



Modern Slavery Statement



2025

Acknowledgement of Country

IDX acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, sea, and community. We pay our respects to all Aboriginal and Torres Strait Islander peoples, and to their Elders, past and present.

**OUR
VISION**
a healthier world

**OUR
VALUES**

**OUR
PURPOSE**
deliver the best health
outcomes for our patients



patients first

Patients are at the heart of everything we do



medical leadership

Pursuing excellence in medical leadership through evidence-based care



one team

Our united team is our greatest asset



create value

We deliver sustainable value to all stakeholders



integrity & excellence

Working with honesty and transparency, excelling beyond expectations



embrace change

Have the courage to change, challenge and innovate

HEAD OFFICE *Bun wurrung Country*

Level 2, 288 Victoria Parade,
East Melbourne, Victoria 3002

T +61 5339 0704

ABN 55 130 832 816

IMAGES: Imaging @ Olympic Park, Melbourne and
Capital Radiology Spotswood



Contents

- 04** The Reporting Entity
- 05** Structure & Operations
- 13** Risks of Modern Slavery Practices in our Operations and Supply Chains
- 15** Actions taken to Assess and Address Modern Slavery Risks
- 18** Assessment, Consultation and Forward Actions

THE REPORTING ENTITY

This Modern Slavery Statement is provided by Integral Diagnostics Limited (IDX), and its subsidiaries (together, the IDX Group) in accordance with the Modern Slavery Act 2018 (Cth) (Act) for the period 1 July 2024 to 30 June 2025 (Reporting Period).

This statement describes the IDX Group's approach to identifying and managing potential modern slavery risks by reporting against the mandatory reporting criteria set out in the Act.

IDX's Board and management are committed to the mitigation of potential modern slavery risks within the IDX Group's operations and supply chain. In addition to our obligations under the Act, we believe we have a responsibility to our key stakeholders to work with our suppliers to identify any areas of risk of modern slavery.

IDX recognises that modern slavery is part of the broader human rights landscape. Our approach is guided not only by the Act, but also by international standards such as the UN Guiding Principles on Business and Human Rights and the International Labour Organization conventions. We are committed to respecting the human rights of all individuals connected to our operations and supply chains.



STRUCTURE & OPERATIONS

IDX is an Australian public company, limited by shares and listed on the Australian Securities Exchange with the code IDX.

The IDX Group operates as a single economic entity but has several Australian and New Zealand wholly owned subsidiaries through which it conducts its business.

The IDX Group is headquartered in Melbourne, Australia, at Level 2/288 Victoria Parade on Bun Wurrung land. The Board of IDX is supported by a unified management team that has oversight and management of the operations of the IDX Group. Shareholders have economic and voting rights with respect to the group as a whole.

FY25 was a defining year for IDX in that the merger of IDX and Capitol Healthcare Limited (Capitol Health) was completed, creating one of the largest diagnostic imaging providers in Australia. Since the merger on 20 December 2024, IDX and Capitol Health have operated as one integrated team, aligning systems, governance, and supplier relationships across the combined group.

This Modern Slavery Statement is a joint report for IDX, Capitol Health and all of their subsidiaries taking into account the activities, supply chains and operations from both companies for the Reporting Period.

Operations

The IDX Group is a healthcare group providing diagnostic imaging services across Australia and New Zealand to patients and referrers including general practitioners, medical specialists and allied health professionals.

Our business comprises seven operational business units and our teleradiology business IDXt. These business units operate under various brands in different geographic regions and employ and contract healthcare professionals to provide services through a network of clinics, including multiple hospital sites. IDXt is an overflow and after-hours teleradiology provider offering services to IDX clinics as well as third party hospitals and radiology providers across Australia and New Zealand.

IDX also has a Shared Services function, which is comprised of IT, People & Culture, Finance, Legal, Risk, Quality, OHS, Marketing, Business Development, Property and Commercial teams that provide complementary and support services to our operational business units.

Our Shared Services function has enabled the centralisation of key vendor relationships and associated procurement activities. This ensures consistent relationships with the key vendors, and enables the IDX Group to negotiate better qualitative and quantitative outcomes. These activities cover operational expenditures such as medical consumables and IT equipment and services, as well as our larger capital procurement activities.

During the Reporting Period, we engaged with 80,000+ referrers and saw over 1.8 million patients. Our combined clinical group is one of the largest radiology providers across Australia and New Zealand. Our team of approximately 3,025 radiologists and qualified technical, nursing and support staff is committed to providing the highest level of diagnostic imaging and patient care.

	MRI	Magnetic resonance imaging for detailed soft tissue assessment
	CT	Computed tomography for rapid cross-sectional imaging
	PET-CT	Positron emission tomography for functional imaging, combined with CT
	Ultrasound	Real-time imaging for a wide range of clinical applications
	X-Ray	General radiography for bone, chest and other studies
	Mammography	Breast imaging, including 3D tomosynthesis
	Nuclear Medicine	Functional imaging using radiopharmaceuticals
	Fluoroscopy	Real-time X-ray guidance for diagnostic and therapeutic procedures
	Interventional Radiology	Image-guided procedures such as biopsies and drainages

STRUCTURE & OPERATIONS

Group Structure



Core markets	Australia and New Zealand		
Sites	145	Comprehensive sites ¹	61
MRI machines ⁴	67	Full MRI licences	23
		Partial MRI licences	16
PET scanners	8		
Employed radiologists	208	Contracted radiologists	251
Number of employees ³	2,779		

In an important development for IDX, from 1 July 2025, all of IDX’s 16 partially licenced MRIs and 3 of its unlicensed MRIs became fully licenced for Medicare eligibility.

Victoria



Lake Imaging

Lake Imaging has been offering radiology services to patients throughout Geelong, Central and Western Victoria for over 20 years. It currently operates 17 clinics in locations including Ballarat, Geelong, Warrnambool, North Melbourne, and outer western areas of Melbourne.

Core markets	Ballarat, Geelong, Warrnambool, North Melbourne, and outer western areas of Melbourne		
Sites	17	Comprehensive sites ¹	7
MRI machines	9	Full MRI licences	5
		Partial MRI licences	-
PET scanners	2		



Capital Radiology

Capital Radiology operates over 33 clinics in Victoria offering a full range of diagnostic imaging services including low-dose digital x-ray, ultrasound, low-dose CT, echocardiography, 3T MRI, mammography, bone densitometry (DEXA), dental x-ray (OPG) and interventional radiology services.

Core markets	Melbourne Metro		
Sites	33	Comprehensive sites ¹	15
MRI machines	16	Full MRI licences	-
		Partial MRI licences	6
PET scanners	-		





FMIG - Future Medical Imaging Group

Future Medical Imaging Group (FMIG) is a network of six radiology clinics located in Melbourne's northwest. Renowned for delivering fully comprehensive and specialised medical imaging services, FMIG is committed to providing high-quality care across a wide range of diagnostic and interventional procedures.

Core markets Melbourne Metro

Sites	6	Comprehensive sites ¹	4
		Full MRI licences	-
MRI machines	4	Partial MRI licences	3
PET scanners	-		



The X-ray Group

Since 2007, The X-ray Group has delivered diagnostic medical imaging services to the local communities of Albury, Wodonga, Wangaratta, Yarrawonga and Lavington.

Core markets Albury, Wodonga, Wangaratta, Yarrawonga and Lavington

Sites	5	Comprehensive sites ¹	2
		Full MRI licences	2
MRI machines	2	Partial MRI licences	-
PET scanners	-		



Direct Radiology

Direct Radiology has two clinics located in Fairfield and South Melbourne in Victoria and provides comprehensive high-quality medical imaging with a focus on musculoskeletal and women's health.

Core markets Melbourne Metro

Sites	2	Comprehensive sites ¹	1
		Full MRI licences	-
MRI machines	1	Partial MRI licences	-
PET scanners	-		

STRUCTURE & OPERATIONS



Imaging @ Olympic Park

Imaging @ Olympic Park (IOP) is Melbourne’s musculoskeletal centre of excellence, for the sporting and wider community. Located within Melbourne’s AAMI Park sporting precinct, IOP is Australia’s first imaging and treatment day procedure centre. IOP offers a comprehensive range of musculoskeletal imaging services including 3T MRI, CT, ultrasound, and innovative treatments and procedures.

Core markets Melbourne Metro

Sites	1	Comprehensive sites ¹	1
MRI machines	3	Full MRI licences	1
		Partial MRI licences	1
PET scanners	-		



Lime Avenue Radiology

Lime Avenue Radiology, based in the heart of Mildura in regional Victoria, delivers a wide range of advanced imaging services with a strong focus on patient care. From everyday diagnostics to specialised procedures, the clinic offers comprehensive services in a regional setting.

Core markets Mildura

Sites	1	Comprehensive sites ¹	1
MRI machines	1	Full MRI licences	1
		Partial MRI licences	-
PET scanners	-		

Tasmania



Radiology Tasmania

Established in 2007, Radiology Tasmania delivers expert diagnostic imaging services across five clinics in Hobart and Launceston. Patients and referrers experience high-quality customer service informed by the best medical imaging equipment. The Radiology Tasmania network also includes Women’s Imaging, a clinic specialising in female health.

Core markets Tasmania

Sites	5	Comprehensive sites ¹	3
MRI machines	3	Full MRI licences	3
		Partial MRI licences	-
PET scanners			

Queensland



Imaging Queensland

Established in 2011 on the Sunshine Coast, Imaging Queensland has expanded across South East Queensland and now provides diagnostic imaging services at 25 clinics. The Imaging Queensland network comprises Sunshine Coast Radiology, Central Queensland Radiology, and Diagnostic Imaging for Women.

Core markets Brisbane, Sunshine Coast, Rockhampton and Gladstone

Sites	25	Comprehensive sites ¹	8
		Full MRI licences	3
		Partial MRI licences	4
MRI machines	8		
PET scanners	1		



South Coast Radiology

Since 1967, South Coast Radiology has provided radiology services on the Gold Coast. It provides medical imaging services to the Tweed, Gold Coast, Darling Downs and Mackay communities.

Core markets Gold Coast, Toowoomba and Mackay

Sites	17	Comprehensive sites ¹	8
		Full MRI licences	5
		Partial MRI licences	2
MRI machines	9		
PET scanners	2		

South Australia



Fowler Simmons Radiology

Located in the heart of Adelaide's CBD, Fowler Simmons Radiology is a leading musculoskeletal imaging practice with a strong reputation for excellence. The clinic specialises in spinal interventions and sports injury imaging, and is led by highly respected radiologists Dr Shaun Fowler and Dr Tom Entwisle.

Core markets Adelaide metro

Sites	1	Comprehensive sites ¹	1
		Full MRI licences	-
		Partial MRI licences	-
MRI machines	1		
PET scanners	-		

STRUCTURE & OPERATIONS

Western Australia



Apex Radiology

Established in 1996, Apex Radiology provides patients in rural and regional communities in Western Australia access to diagnostic imaging services. Apex Radiology has recently opened in the Perth metro area and also provides radiology and teleradiology services to the Western Australia Country Health Service.

Core markets South west region of Western Australia, Perth metro

Sites	6	Comprehensive sites ¹	3
MRI machines	3	Full MRI licences	2
		Partial MRI licences	-
PET scanners	1		



Capital Radiology

Capital Radiology operates six clinics in Western Australia offering a full range of diagnostic imaging including, low-dose digital x-ray, ultrasound, low-dose CT, echocardiography, 3T MRI, mammography, bone densitometry (DEXA), dental x-ray (OPG), and interventional radiology services.

Core markets Perth Metro

Sites	6	Comprehensive sites ¹	1
MRI machines	1	Full MRI licences	-
		Partial MRI licences	-
PET scanners	-		

New Zealand



Astra Radiology, Trinity MRI, SRG Radiology and Horizon Radiology

IDX's New Zealand brands located in Auckland, provide patients with radiology services across all diagnostic imaging modalities; MRI, CT, PET CT ultrasound, digital breast tomosynthesis, and plain x-ray.

Trinity MRI is a diagnostic imaging facility dedicated to brain, spine and neurovascular imaging.

Core markets Auckland

Sites	20	Comprehensive sites ¹	5
MRI machines	6	Full MRI licences	N/A
		Partial MRI licences	N/A
PET scanners	2		

Teleradiology



IDxt

Launched in 2020, IDxt provides urgent, routine and overflow teleradiology services across all modalities delivered by 114 contracted radiologists. IDxt services the IDX Group, private radiology practices and public hospitals in Western Australia, South Australia, Queensland, Victoria and New South Wales.



The above tables reflect data current as at 30 June 2025.

¹ Comprehensive sites comprise a range of radiology equipment including MRIs and CTs, and are located with or near major specialist referrers.

² Consistent with the NZ private radiology model, all doctors work across the public and private sector and meet the criteria to be classified as contractors, but are on terms and conditions similar to IDX employed radiologists.

³ This number represents the number of employees on employment contracts (either part-time or full-time). It does not represent the number of full-time equivalent employees or individual casual/contract arrangements. In addition, there are 246 employees in the corporate offices (including IDxt), totalling 3,025 employees.

⁴ Of the 67 MRI machines, 61 are located in Australia with 45 located in MM1 areas, including 16 partially licensed machines and 3 unlicensed machines (all of which become fully licensed machines effective 1 July 2025), and 16 located in MM2-7 areas.

SUPPLY CHAINS

The IDX Group's supply chain includes the provision of goods and services from entities predominantly located in Australia, with some located overseas.

The breakdown of the IDX Group's suppliers by country as a percentage of total expenditure is as follows:

- Australia & New Zealand - 97%
- Other countries - 3%

Products procured by the IDX Group

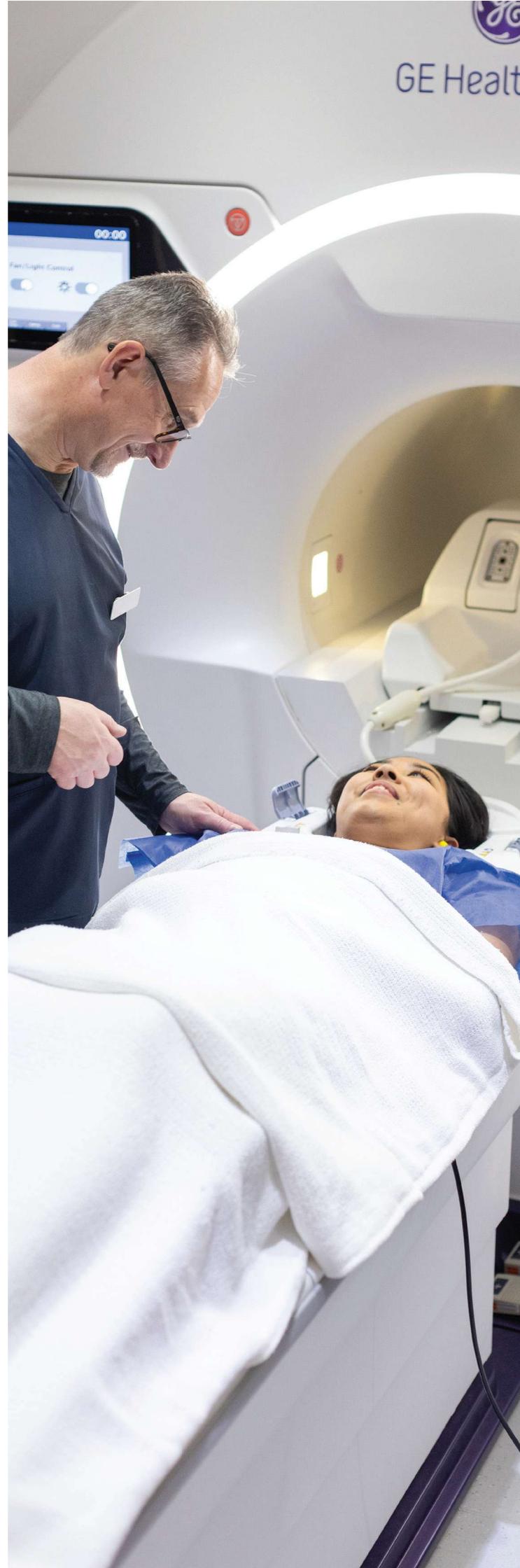
The IDX Group sources the following key products directly from suppliers:

- medical/diagnostic imaging equipment such as Positron Emission Tomography (PET), Magnetic Resonance Imaging (MRI), Computed Tomography (CT), Ultrasound and X-ray equipment;
- medical consumables, including personal protective equipment, cleaning products, needles, syringes, contrast and radiopharmaceuticals;
- uniforms and patient gowns;
- electronic equipment other than medical equipment, such as computers and equipment for office staff, network infrastructure; and
- office furniture and stationery.

Services procured by the IDX Group

The IDX Group sources the following key services directly from suppliers:

- repair and maintenance of medical and diagnostic imaging equipment;
- fit-out, repair and maintenance of our clinics and offices;
- IT support and typing;
- professional services such as accounting, legal, transactional and other operational advice;
- cleaning services; and
- waste removal.



RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

During the Reporting Period, the IDX Group considered the extent to which it may contribute to, or be linked to, modern slavery risks in its operations and supply chains. IDX's direct workforce has been assessed as being of low modern slavery risk, due to our people and culture policies and practices such as our:

- "Integrity & Excellence" company value;
- People, Culture & Remuneration Committee Charter;
- Code of Conduct which all IDX Group employees are required to comply with;
- Diversity and Inclusion Policy; and
- Whistleblower Policy.

When assessing modern slavery risks, the IDX Group's procurement and supply chain activities were broken down into two broad categories:

1. **Direct onshore and on-site activities:** where the IDX Group's engagement of vendors for goods and services may present risks of labour rights violations.
2. **Supply chain activities:** where the IDX Group's procurement of goods in certain categories is at risk from being sourced from countries or regions with histories of poor labour rights, human rights or legal system issues and corruption.

The inherent risks across those categories, relevant to the IDX Group include:

Without active consideration of these risks in the IDX Group's procurement activities, there is a risk that the Group may inadvertently incentivise modern slavery practices by making decisions based solely on the lowest cost of goods.

The IDX Group's greatest risk of involvement in modern slavery is therefore being indirectly linked through our supplier relationships. As such, our modern slavery risk mitigation program has primarily focused on the IDX Group's supply chain.

During FY25, a working group with representatives from the Legal & Risk, Procurement and Finance teams met quarterly to review and assess our modern slavery risks and controls. This working group applies an established process of approaching identified vendors to proactively seek assurances and engage in discussions on how they manage the risk of modern slavery within their own supply chains. In considering our risks, IDX Group's largest suppliers are broken down by category and geography in relation to the following procurement aspects:

- the type of goods and services being procured;
- the geographical locations in which those vendors operate;
- the size and volume of transactions with vendors; and
- the distance from the risk or control that IDX can have over the supply chain.

	Underpayment, exploitation, or lack of transparency relating to migrant workers in service subcontracting
	Labour conditions and child labour in the supply chain of manufactured goods
	Labour rights in offshore financial and business services
	Underpayment, indentured workers and exploitation of migrants in the supply of travel, hospitality and entertainment services

VENDOR RISKS

The IDX Group's analysis of the risks against each vendor category determined that the 14 vendor categories with the highest risk of modern slavery issues are:

Direct Onshore

Category name	Type of risk
 Cleaning & Waste Mangement	
 Film Delivery/Couriers	Lower skilled labour using irregular or migrant workers particularly vulnerable to exploitation.
 Laundry and Dry Cleaning	

Supply Chain

Category name	Type of risk
 Consumables	Labour rights and governance in the overseas supply chain of chemical products.
 Radiopharmaceuticals	Labour rights, health & safety, and governance in the overseas supply chain of chemical, plastic and metal products.
 Contrast	Labour rights and governance in the overseas supply chain of chemical products.
 Needles and Syringes	Labour rights, health & safety, and governance in the overseas supply chain of chemical, plastic and metal products.
 Pharmaceuticals	Labour rights and governance in the overseas supply chain of chemical products.
 Film	Labour rights, health & safety, and governance in the overseas supply chain of chemical, plastic and metal products.
 Freight	Lower skilled labour vulnerable to exploitation.
 Medical Equipment	Labour rights, health & safety in electronics and medical equipment supply chains.
 Staff gifts	Risks from manufacturing of metal and plastic products and the extraction of raw materials in high likelihood countries.
 Contractors/ Labour Supply – Typists	Risk of unfair working conditions for people when operations are outsourced, potentially offshore.
 Computer Expenses	Labour rights, health & safety and governance in electronics supply chains.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

During the Reporting Period, the IDX Group undertook the following actions to assess and address potential modern slavery risks in its supply chain as well as support and encourage suppliers to improve their downstream modern slavery practices.

Action	Summary
Consolidating supplier database	<p>Consolidating and reducing the number of key suppliers we engage to ensure we can better monitor our supply chain.</p> <p>During FY25 we continued our process of analysing our key supplier database and consolidating suppliers where possible. This work will be an ongoing process and continue during FY26.</p>
Collaborative work with suppliers	<p>IDX continues to engage with its largest and highest-risk suppliers, by requesting suppliers sign and complete attestations in relation to their modern slavery mitigation efforts and/or provide a copy of their own Modern Slavery Statement.</p> <p>Our largest and highest-risk suppliers are asked to sign and return to the IDX Group:</p> <ul style="list-style-type: none"> • A joint attestation where both parties agree to manage modern slavery risks within their supply chains and notify the other party of any risks or issues that arise. • A survey to better understand the modern slavery risks that exist within their operations and supply chains, including whether they: <ul style="list-style-type: none"> - have a modern slavery policy or process; - have someone within their organisation directly responsible for modern slavery; - screen suppliers for modern slavery risks; - have a written process for dealing with modern slavery risks or incidents as they arise; - undertake any other due diligence with respect to modern slavery; - provide training to their staff on modern slavery; - undertake checks to ensure child labour is not being used within their organisation or by suppliers; - have written contracts in place for all employees, ensuring they are in a language employees understand, which clearly state conditions such as hours of work and wage rates; - take any other steps to combat modern slavery not covered by the survey; and - have ever been found to have breached modern slavery legislation. <p>This attestation and survey process has allowed the IDX Group to continue to reinforce its expectations of suppliers, while also gaining a clearer picture of the strength of controls that exist within its supply chain.</p> <p>IDX Group is committed to working with suppliers and educating them about our requirement to improve their processes if any gaps or issues are found.</p>
Ongoing reviews and assessment of supplier base	<p>In FY20 the IDX Group first undertook a comprehensive review of supply chain data for its largest suppliers that determined which parts of the business were most exposed to the risk of modern slavery and allowed us to prioritise our efforts. The IDX Group's key supplier base has remained consistent since that period, which means we have a strong relationship and understanding of the operations and activities of our largest suppliers. As part of the process of maturing our supplier information systems, IDX will continue to review our supplier base, focusing on the appropriateness of the supplier when considering broader Sustainability factors.</p>
Centralising Facilities Management and Advancing a National Property Strategy	<p>Following the merger with Capitol Health, IDX is progressing its national property strategy, including centralisation of the Facilities Management (FM) under the group property strategy and deploying an in-house job-management system across all business units. The aim is to right-size the FM function, reduce ad-hoc local purchasing, and lift procurement maturity. Under this model, every FM contractor and subcontractor for cleaning, maintenance and trade services must meet our modern slavery due-diligence requirements before onboarding and throughout the contract term. These requirements include completing a modern slavery questionnaire, accepting our Supplier Code of Conduct, agreeing to contract clauses prohibiting modern slavery, cooperating with audits, and implementing timely remediation where issues are identified.</p>

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Action	Summary
Staff training	<p>The IDX Group has sourced and provided training and education for all staff members on the IDX Group's modern slavery obligations, and their own role in mitigating modern slavery risks.</p> <p>Continued training and guidance for staff, aimed at ensuring training compliance by all senior managers, senior leadership, people & culture staff and procurement staff.</p>
Incident management platform	<p>We have a risk and incident management system (CAMMS), in which we manage all risks identified in the business. We are also looking to mature our existing supplier information systems through the use of Workday in future, to better monitor our supply chain.</p>
Sustainability Committee	<p>The IDX Group has a Sustainability Committee to formalise its approach to its ESG responsibilities and subsequent action plans. The Committee comprises an executive, members of the senior management team and operational personnel. The Committee provides strategic oversight of the IDX Group's Sustainability Strategy, including modern slavery.</p> <p>The IDX Group's Sustainability Report can be found via the IDX website (https://integraldiagnostics.com.au/environment-social-and-governance-esg/).</p> <p>During the Reporting Period, the Sustainability Committee was responsible for overseeing the IDX Group-wide effort to reduce modern slavery risks and integrate further activities such as improvements to the IDX Group's broader supply chain management processes, to align with its modern slavery mitigation goals and obligations.</p>
Complaint and Greivance Mechanisms	<p>The IDX Group's Modern Slavery Action Plan is complemented by governance and operational policies applying to the IDX Group, its employees and its contractors. Those policies provide mechanisms for our people to report concerns about suspected or actual improper conduct, including in relation to modern slavery, and for us to remediate the impact of modern slavery in our operations and supply chains.</p> <p>Our key policies which are directly relevant to our Modern Slavery Action Plan were reviewed and renewed during the merger integration program to ensure they were fit for purpose for the combined organisation including:</p> <ul style="list-style-type: none"> • Our Ethical Supply Chain Policy, which affirms the IDX Group's commitment to an ethical supply chain, including management of the risks of modern slavery. The policy also outlines how employees or other stakeholders can report modern slavery concerns. • Our Code of Conduct, which enforces our commitment to maintaining a high standard of ethical behaviour in conducting business and for our people to behave with integrity. This includes upholding IDX's values and compliance with any applicable policies, procedures, laws and regulations, including those that deal with modern slavery. • Our Whistleblower Policy, which encourages and enables people (including our employees and suppliers) to speak up if they become aware of potential misconduct, and promotes a workplace environment in which everyone feels safe and supported to do so. Reports may be made anonymously through our third-party provider, Stopleveline. Staff are required to undertake Whistleblowing training, which explains their rights in regard to reporting potential misconduct. • Our Anti-Bribery, Fraud & Corruption Policy, which sets out IDX's commitment to a zero-tolerance approach to acts of bribery, fraud or corruption, what constitutes bribery, fraud and corruption, the types of conduct that are prohibited, and how to report violations or suspected conduct. <p>The IDX Group's core governance policies are made available on our website and can be accessed here: https://www.integraldiagnostics.com.au/corporate-governance/</p>

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Action	Summary
Governance and policies	<p>The IDX Group is committed to ensuring that its labour practices are consistent with Australian and New Zealand legislation and regulatory requirements and reviews its policies regularly. The IDX Group's own review of its practices is further supported by the engagement of independent human resources and labour law experts, as well as professional internal and external audit providers.</p>
Maturity of Procurement Function	<p>The IDX Group continued to mature its procurement function during the merger integration program which strengthens our ability to ensure modern slavery risk management is embedded into our contracting and supplier engagement processes. Specific initiatives included:</p> <ul style="list-style-type: none">• Formalising our procurement function and strategy;• Transitioning from a largely decentralised approach to a coordinated, category-led sourcing model;• Recruiting additional procurement resources with necessary expertise; and• Establishing a standard procurement agreement template, to be used where possible, for goods and services procurement with appropriate modern slavery assurances and warranties. <p>Supplier consolidation and coordinated purchasing across the merged organisation has reduced duplication and improved buying power. Work is underway to finalise a refreshed Procurement Policy and Framework for adoption in FY26, embedding sustainability related considerations into procurement</p>

ASSESSMENT, CONSULTATION AND FORWARD ACTIONS

ASSESSING EFFECTIVENESS OF ACTIONS

The IDX Group is committed to continually improving its modern slavery risk processes and we aim to continue to build on these processes each year by:

- undertaking an annual review of our supply chain to identify modern slavery risks and practices;
- performing an annual review of key policies to ensure modern slavery risk management remains appropriate; and
- continuing to work with suppliers to encourage improvement in practices.

Annual Review Cycle

The IDX Group's annual review cycle for assessing modern slavery practices is as follows:



The Board will be proactively engaged with any material modern slavery risks or issues.

ORGANISATION REVIEW

Prior to being put to the Board for review and approval, a draft of this Modern Slavery Statement was reviewed by senior management, relevant subject matter experts within the IDX Group and IDX's Risk, Compliance and Sustainability Committee.

LOOKING FORWARD

As part of the IDX Group's merger integration plan and its continual improvement activities for modern slavery, several key initiatives have been identified for FY26 and beyond. The IDX Group is committed to building the maturity of our modern slavery and ethical supply chain activities by:

1. continuing to consolidate and reduce the number of our suppliers to ensure we can better monitor our supply chain;
2. ongoing collaborative work with suppliers to understand and manage modern slavery risks, including ensuring new large and very high risk suppliers undertake modern slavery attestations and provide survey responses;
3. continued training and guidance for staff, with training compliance required for senior managers, senior leadership, people & culture staff and procurement staff;
4. further improvements to our vendor assurance and approval processes by integrating our new supplier management software, Workday, into our procurement and supply chain management;
5. embedding a Supplier Code of Conduct; and
6. refreshing IDX's procurement policy to ensure it aligns with our Modern Slavery Action Plan.

Performance against our Modern Slavery Action Plan will be continually monitored and reviewed to ensure these actions are an integrated way of doing business at IDX.

This Modern Slavery Statement was approved by the Board of IDX on 28 October 2025.

Board Chair
Integral Diagnostics Limited

28 October 2025



