



MODERN SLAVERY STATEMENT



Modern Slavery Statement – SKS Technologies Group Ltd

Reporting Period 1st July 2024 to 30th June 2025

1. Business Structure, Operations, and Supply Chains

SKS Technologies Group Ltd ABN 24 004 554 929 is a publicly listed ASX company headquartered at 700 Spencer Street, West Melbourne Victoria 3003. We specialise in delivering audiovisual, communications, and electrical solutions and turn over more than \$100 Million. This statement refers directly back to the requirements of the Commonwealth Modern Slavery Act.

2. Business Structure, Operations, and Supply Chains

SKS Technologies Group Ltd has prepared this statement to cover its entities, SKS Technologies Pty Ltd, ABN: 51 168 906 956 and SKS Indigenous Technologies Pty Ltd, ABN: 99 632 749 163. Both entities use the same policies and processes, operate in the same sector and have many shared suppliers and provide this single, consolidated description of these to address modern slavery risks.

Our operations mainly include direct employment of our own people, and has partnerships with contractors, consultants and Electrical / Audio Visual product suppliers.

SKS Technologies Group Ltd do not own any of its product supply chains, our supply chains source mainly Australian domestic products, although do include some international sourced goods.

3. Identified Risks of Modern Slavery

SKS Technologies don't have any direct exposure or risk to modern slavery as we only employ Australian residents via local Enterprise Agreements or the National Employment Standards.

We only purchase through quality local Australian supplier channels and to our knowledge no Modern Slavery practices are incurred to supply our products. We do however, recognise the potential for modern slavery risks could possibly take place on products purchased overseas as we don't physically go and check where the raw materials are procured within these supply chains, so potential risks may include the following:

- Exposure to forced labour, servitude, deceptive recruiting practices in offshore procurement.
- Vulnerabilities in subcontracting arrangements and third-party labour overseas.
- Risks associated with partnerships that may not align with international human rights standards.

4. Actions Taken to Assess and Address Risks

SKS Technologies has implemented a multi-tiered approach to mitigate modern slavery risks:

- Supplier Code of Conduct requiring suppliers to comply with all applicable laws and proactively address any identified risks of modern slavery.
- Supplier terms that include obligations for compliance with Australian and relevant foreign modern slavery laws.
- Supply chain mapping and a Corporate Social Responsibility questionnaire to assess supplier practices and identify risk areas.
- Integration of modern slavery considerations into broader company policies, including modern slavery training and awareness-raising programs.
- Partnership screening protocols to ensure ethical alignment with SKS values.

5. Evaluating Effectiveness of Actions

We evaluate the effectiveness of our actions through:

- Regular policy reviews, at least every 12 months.
- Consultation with employees, management, and stakeholders.
- Review how many staff training sessions have been run or sent.
- Monitoring incidents and feedback to assess whether objectives are being met.

6. Consultation with Owned or Controlled Entities

SKS Technologies engages in ongoing consultation with its owned and controlled entities through:

- Training and communication initiatives to raise awareness of modern slavery risks.
- Due diligence processes applied across all entities.
- Feedback mechanisms to ensure alignment with ethical standards and continuous improvement goals.
- Clear internal recruitment processes adoption and policy training.

7. Board of Directors Signatory Section

This Modern Slavery Statement has met the requirement for approval, and has been approved by the Board of Directors of SKS Technologies Group Ltd on the 12th September 2025. The Board of Directors of SKS Technologies Group Ltd has approved this statement on behalf of SKS Technologies Pty Ltd and SKS Indigenous Technologies Pty Ltd.

By signing below, the undersigned confirm that they have reviewed and endorsed the contents of this statement, and that SKS Technologies Group Ltd is committed to the ongoing implementation and improvement of practices that address modern slavery risks within its operations and supply chains.

Signed:

A handwritten signature in black ink, appearing to read "M Jinks", written over a dotted line.

Date: 12 / 9 / 2025

Matthew Jinks

Chief Executive Officer

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