



GLOBE INTERNATIONAL LIMITED

Modern Slavery Statement

1. Reporting Entity

This statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth) (“the Act”) and sets out the actions taken by Globe International Limited ABN 65 007 066 033 (“reporting entity”) to identify, assess and address modern slavery risks across its’ operations and supply chain for the year ended 30 June 2025 (“reporting period”). Globe International Limited is an Australian company listed on the Australian Securities Exchange (ASX Code: GLB) with its principal place of business at 1 Fennell Street, Port Melbourne, VIC 3207, Australia. This Statement covers the reporting entity and its wholly owned subsidiaries worldwide (collectively “Globe”) as set out in **ATTACHMENT A**.

Modern slavery includes:

- human trafficking;
- slavery;
- servitude;
- forced labour;
- deceptive recruiting for labour or services;
- debt bondage;
- forced marriage; and
- the worst forms of child labour

Globe has a zero-tolerance approach to Modern Slavery in all its forms. For many years prior to the introduction of the Act, Globe has taken a proactive approach to reduce the risk of modern slavery occurring within its operations and its supply chains.

2. Structure

Globe is structured into three regional operating segments - Australasia, North America and Europe, which are headquartered in Melbourne, Los Angeles and Hossegor (France) via wholly owned subsidiaries. Globe’s sourcing teams are centralised, servicing all three operating segments, covering all subsidiaries.

3. Operations

Globe is a global multi-branded producer and distributor specialising in products such as purpose-built apparel, footwear, roller skates and skateboard hardgoods (decks, wheels, trucks, etc.) for the boardsports, street fashion, outdoor and workwear markets. Founded in 1985 by three Australian brothers, the Company’s core business is divided between proprietary, licensed and distributed brands. Globe’s proprietary brands include Globe, Salty Crew, FXD Workwear and Impala Skate. Its licensed and distributed brands operate under the Hardcore Distribution and 4Front divisions. Globe’s operations comprise wholesale sales to third party retailers and distributors; and direct to consumer sales through its full suite of online stores and a small number of branded retail stores.

4. Supply Chain

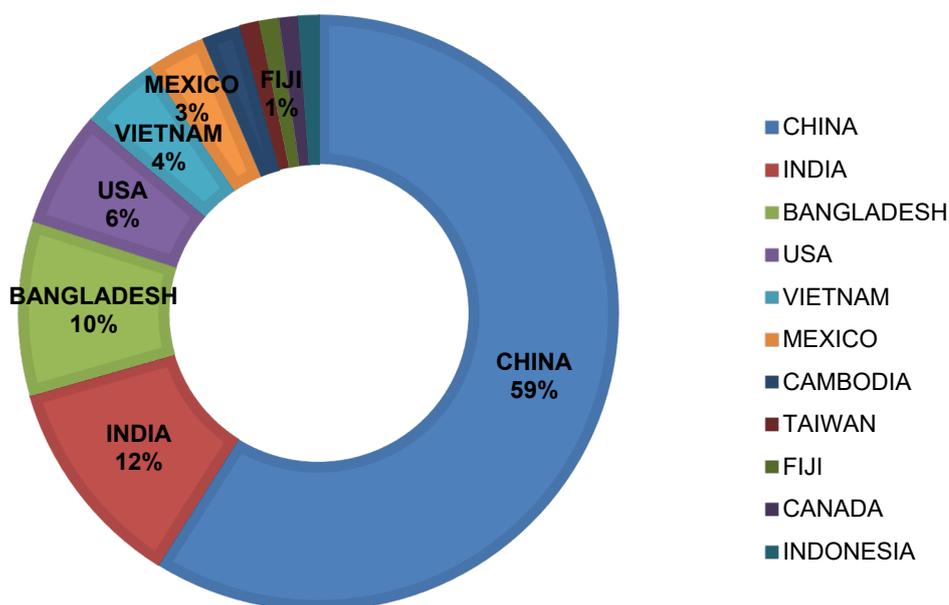
Globe maintains a complex supply chain with 86 major suppliers, with over 94 factories. Details of these are set out below:

(a) Supplier Factories

The majority of Globe's products are manufactured in China, India, Bangladesh, Vietnam, the USA and Mexico. Other countries representing less than 10% of overall production are produced in factories across a number of other countries.

Globe has a non-controlling interest in a production facility in Shenzhen, China, where all of its skateboards are manufactured. Globe's factory suppliers on a country-by-country basis are set out in the chart below:

FACTORY COMPOSITION BY COUNTRY



(b) Supplier Composition

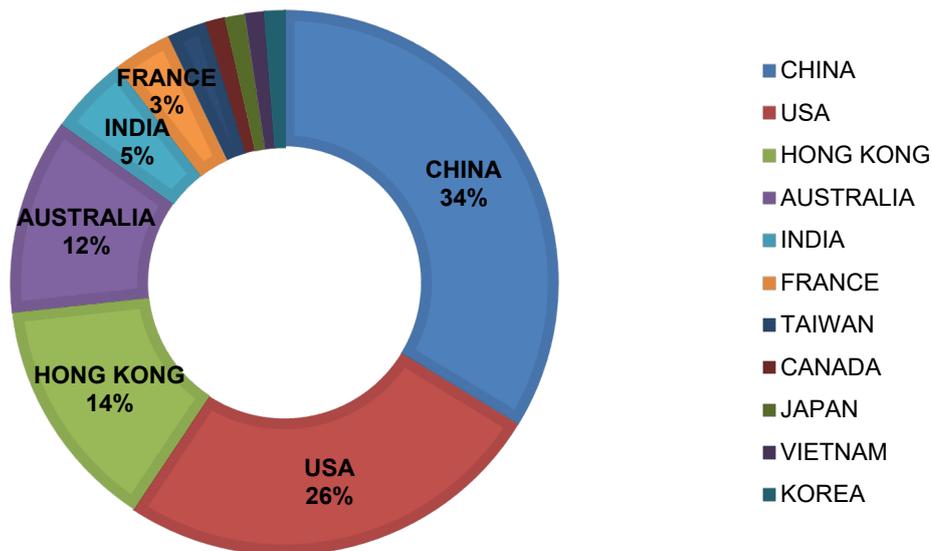
Globe categorises the following suppliers as Tier 1 suppliers:

- Suppliers engaged by Globe's sourcing teams, who directly manufacture and supply Globe's proprietary and licensed products.
- Suppliers engaged by third parties, who directly manufacture and supply products for Globe's distributed brands*.

*Where Globe distributes third party brands on behalf of wholesalers who have systems to monitor and report on supply chains and can demonstrate high rates of compliance, Globe relies on the publicly available information from these wholesalers to assess supply chain risk and does not include these suppliers within the categories above.

Statistics of these Tier 1 suppliers by country are set out in the table below:

SUPPLIER COMPOSTION BY COUNTRY



In addition to these Tier 1 suppliers, Globe has Tier 2 suppliers who provide components and finished materials to its Tier 1 suppliers, and Tier 3 suppliers who provide the raw materials for both Tier 2 and Tier 1 suppliers.

There are also several local suppliers based in Australia, USA and France that supply products and services, including Third Party Logistics (warehousing), IT equipment and servicing, office supplies, consumables, point of sale and marketing items. Globe recognises that these local suppliers in turn, may source their products and services from countries that have been identified as high risk from a modern slavery perspective.

5. Modern Slavery risks

(a) Risks in Globe's operations

Globe's core operations are headquartered in Australia, the USA and France where there are comprehensive labour laws. Each subsidiary's finance, HR and legal teams are familiar with the relevant laws in each jurisdiction and ensure that its workplace practices and remuneration policies are in line with or above the minimum country standards.

Globe places a high importance on the wellbeing of its employees. It is committed to providing a clean, comfortable and welcoming place of work for all employees, and each of its worldwide locations lives up to these standards. In addition, it has in place policies and procedures to ensure each workplace is safe and inclusive. Each of its subsidiaries has a comprehensive health and safety program and takes its equal opportunity and harassment policies very seriously. In recent years Globe has invested in training and other initiatives that are designed to support the overall wellbeing of its employees. These programs address physical and mental health, employee development and engagement, work life balance, community involvement and overall culture. Each of the subsidiaries has a range of policies to support these initiatives, and this is an area of continued focus for the business.

Based on this, Globe assesses the risk of modern slavery within its direct operations as being low. This includes long-term cleaning staff and other sub-contracted services.

(b) Risks in Supply Chain

Of the products that Globe sells, the [Global Slavery Index](#) and SEDEX's [Risk Radar](#) have identified the following product categories as being exposed to a high risk of modern slavery:

- apparel,
- clothing accessories and footwear
- raw material products such as timber used in skateboards and point of sale material and cotton used in apparel and footwear.

The Global Slavery Index and Risk Radar also identified certain high-risk countries that include China, Vietnam, India, Cambodia, Mexico, Indonesia and Bangladesh that manufacture these products and from where Globe currently sources product.

In addition to Globe's core product suppliers based in the countries identified as high risk, many of Globe's local suppliers based in Australia, the US and France for IT equipment, office supplies, consumables, point of sale and marketing items also source from those identified countries.

6. Actions taken to address Modern Slavery risks

(a) Overview of policies and procedures in place

For many years now, Globe has proactively engaged with its Tier 1 supply chain worldwide to ensure that there are no instances of modern slavery within its suppliers' operations. This includes an Ethical Sourcing Policy that specifically address Globe's zero tolerance for these issues.

A copy of Globe's current Ethical Sourcing Policy is available [HERE](#) (The Policy). The Policy sets out the minimum standards expected from its suppliers, and they are required to sign-off on an agreement based on this policy before any bulk trade commences. The Policy explicitly addresses modern slavery, stating that "Employment shall be on a voluntary basis and no prison, convict, slave, indentured, bonded or other forced labour shall be permitted". The policy has also been translated into local supplier languages including Chinese and Vietnamese.

The Policy currently prohibits any sourcing in Myanmar (Burma) and North Korea due to unacceptable risk profiles that Globe is not confident in dealing with. Also, due to continuing grave and systematic labour rights violations, Globe has publicly pledged to not knowingly use cotton sourced from the cotton industries in Turkmenistan and China's Xinjiang Uyghur Autonomous Region.

Globe has a form letter that sets out our Environmental and Social Responsibility Expectations, directly reflecting the Ethical Sourcing Policy, so all new potential supplier partners will be clear on Globe's requirements at the earliest point of contact and before any onboarding negotiations take place. These include requirements around SEDEX membership, social audits, openness to traceability of materials (secondary and raw) and transparency of factory details.

Additionally, Globe's sourcing employees are reminded of the need to assess workplace practices and overall conditions during any visits to supplier factories and report back to Globe's management if they observe any work-practices which do not meet the expected minimum standards. All sourcing employees are required to sign-off on an agreement that they understand the Company's Policies and practices.

Globe's sourcing employees and suppliers are regularly reminded of the Policy's minimum standards and their obligations in this area, particularly in relation to policies around banning both forced and child labour along with the requirement to provide a safe workplace for all.

Globe also has in place a Whistle Blower Policy and an Anti-Bribery and Corruption Policy which applies to internal staff reporting issues around modern slavery and to workers and others within our supply chain. A copy of Globe's Whistle Blower and Anti-Bribery and Corruption Policies are available on Globe's website [HERE](#).

(b) Actions taken during the reporting period

(i) Training and Education

This year all staff across the Australian business completed mandatory online training on modern slavery so all staff have a baseline knowledge and awareness of ethical supply chains and how to identify modern slavery risks. In addition, regular updates have been provided by the Company Secretary to the sourcing teams, alerting them to issues raised by NGOs and media reporting around the issue of modern slavery.

(ii) Ongoing Review and Monitoring

During the current reporting period, the Company continued to build its supply chain information through auditing and updating the master list of suppliers, gathering existing social compliance certifications and audits and asking new Tier 1 suppliers to sign off on their agreement with Globe's Ethical Sourcing Policy.

Globe has continued to focus on the suppliers of its proprietary and licensed products classified as Tier 1 during the current period as they make up most of our direct business. The Company believes it will have more immediate impact by working with its direct suppliers of proprietary and licensed branded products due to increased leverage with those parties.

Globe's staff regularly visit its Tier 1 supplier factories. These visits have been focussed on production and Quality Control matters, but opinions on general factory and workforce conditions are also discussed. Globe continues to require third party audits of its major suppliers, particularly those in countries considered at high risk of modern slavery, including China.

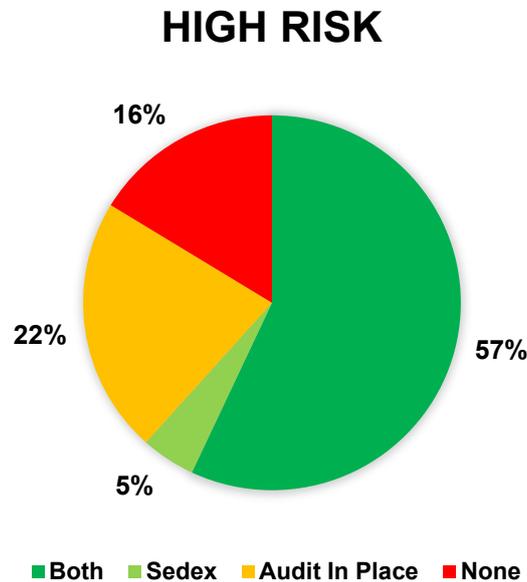
During the current reporting period Globe has remained a member of [SEDEX](#) to improve our ethical and sustainable sourcing practices. SEDEX is a global ethical trade member platform that allows businesses to manage risk, meet compliance and provide transparency across supply chains. Globe was able to link its supplier partners who were already SEDEX members and also invited its other supplier partners to join.

Any new major suppliers in high-risk countries are required to join SEDEX as a prerequisite of working with Globe or provide a comparable level of social compliance by directly sharing recent (within 1 year) audit results. For suppliers in moderate and low risk countries, membership is highly encouraged.

Suppliers operating in countries identified at being in a high risk of modern slavery, must have a current (within two years) social compliance audit, conducted third-party member firms of the Association of Professional Social Compliance Auditors (APSCA) to ensure their auditors have professional and appropriate training. With the onboarding of several new suppliers, Globe continues to monitor and audit its list of Tier 1 suppliers to ensure that those suppliers operating in high-risk environments meet this requirement.

Globe continues to use Our Supply Chain (OSC) software which is offered by a third-party provider DNDP Pty Ltd to help document and track Globe's supply chain. OSC provides a solution to streamline our data management practices and enhance our due diligence and audit related processes as well as providing real-time updates to enable us to gain prompt insights into our Suppliers.

Reviewing the status of each Tier 1 Factory, currently located in an identified 'high risk' country, there were 16% that had neither SEDEX membership nor a current social audit that could be used to review the current conditions for workers in those factories. This is a slight decrease from the prior reporting period (18%)*. This is depicted in the chart below:



*It is noted that for the 2025 reporting period, there were several changes which are likely to have impacted the underlying data, which make it difficult to compare the data from the prior reporting period:

- (i) the onboarding of new suppliers in Fiji and new factories with existing suppliers in Bangladesh during the reporting period is likely to have increased the percentage of factories operating in high-risk countries; and
- (ii) Globe has excluded from this data discontinued brands where production has ceased and certain third party distributed brands where the wholesaler of those brands itself has an established system to monitor and report on supply chains and have high rates of compliance with these systems and processes. This is likely to decrease the overall percentage of high-risk factories.

The Company plans to continue to closely monitor this, with the ultimate aim of reducing the percentage of high-risk facilities without an audit. Globe recognises that there is still much more to be done to enhance our controls and awareness around the mitigation and remediation of modern slavery risks in our supply chain.

(c) Goals from the last reporting period

As part of Globe’s continuous improvement approach to dealing with modern slavery, the Company had set out the following goals for the 2025 reporting period. It is noted that some of these goals have been carried over from earlier reporting years, particularly where the output has involved significant, and/or complex outcomes. The status of achievement on 30th June 2025 against each of these goals is depicted in the table below.

Status ----->	Not yet started	In progress	Completed & ongoing
Goal			
Research and investigation of Tier 2 suppliers, i.e. those making the components for our Tier 1 suppliers.			
Research and investigation into the supply of raw materials from Tier 3 suppliers, particularly for products of significance, including cotton and wood, to better map suppliers in those areas. This includes further investigation around modern slavery risks associated with cotton sourced from the Xinjiang Uyghur Autonomous Region in China.			
Begin to work on transferring from a Restricted Substances List (RSL) of chemicals, to a Manufacturing Restricted Substances List (MRSL) in order to increase the safety of workers in our supply chain around hazardous chemicals.			
Introduce a formal policy and action plan for remedial steps when any modern slavery incidences are reported or identified within the Company’s supply chain.			
Annual reminders for all sourcing staff around modern slavery risks.			
Onboard key Tier 2 Suppliers into OSC			
Enhance the existing monitoring and compliance protocols to include the likelihood that issues of non-compliance will be identified and rectified in a timely manner			
Undertake a pilot project to trace and document mills (Tier 2) involved in the production of textiles used in our products.			
Undertake a review of responsible buying practices (tracking payments and changes to orders)			

(d) Goals for the next reporting period

For the next reporting period, the Company continues to focus on completing the goals in progress, however, has identified several new goals it wants to prioritise to enhance its efforts to strengthen its ethical sourcing practices during the next reporting period.

This includes carrying out a gaps analysis of Globe’s existing ethical sourcing framework to understand areas for improvement, having particular regard to the introduction of various new regulations and obligations to ensure compliance across the multiple markets Globe operates.

7. Assessing the effectiveness of actions to address the risks

Globe's Board is ultimately responsible for considering, approving and monitoring risk management strategies and policies, and for ensuring the Company meets its social and ethical responsibilities. To enable them to do this, Globe's management maintains a Risk Management Framework (RMF) that is regularly reviewed and updated and presented to the Board annually, or more regularly as required. As part of the RMF, the task of assessing the effectiveness of Globe's actions to address governance, environment and social risks, including modern slavery risks rests with the Company Secretary, who does so in conjunction with the sourcing teams.

It is the responsibility of the Company Secretary to oversee the identification of social and ethical risks within the supply chain, and to enforce Globe's system of controls designed to mitigate those risks. These controls form part of the Ethical Sourcing Policy. The Company Secretary is also responsible for monitoring compliance with the relevant policies, and ensuring remedial action is taken where non-compliance occurs. Where remedial action is not taken, the Company Secretary is responsible for alerting the CEO of the issue.

The Company Secretary achieves this by staying abreast of global ethical sourcing developments, and through working with the global sourcing teams.

The Company Secretary reports to the Board and Senior Management on the progress made on the future goals that Globe has set in relation to modern slavery, as well as alerting Senior Management to upcoming changes in compliance obligations.

8. Consultation process with subsidiaries

Globe maintains centralised sourcing teams to service all three of its regional operating segments and these sourcing teams report into the COO and/or the President – Global products. These centralised sourcing teams have been work closely with the Company Secretary to engage in the extensive consultation process undertaken to seek, assess and mitigate the risks of modern slavery in its supply chain. Accordingly, the process of consultation with the sourcing teams covered all of Globe’s subsidiaries.

Approved by the Board of Globe International Limited on 19th December 2025

Signed on behalf of the Board by,

A handwritten signature in black ink, appearing to read "Harry Hodge". The signature is written in a cursive, flowing style.

Harry Hodge,

Chairman

ATTACHMENT A

Reporting entity and ultimate parent company

Globe International Limited

Wholly owned subsidiaries of Globe International Limited

Australia

Hardcore Enterprises Pty Ltd
Globe International Nominees Pty Ltd
WINT Enterprises Pty Ltd
KIDD Consolidated Pty Ltd
CASE Enterprises Pty Ltd
PSC Skateboarding Pty Ltd

USA

Osata Enterprises, Inc.
Diaxis LLC
Chomp Inc
Project Snack, Inc.

France

Globe Europe SAS

New Zealand

Globe International (NZ) Ltd

Hong Kong

Globe International (Asia) Limited