

FY2025 STATUTORY DISCLOSURE

Modern Slavery Statement

SharkNinja Pty Ltd · ABN 87 147 260 197

Reporting Period	Prepared under	Reporting Entity
1 Jan 2025 – 31 Dec 2025	Modern Slavery Act 2018 (Cth)	SharkNinja AU (single entity)



HAIRCARE



SKINCARE



CLEANING



KITCHEN

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This Statement is published by SharkNinja Pty Ltd in accordance with sections 13, 16 and 18 of the Modern Slavery Act 2018 (Cth), covering the reporting period 1 January 2025 to 31 December 2025.

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01 INTRODUCTION

This Modern Slavery Statement (**Statement**) is published by SharkNinja Pty Ltd (ABN 87 147 260 197) (**SharkNinja AU** or the **Reporting Entity**) in accordance with sections 13, 16 and 18 of the *Modern Slavery Act 2018* (Cth) (the **Act**). SharkNinja AU is a reporting entity under the Act on the basis that its consolidated revenue for the reporting period exceeds \$100 million. This is a standalone statement and is not provided as a joint statement with any other entity. It covers the reporting period of 1 January 2025 to 31 December 2025 (**Reporting Period**).

SharkNinja AU is committed to operating ethically and responsibly. This Statement describes and formalises the steps taken during the Reporting Period to identify, assess, and address modern slavery risks across our operations and supply chains. As a first-time reporter under the Act, SharkNinja AU recognises that its modern slavery program is at an early stage of development, however, it does not tolerate, use or condone slavery, servitude, forced labour, or human trafficking (**Modern Slavery**). Alongside an account of the actions taken to date, this Statement sets out our commitments and priorities for the year ahead as we continue to strengthen and mature our approach.

02 REPORTING ENTITY

SharkNinja AU is an Australian private company and the Reporting Entity.

ABN	87 147 260 197
ACN	147 260 197
Registered Office	Suite 23.02, Level 23, 45 Clarence Street, Sydney NSW 2000
ABN Status	Active from 1 July 2011

03 STRUCTURE, OPERATION & SUPPLY CHAIN

STRUCTURE

SharkNinja AU is a wholly owned subsidiary of SharkNinja APAC Holding Pte Ltd (Singapore). Its parent entity is JS Global Lifestyle Company Limited, a company incorporated in the Cayman Islands and listed on the Stock Exchange of Hong Kong (Stock Code: 1691).



SharkNinja AU functions as a distribution entity within the SharkNinja group. Product design, development, and original equipment manufacturer (OEM) relationships are managed centrally at the group level, and SharkNinja AU plays no independent role in selecting or managing OEMs or in making procurement and supplier selection decisions in relation to the product design, development and manufacturing of products.

OPERATION

SharkNinja AU is the exclusive distributor of Shark and Ninja branded products in Australia, offering a product range that spans haircare and styling appliances, skincare devices, cleaning appliances, and indoor/outdoor kitchen appliances. SharkNinja AU sells directly to consumers through its dedicated brand websites (www.sharkclean.com.au and www.ninjakitchen.com.au) and supplies products to retailers across Australia. Warehousing of products following arrival in Australia and prior to dispatch is managed through a partnership with DHL.

As at the end of the Reporting Period, SharkNinja AU's workforce comprised approximately 82 permanent employees (including full-time, part-time, and fixed-term staff) and 3 contractors.

82	3	2
PERMANENT EMPLOYEES	CONTRACTORS	CONSUMER BRAND WEBSITES

03 STRUCTURE, OPERATION & SUPPLY CHAIN (cont.)

SUPPLY CHAIN

SharkNinja AU operates a single-tier distribution model, where finished products are manufactured overseas by the SharkNinja group's OEMs and imported into Australia for distribution. SharkNinja AU does not directly engage OEMs or component suppliers.

All finished goods are sourced through the SharkNinja group's global supply chain, with the group's OEMs located across China and Southeast Asia, including Cambodia, Indonesia, Malaysia, Thailand, and Vietnam. OEMs are generally responsible for sourcing the components used in manufacturing, although in certain instances the group sources components directly from sub-suppliers.

During the Reporting Period, the broader JS Global Lifestyle group engaged 339 suppliers globally, including 134 tier-1 suppliers. Within Australia, SharkNinja AU's domestic supply chain is limited to the logistics and warehousing services provided by DHL.

339 GLOBAL SUPPLIERS	134 TIER-1 SUPPLIERS	1 DOMESTIC LOGISTICS PARTNER (DHL)
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04 MODERN SLAVERY RISKS IN OPERATIONS & SUPPLY CHAINS

4.1 OPERATIONAL RISKS

SharkNinja AU considers the Modern Slavery risks associated with its direct Australian operations to be low but not immaterial. Its domestic operations encompass a corporate office and distribution function, supported by outsourced warehousing and logistics services provided by DHL. While SharkNinja AU's direct workforce presents limited exposure to the conditions typically associated with Modern Slavery, the outsourced nature of its warehousing operations introduces a degree of indirect risk, particularly in relation to the labour practices of third-party service providers and any subcontractors they may engage.

SharkNinja AU comprises of permanent employees engaged on full-time, part-time, and fixed-term arrangements, together with a small number of contractors performing professional services roles. All workers are engaged and remunerated in accordance with applicable Australian employment law. SharkNinja AU does not engage labour hire workers or temporary visa holders in vulnerable work, further reducing the risk of exploitation within its direct operations. However, SharkNinja AU acknowledges that risks may exist in the operations of its domestic service providers, including within the workforces engaged by DHL and any subcontractors, where the use of casual, temporary, or migrant labour may be more prevalent.

4.2 SUPPLY CHAIN RISKS

The primary modern slavery risks for SharkNinja AU arise in the upstream supply chain, which is managed centrally by the SharkNinja group. Given the geographic spread of manufacturing operations and the nature of the sectors involved, the group has undertaken a structured assessment of its supply chain risks and identified the following key risk factors:

GEOGRAPHIC RISK

Manufacturing is concentrated in China and Southeast Asia, including Cambodia, Indonesia, Malaysia, Thailand, and Vietnam. These regions are consistently identified by global risk indices including the Global Slavery Index and the Verisk Maplecroft Human Rights Outlook as presenting elevated risks of forced labour, excessive working hours, and debt bondage. These risks are particularly acute in relation to migrant worker populations, who may face barriers to accessing legal protections and remediation channels.

SECTOR RISK

The electronics and consumer goods manufacturing sector is globally recognised as carrying inherent modern slavery risks, including excessive overtime, underpayment of wages, and restrictions on freedom of movement. These risks are most pronounced in lower-tier supply chains, where contractual relationships are more fragmented, auditing is less frequent, and visibility over working conditions is more limited. The complexity of multi-tiered supply chains means that risks may be present even where tier-1 supplier relationships are well-managed.

MIGRANT LABOUR

The use of migrant labour in Southeast Asian manufacturing operations, particularly in Thailand and Malaysia, presents risks associated with labour recruitment practices. These include the charging of excessive recruitment fees, passport and document retention by employers or labour brokers, and debt bondage arrangements that restrict workers' ability to freely leave employment. Workers recruited through informal or unregulated channels are particularly vulnerable to these practices.

During the Reporting Period, the SharkNinja group did not identify any confirmed instances of Modern Slavery or adverse indicators within its supply chain requiring remediation. However, SharkNinja AU acknowledges that the absence of identified instances does not necessarily reflect an absence of risk and remains committed to ongoing supply chain due diligence in partnership with the broader SharkNinja group.

05 ACTIONS TAKEN TO ASSESS & ADDRESS MODERN SLAVERY RISK

SharkNinja AU functions as a distribution entity and, accordingly, relies on the modern slavery and social compliance programs maintained at the group level by SharkNinja and JS Global Lifestyle. The actions set out below were taken by the group during the Reporting Period and are relevant to goods supplied into the Australian market.



5.1 SUPPLIER CODE OF CONDUCT

SharkNinja maintains a Global Supplier Code of Conduct (**Code**) that sets binding expectations for all OEMs in its supply chain. The Code addresses a broad range of labour and human rights standards including the prohibition of forced and child labour, working hours, remuneration, employee welfare, occupational health and safety, freedom of association, and non-discrimination, and requires compliance with all applicable domestic laws and regulations in these areas. Acknowledgement of the Code is a prerequisite to contracting, and OEMs are obligated to ensure these standards flow down to their own suppliers.



5.2 SUPPLIER ONBOARDING PROCESS & CAPACITY BUILDING

As part of its OEM onboarding process, SharkNinja requires all new suppliers to review and adhere to the Statement of Social and Environmental Responsibilities before commencing production. In 2025, SharkNinja strengthened its supplier engagement programme by expanding its supplier summit initiative, hosting two global summits in April and October 2025 with mandatory attendance for all OEMs. The summits addressed modern slavery risks, the requirements of the Code, ethics reporting mechanisms, and legal obligations relating to the use of labour agents in Southeast Asia.



5.3 AUDITING

SharkNinja maintains a comprehensive audit programme to monitor and enforce social compliance standards across its OEM supply chain. The programme combines scheduled internal audits with independent third-party assessments and includes unannounced site visits to provide an accurate and unfiltered view of on-the-ground conditions. Each audit evaluates a range of indicators spanning employment status, age verification, working hours, wages and benefits, and occupational health and safety.

Confidential interviews with randomly selected workers are conducted as a standard element of every audit, enabling assessors to independently verify voluntary employment, freedom of movement, and the retention of personal identification documentation by workers themselves.

The results achieved during the Reporting Period demonstrate the effectiveness of this approach:

- a. 95% of OEMs received a SEDEX-aligned audit during the calendar year, with 100% having received such an audit within the preceding 18 months, ensuring no facility goes unassessed for an extended period;
- b. Where audits identified areas requiring remediation, 100% of OEMs engaged constructively in corrective action processes, underscoring a shared commitment to continuous improvement; and
- c. Unannounced third-party audits found high levels of compliance across OEM facilities, with no zero-tolerance findings, such as evidence of forced labour, child labour, or document retention, recorded during the period.

Taken together, these outcomes reflect the maturity of SharkNinja's supply chain oversight and its continued progress in building a transparent, accountable, and ethically sound supplier network.



5.4 CORRECTIVE ACTIONS

Where audits identify instances of non-compliance, SharkNinja takes a structured and proportionate approach to remediation. OEMs are required to prepare and submit a Corrective Action Plan (**CAP**) setting out the specific steps to be taken and a clear timeline for implementing the necessary changes. SharkNinja actively monitors progress against each CAP, tracking OEMs' remediation efforts to ensure that non-compliances are resolved within the agreed timeframes.

Where non-compliance is serious or where remediation efforts are inadequate, SharkNinja retains the ability to impose a range of escalating sanctions. These may include reductions in business volume, suspension of the supplier relationship, financial penalties, and, in the most serious cases, termination of the supplier relationship entirely. This graduated approach ensures that consequences are commensurate with the nature and severity of the breach, while preserving the opportunity for genuine remediation where appropriate.



5.5 WORKER GRIEVANCE MECHANISMS

SharkNinja has established an internal ethics and compliance mechanism through which concerns across its supply chain can be raised. SharkNinja continues to evaluate and develop additional grievance mechanisms to broaden accessibility and strengthen worker protections over time.



5.6 MIGRANT LABOUR MANAGEMENT

SharkNinja recognises that human rights risks, and in particular the risks associated with migrant labour and the use of third-party labour agents are not uniformly distributed across its supply chain. Accordingly, SharkNinja applies a deliberately risk-tiered approach, establishing baseline standards for all OEMs while deploying additional and more rigorous requirements in geographies where specific vulnerabilities are more pronounced.

In regions such as Thailand and Malaysia, where the use of migrant labour is widespread, SharkNinja issues comprehensive guidance to suppliers on the legal and ethical use of migrant workers. This guidance addresses the full recruitment lifecycle, including the prohibition of recruitment fees charged to workers, the preservation of worker freedom of movement, and compliance with applicable national and international legal frameworks governing migrant employment.

In 2025, SharkNinja took meaningful steps to deepen its engagement with labour agent risks. Purpose-built training was introduced for OEMs operating in higher-risk markets, embedding additional compliance requirements and targeted monitoring mechanisms to strengthen oversight of labour agent practices. In parallel, SharkNinja launched a structured programme of monthly supplier communications, delivering focused guidance on topics of particular relevance to these geographies including the prevention of forced labour, the elimination of unlawful recruitment fee arrangements, and the adoption of proper wage payment practices. Together, these initiatives reflect SharkNinja's commitment to addressing the structural conditions that give rise to labour exploitation risks, rather than responding to individual incidents in isolation.



5.7 RESPONSIBLE MINERALS SOURCING

SharkNinja is committed to the responsible sourcing of minerals across its supply chain. SharkNinja has adopted a Responsible Minerals Sourcing Policy that sets out its expectations for suppliers regarding the ethical and transparent sourcing of minerals, with a particular focus on ensuring that minerals used in its products do not contribute to human rights abuses or conflict financing. In support of this commitment, SharkNinja participates in the Responsible Business Alliance's Responsible Minerals Initiative, a leading industry programme that provides tools, standards, and audit frameworks to help companies identify and address risks associated with conflict minerals and irresponsible sourcing practices.

06 ASSESSING EFFECTIVENESS

SharkNinja AU measures the effectiveness of its social compliance program on an annual basis, drawing on key performance indicators from its audit program. Key indicators include:

- the proportion of OEMs that have received a SEDEX-aligned audit within the calendar year and within the preceding 18 months;
- the rate at which OEMs are remediating identified non-compliances within specified timeframes, including the proportion of corrective action plans completed on schedule; and
- findings from unannounced third-party audits, including the nature and severity of any non-compliances identified.

The results of this annual review are used to identify gaps in audit coverage, assess the adequacy of SharkNinja's remediation framework, and inform continuous improvement efforts across the social compliance programme. Where indicators suggest that existing measures are not achieving the desired outcomes, SharkNinja uses this data to refine its approach and direct resources accordingly.

SharkNinja AU also intends to track the following entity-specific indicators in future reporting periods:

- the proportion of domestic service providers that have been subject to modern slavery due diligence;
- the number and nature of any reports received through the internal reporting platform relating to the Australian supply chain; and
- the completion rate of modern slavery awareness training among SharkNinja AU personnel.

As a first-time reporter under the Act, SharkNinja AU acknowledges that its current effectiveness measures are drawn from the group-wide programme and does not yet include metrics tailored specifically to its Australian operations or supply chain context. SharkNinja AU is committed to addressing this gap as part of its ongoing development as a reporter. As detailed in its 12-month roadmap at Section 08, SharkNinja AU intends to develop entity-specific effectiveness metrics that reflect the particular risks and characteristics of its Australian operations, enabling a more targeted and meaningful assessment of the effectiveness of its modern slavery response going forward.

07 CONSULTATION

SharkNinja AU does not own or control any other entities and therefore reports solely on its own operations and the supply chain activities connected to those operations.

This Statement has been prepared by SharkNinja AU in close consultation with its parent entities including SharkNinja APAC Holding Pte Ltd and JS Global Lifestyle Company Limited. As SharkNinja AU sources products through the SharkNinja group's global supply chain and operates within the group's established social compliance framework, this collaboration was essential to ensuring that the Statement accurately and comprehensively reflects the structures, systems, and processes in place to identify and address modern slavery risks.

The supply chain information, OEM oversight mechanisms, audit programme details, and social compliance programme particulars contained in this Statement were provided by these parent entities in their capacity as the entities responsible for managing the group's global sourcing and supplier relationships.

SharkNinja AU is grateful for the cooperation of its parent entities in the preparation of this Statement and remains committed to working collaboratively across the group to strengthen its modern slavery response over time.

08 12-MONTH ROADMAP

SharkNinja AU commits to the following actions over the next 12 months to strengthen its modern slavery response and build a more robust and entity-specific compliance framework.

- a** **SUPPLY CHAIN MAPPING**

SharkNinja AU will work with the broader SharkNinja group to develop an Australia-specific supply chain map identifying the tier-1 OEMs from which goods sold in Australia are sourced. The mapping exercise will capture key attributes including product categories, countries of manufacture, and the relative volume and value of goods sourced from each supplier. This will provide SharkNinja AU with a clearer picture of its supply chain footprint and a stronger foundation for risk-based prioritisation.
- b** **RISK ASSESSMENT**

SharkNinja AU will conduct a formal modern slavery risk assessment specific to its supply chain, drawing on the SharkNinja group's existing audit and assessment data and supplementing this with recognised country and sector risk indices. The assessment will identify the areas of SharkNinja AU's supply chain where modern slavery risks are most acute, enabling a more targeted and proportionate response.
- c** **POLICY DEVELOPMENT**

SharkNinja AU will develop an Australia-specific modern slavery policy and response framework tailored to its distribution model and the requirements of the Act. The policy will set out SharkNinja AU's commitments, the roles and responsibilities of relevant personnel, and the processes through which modern slavery risks are identified, assessed, and addressed.
- d** **TRAINING**

SharkNinja AU will implement modern slavery awareness training for all relevant personnel, with a particular focus on those involved in procurement, logistics, and supplier-facing roles. Training will be designed to ensure that staff understand how to identify indicators of modern slavery, know their obligations under the group's policies and frameworks, and are equipped to take appropriate action where concerns arise.
- e** **DOMESTIC SUPPLY CHAIN DUE DILIGENCE**

SharkNinja AU will conduct targeted due diligence on its domestic service providers, including warehousing and logistics partners, to assess the modern slavery risks associated with these relationships. This will complement the group-wide OEM audit programme by extending SharkNinja AU's risk management activities to the domestic operations and third-party service relationships most directly connected to its Australian business.
- f** **EFFECTIVENESS MEASURES**

SharkNinja AU will develop entity-specific key performance indicators to enable a meaningful assessment of the effectiveness of its modern slavery programme in future reporting periods. These metrics will be designed to reflect the particular risks and characteristics of SharkNinja AU's operations and supply chain, and will provide a more granular basis for evaluating progress and identifying areas for further improvement.
- g** **GOVERNANCE**

SharkNinja AU will establish internal governance arrangements to support ongoing modern slavery compliance, including the allocation of clear responsibilities to nominated personnel and the establishment of reporting lines to its board. These arrangements will ensure that modern slavery risks receive appropriate board-level visibility and that accountability for the company's modern slavery response is clearly defined.

09 APPROVAL

This Statement was approved by the principal governing body of SharkNinja Pty Ltd on 18 August 2026, in accordance with section 13(2)(c) of the Act.

**Abhinandan Shukla**

Director
SharkNinja Pty Ltd

Date: 18 August 2026