response obligations.

Building on the FY2024 workshops delivered to leadership, the Modern Slavery Working Group, and People, Culture & ESG teams, modern slavery awareness was reinforced through committee meetings reviewing supplier questionnaire findings, new executive leadership briefings on due diligence progress, updates into team communications and the continued reinforcement into All Hands (company-wide townhalls). This approach ensures modern slavery knowledge is maintained and applied across key personnel responsible for risk identification and supplier engagement.

Assessing the effectiveness of our actions

Measuring progress in our Action Plan

During this reporting period, Orro's focus was the continued implementation and evolution of actions in the Action Plan.

Throughout the reporting period, we were able to assess the effectiveness of our actions through the following methods:

- Our policies and procedures are all subject to a regular review process, which provides an opportunity to identify areas for improvement.
- The robustness of our Whistleblower grievance process and review of any issues raised via this mechanism resulted in no complaints or grievances received through the channels mentioned above. However, we understand that this does not guarantee that there were no incidents of modern slavery or human rights abuses in our supply chain or operations.
- We engaged with LVP's ESG team, our majority shareholder, on a monthly basis to discuss and report on Action Plan progress and benchmark our modern slavery practices against their portfolio standards. This external perspective helped validate our due diligence approach.
- Our Modern Slavery Working Group is the primary way we track our response to modern slavery risks. During FY2025, this Group met quarterly to drive actions outlined in our roadmap, and track and review our progress. Progress on Action Plan achievements is monitored by LVP and the Board via quarterly ESG reporting and monthly dashboard reporting.

Consultation

Internal consultation

Input to this Modern Slavery Statement was gathered from Orro's Procurement, Integration, Operations, and Legal teams, LVP ESG team, as well as members of Orro's Modern Slavery Working Group. Discussions covered the reporting requirements under the Act, analysis of previous supply chain assessments, planned actions, and relevant materials and updates were provided to teams and Working Group members.

The Statement has been reviewed and signed off by the Modern Slavery Working Group, with final approval granted by the Board and CEO. All entities listed in *About Orro/Appendix B*, which are owned or controlled by Orro, operate under the oversight of Orro's Board. Consequently, these entities are subject to the same policies and expectations, which are communicated consistently across the business.

Approval

Principal governing body approval

This statement was approved by the Orro Board in their capacity as principal governing body of Orro 19 December 2025.

Signature of Responsible Member

This statement is signed by Daniel Greengarten in their role as the Chief Executive Officer of Orro on 23 December 2025

A handwritten signature in black ink, appearing to read 'Daniel Greengarten', is written over a horizontal line.

Daniel Greengarten

CEO

Appendix A: Table of Mandatory Criteria-

Criteria	Description	Requirement	In this Statement
1	Identify the reporting entity	Entity is required to identify the reporting entity that is covered by the statement - this includes Entity owned and operated subsidiaries.	[Introduction], page 3
2	Structure, operations and supply chain	Entity is required to describe the structure, operations and supply chains of the reporting entity. During this process, the entity should specifically describe what components of their activities and relationships are categorised under own operations and supply chains.	[About Orro], page 5
3	Risk of modern slavery in your operations	Entity is required to describe the risks of modern slavery in its activities taken by to organisation. The entity is only required to identify how risks of modern slavery may be present in the entity's own operation; it is not required to report on actual cases of modern slavery. However, the entity can report on specific risks if it wishes to do so or include an anonymised case study	[Risks of modern slavery practices in our operations], page 12-14
	Risk of modern slavery in your supply chain	Entity must report on the risks of modern slavery in the products and services that contribute to the entity's own products and services sourced in Australia or overseas. This extends beyond direct suppliers. Entity is not required to certify that their supply chain is 'slavery free' but rather, is required to identify how modern slavery practices may be present in their supply chain.	[Risks of modern slavery practices in our supply chains], page 15
4	Actions taken to address risks	Actions taken to assess and address the identified risks including due diligence and remediation activities; policies, training, reviews, grievance mechanisms etc.	[Actions we take to address modern slavery risks], page 16
5	Assessing effectiveness	As reporting years progress it is expected each annual statement will address how actions taken are being measured for effectiveness in remedying findings or causes of modern slavery. i.e. is transparency being upheld, spot checks conducted, is media being monitored for alternative information.	[Assessing the effectiveness of our actions], page 24
6	Consultation	The internal consultation process in preparing the Statement must be described including chain of responsibility.	[Consultation], page 24

Appendix B: Owned or controlled entities

Entity	ACN / ABN	Registered address
Orro Pty Ltd	111 999 663 / 72 111 999 663	Suite 503, 50 Clarence Street, Sydney NSW 2000
Comscentre Pty Ltd	104 092 364 / 76 104 092 364	Suite 503, 50 Clarence Street, Sydney NSW 2000
Comscentre (WA) Pty Ltd	626 372 834 / 97 626 372 834	Suite 503, 50 Clarence Street, Sydney NSW 2000
Cirrus Hold Co Pty Ltd	632 826 030 / 96 832 826 030	Suite 503, 50 Clarence Street, Sydney NSW 2000
Orro HoldCo Pty Ltd	653 127 514 / 12 653 127 514	Suite 503, 50 Clarence Street, Sydney NSW 2000
Orro MidCo Pty Ltd	653 129 830 / 72 653 129 830	Suite 503, 50 Clarence Street, Sydney NSW 2000
Orro FinCo Pty Ltd	653 130 404 / 35 653 130 404	Suite 503, 50 Clarence Street, Sydney NSW 2000
Cirrus MidCo Pty Ltd	639 242 774 / 60 639 242 774	Suite 503, 50 Clarence Street, Sydney NSW 2000
Network Technology Capital Pty Ltd	131 174 957 / 28 131 174 957	Suite 503, 50 Clarence Street, Sydney NSW 2000
e-Secure Pty Ltd	086 248 419 / 48 086 248 419	124 City Road, London, England, EC1V 2NX
InFrasecure Ltd. London, UK	n/a	
Orro Group Philippines Inc	n/a	
Orro Cloud Philippines Corp	n/a	
RIOT Solutions Pty Ltd	606 466 102 / 73 606 466 102	Suite 503, 50 Clarence Street, Sydney NSW 2000
Correct Solutions Pty Ltd	059 444 576 / 16 059 444 576	Suite 503, 50 Clarence Street, Sydney NSW 2000
Coloured Lines Australia Pty Ltd	151 179 127 / 35 151 179 127	Suite 503, 50 Clarence Street, Sydney NSW 2000
Noojee Contact Solutions Pty Ltd	119 051 311 / 57 119 051 311	Suite 503, 50 Clarence Street, Sydney NSW 2000
Noojee Telephony Solutions Pty Ltd	612 365 250 / 56 612 365 250	Suite 503, 50 Clarence Street, Sydney NSW 2000
NW Computing Pty Ltd ABN 37 600 642 402	n/a	Suite 503, 50 Clarence Street, Sydney NSW 2000
Liquid IT, New Zealand	n/a	Level 4, 56 Victoria Street, Wellington, 6011, NZ
Remote Pty Ltd	086 319 146 / 21 086 319 146	Canberra, ACT

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