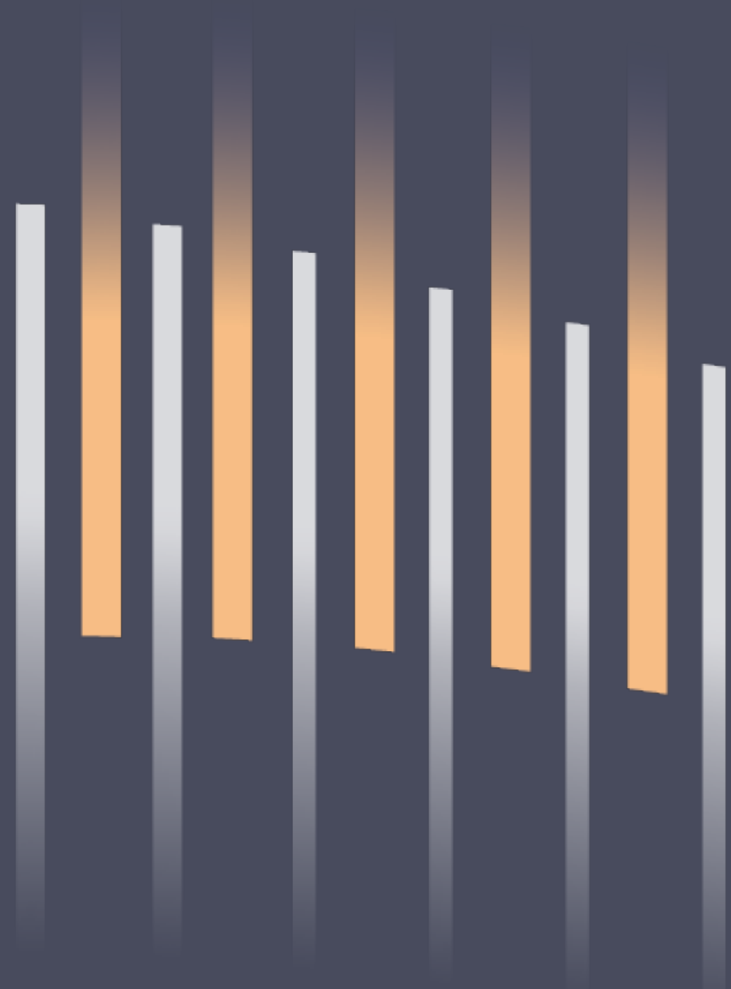


Modern Slavery Statement

December 2025



A message from Scyne Advisory's CEO

I am pleased to present Scyne Advisory's Modern Slavery Statement for the reporting period ended 30 June 2025.

Our vision at Scyne is to be the public purpose specialists, focused on building more resilient, secure, equitable and prosperous communities. Scyne has a rigorous governance and accountability systems that support a strong and transparent culture of compliance and ethical framework.

We are committed to educating our people, our suppliers and our clients on the prevalence of modern slavery and identifying the risks of modern slavery within our operations and supply chains. Scyne has taken steps to identify, assess and mitigate those risks, which are founded on the principles of a strong culture of ethical practice, promoting and rewarding integrity and respect.

At Scyne we understand that modern slavery is a complex and painful reality within society. We are committed to working with our suppliers, our clients, our people and other stakeholders to promote responsible practices to reduce the risks of modern slavery within our operations and supply chains. As our organisation evolves, this statement will also evolve. While Scyne cannot eradicate modern slavery, we can raise awareness and do our part to reduce the impact it has on society.

John Ball

Chief Executive Officer

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1 Statement Scope

This Modern Slavery Statement is made by the reporting entities Scyne Advisory Holdings Pty Ltd, Scyne Advisory MidCo Pty Ltd, Scyne Advisory Australia Pty Ltd and Scyne Advisory Pty Ltd (collectively, **Scyne**).

This Statement includes the following information, as required by the Modern Slavery Act:

- identifies Scyne as the reporting entity;
- description of Scyne’s entity structure, operations and supply chains;
- description of the risks of modern slavery in Scyne’s operations and supply chains;
- actions taken by Scyne to assess and address these risks, including due diligence and remediation processes; and
- describes how Scyne will assess the effectiveness of these actions.

2 Modern Slavery Act 2018 (Cth)

The Modern Slavery Act 2018 (Cth) (the Act) requires businesses to disclose information relating to their efforts to address the risks of modern slavery in their operations and supply chains.

The table below sets out the requirements of the Act and where those requirements are addressed in this statement.

Table 1: Australian Modern Slavery Act 2018 - Mandatory Criteria

Criteria	Reference in this Statement
Identify the reporting entity	<ul style="list-style-type: none"> • Statement Scope
Describe the reporting entity’s structure, operations and supply chain	<ul style="list-style-type: none"> • Who we are and our structure • Our operations and direct spend
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities it owns or controls	<ul style="list-style-type: none"> • Modern Slavery Risk in Our Supply Chain • Our operations and direct spend
Describe the actions taken by the reporting entity, and any entities it owns or controls, to assess and address these risks, including due diligence and remediation processes	<ul style="list-style-type: none"> • Modern Slavery Risk in Our Supply Chain • Due diligence • Remediation
Describe how the reporting entity assesses the effectiveness of these actions	<ul style="list-style-type: none"> • Assessing our actions
Describe the process of consultation with any entities the reporting entity owns or controls	<ul style="list-style-type: none"> • Our consultation process
Provide any other relevant information	<ul style="list-style-type: none"> • A message from Scyne Advisory’s CEO

3 Who We Are and Our Structure

Scyne’s vision is to be the public purpose specialists uniting people, ideas and potential to shape solutions, focused on building more resilient, secure, equitable and prosperous communities

Scyne is underpinned by the principles for good governance, which have been adapted from the Australian Securities Exchange Corporate Governance Principles and Recommendations. Scyne applies these principles to how it conducts its work, and to its suppliers. This helps Scyne assess and manage risks that may arise within its supply chains.

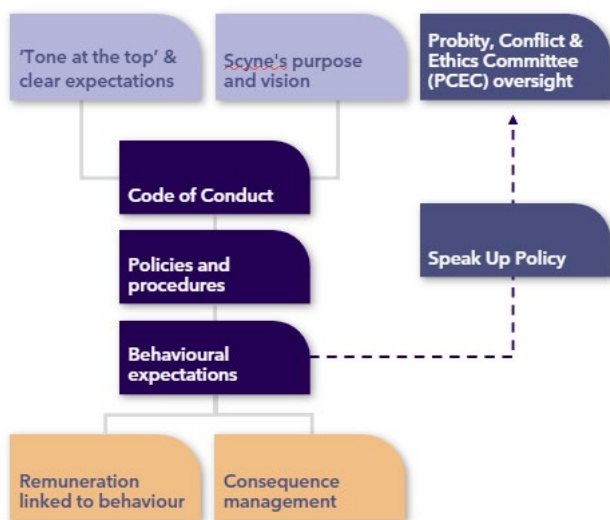
Scyne’s risk management approach aligns to ISO31000 Risk Management. Scyne’s risk management approach is supported by its Code of Conduct modelled from the Australian Public Service (APS), as well as other policies which provide direction for staff.

Scyne has also adopted a Modern Slavery Policy. The policy defines modern slavery, identifies the risks of modern slavery within Scyne’s operations and supply chains, sets out the controls and systems in place to identify and mitigate those risks and how to assess the effectiveness of those controls.

Scyne has a whistle blower policy (called the Speak Up Policy) under which Scyne’s personnel, contractors and other stakeholder and encouraged to report suspected breaches of the Code of Conduct, Modern Slavery Policy and other policies. It provides appropriate protections against victimisation or persons who make reports.

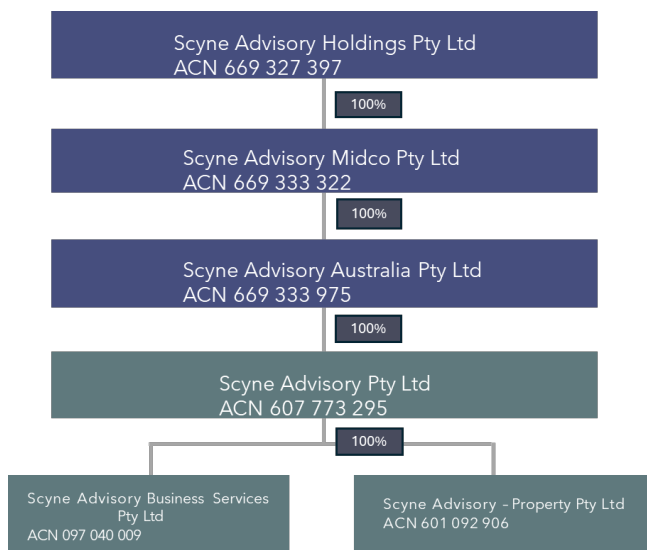
Figure 2 outlines diagrammatically how Scyne’s Code of Conduct, Modern Slavery Policy and Speak Up Policy operationalised to set the expectations of its people.

Figure 1: Scyne’s Code of Conduct - setting the expectations



Group Structure

Scyne’s corporate structure is set out in the table below.



The entities within the Scyne group have the following operations:

- Scyne Advisory Holdings Pty Ltd, Scyne Advisory MidCo Pty Ltd and Scyne Advisory Australia Pty Ltd: these entities are holding companies and do not carry on operations.
- Scyne Advisory Pty Ltd: this entity carries out the Scyne Group’s operations, which are the provision of professional consulting services to public purpose organisations, including federal, state and local governments and agencies.
- Scyne Advisory Business Services Pty Ltd: this entity employs all Scyne employees but does not otherwise carry out operations.
- Scyne Advisory Property Pty Ltd: this entity carries out operations which require the holding of a real estate licence. For the reporting period ended 30 June 2025, this entity did not carry on operations.

4 Our Operations and Direct Spend

As a provider of professional consulting services, the risk of modern slavery within Scyne’s operations is low. Scyne has a highly skilled workforce that is trained in identifying modern slavery risks and evaluating suppliers against Scyne’s Sustainable Sourcing Code of Conduct. That Code sets out the standards of integrity and business conduct Scyne expects of its suppliers, which include upholding human rights and labour laws.

Located across Melbourne, Sydney, Canberra, Adelaide, Brisbane, Darwin, and Perth, Scyne is the employer of circa 900 people.

Scyne recognises its responsibility to uphold human rights in its operations and supply chains, which includes taking action to prevent, mitigate, and remedy instances of modern slavery wherever it is found. The nature of Scyne’s business and procurement policies means it has a low level of exposure to modern slavery in its supply chains.

When procuring goods and services, Scyne onboards its suppliers after a self-assessment of their modern slavery risks and management controls. Scyne primarily purchases corporate products and services like laptops, facilities and consumables for staff use, and its suppliers are Australian based (although there are a few IT multinationals from which Scyne procures goods and service). In addition,

from time to time, Scyne may procure services from offshore delivery partners to complement its local delivery capabilities.

Scyne's main areas of expenditure are:

- office facilities management, including catering services;
- professional services;
- information and research services;
- utilities;
- marketing and events;
- office services and products;
- technology services and products; and
- travel services and products.

5 Modern Slavery Risk in Our Supply Chain

Scyne has identified five areas where the risk of modern slavery is highest based on its operations:

- Facilities cleaning and maintenance services, in particular cleaning work where services are contracted out, and the low-skilled nature of the work makes potential employees vulnerable to exploitation;
- Stationary and branded merchandise products, there is a risk of contributing to, or being linked to modern slavery when we use suppliers that rely on offshore delivery;
- IT hardware and peripherals, the supply chain of these products exposes Scyne to a risk of employee exploitation through forced labour;
- Accommodation suppliers, as mentioned above, there is an increased risk of labour exploitation for low-wage and low-skilled employees; and
- Offshore delivery partners, particularly in sectors that may rely on temporary labour and where Scyne's partners are operating in countries with high risks of labour exploitation.

Due Diligence

Scyne has established a supplier base since its formation. Scyne has worked diligently to create supply chains that minimise the risk of modern slavery in this context and will continue to do so as its builds on and expands its business.

As part of its procurement function, Scyne has adopted a Sustainably Sourcing Code of Conduct. That Code sets out the assessment process that its suppliers need to complete as part of the procurement process, and for the ongoing provision of goods and services to Scyne. These include:

- The screening of suppliers for potential modern slavery incidents;
- As part of the 'request for information' process, suppliers must:
 - Confirm their acceptance of the Scyne Sustainable Sourcing Code of Conduct; and
 - Complete a Due Diligence Questionnaire (Supplier Risk Assessment), where required.

- As part of the ongoing contract management reporting process, suppliers must provide proof that ethical and sustainable works practices are in place and maintained.

Scyne has developed its supply chains so that its procurement of goods and services is conducted in a manner that not only achieves value for money but also adheres to Scyne's ethical practices and values.

Scyne has adopted market leading tools to mature its approach to risk management with suppliers as the organisation has evolved. It has invested in and refined its ongoing reporting capabilities.

Scyne works collaboratively with its suppliers and the suppliers for its clients to:

- monitor, identify and address modern slavery risks;
- establish solid sustainability goals in Scyne's procurement processes;
- encourage open and transparent communication with Scyne's tier-one suppliers, and work with them as they set their sustainability goals;
- improve supply chain visibility and transparency of Scyne's tier-two suppliers and beyond;
- look for opportunities for supplier diversification and local sourcing options; and
- continue to implement resilience strategies and compliance processes.

Scyne reserves the right not to engage or to terminate any existing engagement with suppliers that do not cooperate with its requests for information or action.

Scyne will continue to review, update and maintain better practice on how it can incorporate human rights perspectives into its supplier procurement process.

Remediation Processes

The Board of Scyne Advisory Holdings Pty Ltd has established a Probity, Conflict and Ethics Committee (PCEC), which has responsibility for overseeing the consequence management process. It receives information regarding potential breaches of the Scyne Code of Conduct, other Scyne policies and other misconduct, either raised through the Speak Up process, identified through internal reviews, or raised through other channels. This process is designed to hold Scyne's people accountable while ensuring they are treated fairly and with equity, and to oversee that these decisions are made in a consistent and transparent manner. All findings and investigations are taken seriously and reported to the Board through the PCEC.

Scyne is committed to building a strong and sustainable supply chain by collaborating with its suppliers and sharing its knowledge and experience. The effective engagement with suppliers promotes greater transparency and allows Scyne to assess its supply chain and reach beyond tier-one suppliers. It also helps Scyne to mitigate risks and remediate any identified modern slavery incidents.

Scyne encourages its employees and stakeholders to report and speak up on any incident that may occur through its Speak Up policy. The way Scyne people think, behave, and make decisions is fundamental to realising Scyne purpose and vision.

6 Assessing Our Actions

Assessing the effectiveness of Scyne's actions is critical for ensuring it understands the impacts of its operations on modern slavery and broader human rights. Scyne will continually improving its approach on assessing that effectiveness. It uses Key Performance Indicators (KPIs), and a range of measures to monitor and assess the effectiveness of its actions, including:

- operational tracking of policies, processes and training initiatives, such as completion of Modern Slavery Awareness training module;
- tracking proactive engagement and communication with suppliers;
- reports made through Scyne's grievance mechanisms involving modern slavery, and how these reports are handled;
- benchmarking Scyne's progress against industry peers and other statements identified as better practice;
- the regular review of applicable policies and procedures for compatibility with human rights; and
- collaboration with internal and external stakeholders to provide review and feedback.

Scyne will continue to review and adapt these, and other measures, over future reporting periods to allow it to continually improve the effectiveness of its approach to addressing modern slavery and will consider other qualitative KPIs going forward.

7 Our Consultation Process

Scyne has prepared this Statement in consultation with its procurement function, functional and operating leads so that it accurately reflects the relationship between and operations of each related entity in the Group.

We will continue to engage in meaningful and ongoing dialogue within Scyne and respond to modern slavery risks as these may arise.

8 Looking Ahead

Scyne will continue to develop and improve its assessment and management of modern slavery risks within its operations and supply chains to enable Scyne to meet its objective of conducting operations in compliance with human rights, modern slavery and workforce labour laws and regulations.

This Statement has been approved by the Board of Scyne Advisory Holdings Pty Ltd on 18 December 2025.



Fay Bou
Director
Scyne Advisory Holdings Pty Limited

