



Modern Slavery Statement

Introduction

Leader Computers is committed to upholding the highest standards of ethical conduct and compliance with the Australian Modern Slavery Act 2018 (Cth). We recognize our responsibility to identify, assess, and address risks of modern slavery and human trafficking within our operations and supply chains. Our policy outlines the actions we take to ensure that our business and our suppliers operate lawfully, ethically, and with respect for human rights. We maintain a zero-tolerance approach to any form of modern slavery and are dedicated to continuous improvement in our due diligence, training, and supplier engagement to mitigate these risks.

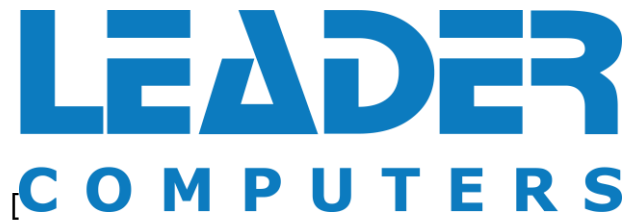
This statement is prepared in accordance with the Modern Slavery Act 2018 for the reporting period 1st of January 2025 till the 31st December 2025.

Our Structure, Operations, and Supply Chains

Leader Computers, headquartered in Adelaide, operates a national network with offices in all major capital cities across Australia. Our organization employs over 200 staff distributed throughout the five states, ensuring local expertise and support for our partners and customers.

As a trade-only distributor, Leader Computers serves a diverse reseller base, including retail stores, online retailers, and Managed Service Providers (MSPs). We do not sell directly to the public, maintaining our commitment to supporting the channel ecosystem.

Our core business focus on hardware purchasing overseas with resale/distribution to the Australian market. In addition, Leader Computers is proud to be Australian-owned, with a dedicated telecommunications arm and a Cloud Solutions Provider (CSP) team based locally. This structure enables us to deliver comprehensive IT solutions, combining global supply chain reach with strong domestic capabilities.



Leader Computers is committed to ethical business practices and compliance throughout our operations and supply chains, in line with our modern slavery policy and Australian legislative requirements.

Risks of Modern Slavery

Leader Computers recognizes that the risk of modern slavery practices may arise within both our direct operations and our extended supply chains. The primary areas of risk are associated with the sourcing of hardware products, particularly where manufacturing occurs in regions with higher prevalence of exploitative labour practices. As our hardware is primarily sourced from Asia, we acknowledge the potential for exposure to modern slavery risks at various stages of the supply chain, including raw material extraction, component manufacturing, and assembly.

Within our own operations, the risk of modern slavery is considered low due to our employment practices, adherence to Australian labour laws, and robust verification of working rights for all staff. However, we remain vigilant and proactive in monitoring and mitigating any potential risks.

Leader Computers does not own or control any other entities required to provide a modern slavery statement. Nevertheless, we maintain a strong focus on supplier due diligence, requiring our suppliers to demonstrate compliance with modern slavery legislation and to participate in ongoing risk assessments. We engage regularly with our suppliers to ensure transparency, ethical sourcing, and continuous improvement in addressing modern slavery risks throughout our supply chains.

Actions Taken

Leader Computers is committed to proactively identifying, assessing, and mitigating the risks of modern slavery within our operations and supply chains. Our approach includes the following key actions:

Supplier Engagement and Oversight: We maintain regular, ongoing engagement with our suppliers, including frequent site visits to assess working conditions and ensure compliance with our ethical standards. In addition, we have a dedicated company



employee based overseas who is responsible for monitoring supplier practices and upholding compliance within the supply chain.

Due Diligence and Risk Assessment: We conduct thorough due diligence on all suppliers, requiring them to demonstrate adherence to modern slavery legislation and participate in risk assessments. This process is supported by documented procedures within our ISO9001 Quality Management System.

Pre-Employment Screening and Fair Remuneration: All prospective employees undergo comprehensive pre-employment screening to verify identity, working rights, and suitability for their roles. Leader Computers ensures that all staff are paid in accordance with applicable awards or above, and all payments are processed centrally by our head office to maintain consistency and compliance.

Policy Framework: Leader Computers has established a comprehensive policy framework, including a Whistleblower Policy that enables employees and stakeholders to confidentially report any concerns related to unethical or unlawful practices. All relevant policies are documented and maintained as part of our ISO9001-certified Quality Management System.

Training and Awareness: We provide ongoing training to our staff to ensure awareness of modern slavery risks and to equip them with the knowledge to identify and report potential issues.

Remediation and Escalation: In the event of a suspected breach of our modern slavery policy, Leader Computers has established procedures for prompt investigation and remediation. All reported concerns are escalated to the Board of Directors for review and appropriate action, ensuring accountability and continuous improvement in our response to modern slavery risks.

Through these actions, Leader Computers demonstrates its ongoing commitment to ethical business conduct, transparency, and continuous improvement in the fight against modern slavery.



Assessing Effectiveness

Leader Computers is committed to continuously evaluating and improving the effectiveness of our actions to prevent and address modern slavery risks. We employ a range of measures to assess our performance, including:

Key Performance Indicators (KPIs): We track specific KPIs such as the number of supplier audits conducted, completion rates of modern slavery training for staff, and the proportion of suppliers who have completed our risk assessment questionnaires.

Audits and Reviews: Regular internal and external audits are conducted to verify compliance with our modern slavery policy, supplier standards, and ISO9001 Quality Management System requirements. These audits help identify areas for improvement and ensure that corrective actions are implemented promptly.

Continuous Improvement: We regularly review and update our policies, procedures, and training programs to reflect evolving best practices and regulatory requirements. Feedback from audits, staff, and stakeholders is used to drive ongoing enhancements to our approach.

Incident Monitoring and Reporting: All reported concerns, including those raised through our Whistleblower Policy, are tracked and reviewed by management and, where necessary, escalated to the Board of Directors. Outcomes and remediation actions are documented and monitored for effectiveness.

Through these measures, Leader Computers ensures that our efforts to combat modern slavery are effective, transparent, and aligned with our commitment to ethical business practices.



Consultation

In preparing this Modern Slavery Statement, Leader Computers has reviewed its organizational structure and confirms that it does not own or control any other entities required to provide a modern slavery statement under the Australian Modern Slavery Act 2018 (Cth). Accordingly, the preparation of this statement was developed in consultation with procurement, compliance, and operations teams across all national branches. Input was gathered from relevant internal stakeholders to ensure a comprehensive and accurate reflection of our practices and commitments.

This consultation process also included a review of our training programs, whistleblower policies, and engagement with external partners, such as non-governmental organizations (NGOs), to strengthen our approach to modern slavery risk management. These collaborative efforts ensure that our policies and procedures are robust, up-to-date, and aligned with industry best practices.

Should Leader Computers acquire or establish control over any additional entities in the future, we will ensure that appropriate consultation and alignment of modern slavery risk management practices are undertaken and reflected in subsequent statements.

Approval

Approved by the Board of Directors of Leader Systems Pty Ltd.

Signed: 

[Director Name] Paul Kristoris

[Position] Chairman

Date: 18th of December 2025