

### INTRODUCTION

Montu Group Pty Ltd. (Montu) remains committed to improving our practices to identify, assess, prevent, mitigate and remediate modern slavery risks. This updated Modern Slavery Statement describes the activities we have undertaken to strengthen our approach to modern slavery risk management and better understand the risks of modern slavery and human trafficking in our operations and supply chain.

Our Actions in FY 2025 focussed on:-

1. Deepening our understanding of modern slavery risks across our global supply chain
2. Embedding modern slavery governance into procurement, operations and supplier management
3. Improving due diligence processes and supplier engagement
4. Continuing to refine our internal reporting, risk assessment and escalation procedures.

### REPORTING ENTITY

This joint statement is submitted by Montu Group Pty Ltd (ABN 35 634 198 360) of Level 18, 1 Nicholson St, East Melbourne VIC 3004 (Montu) a reporting entity under the Modern Slavery Act 2018 (Cth) with consolidated annual revenue of at least \$100 million. This joint statement covers Montu along with its subsidiary companies, Alternaleaf Pty Ltd (ABN 67 649 613 005) (Alternaleaf), Leafio Pty Ltd (ABN 98 672 015 011) (Leafio), and uMeds Australia Pty Ltd (ABN 71 683 182 014) (uMeds). This statement is prepared in accordance with the requirements of section 14 of the Modern Slavery Act 2018 (Cth), and relates to the period 1 July 2024 to 30 June 2025.

### CORPORATE GROUP STRUCTURE AND OPERATIONS

Montu is a leading Australian distributor and wholesaler of controlled and prescription-only medicinal cannabis products and associated accessories. Montu has 3 subsidiary companies, Alternaleaf, Leafio and uMeds.

Alternaleaf is a telehealth medical consultation clinic providing patient appointments, prescribing pathways and patient support for patients interested in considering medicinal cannabis as a treatment option.

uMeds is a company that connects patients to pharmacists that stock the relevant medicinal cannabis products that the patient requires for their treatment.

Leafio has been established as a subsidiary company and, during the last financial year, did not have an operational business.

Across the Group, Montu employs over 600 employees and 100 contractors.

Montu's operations include:-

- Managing long term supply agreements with cultivators and pharmaceutical manufacturers
- Importation, warehousing, repackaging (via contract packers) and wholesale distribution of medicinal cannabis products.
- Operation of a nationwide telehealth clinic and related support services
- Partnerships with pharmacies and logistics providers to ensure the safe delivery of medicinal cannabis to patients

Montu's operations are based in Australia with a supply chain that extends internationally.

### **OUR SUPPLY CHAINS**

Montu sources medicinal cannabis according to long-term supply agreements with Australian and overseas suppliers. In the reporting period, we had cultivator suppliers located in the following countries:

- Australia
- Canada and
- North Macedonia.

Montu sources suppliers of finished medicinal cannabis goods and devices in the following countries:

- Australia
- Canada
- China
- South Africa, and
- United States of America.
- Germany
- North Macedonia

Although smaller in spend, the broader supply chain also includes:-

- Transports and logistics providers
- Contract packers
- Pharmaceutical service providers
- Telehealth technology platforms
- IT hardware and software vendors
- Corporate and professional services providers

Montu continues to mature the visibility of its lower-tier supply chain through structured due diligence and supplier engagement.

### MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAINS

Our approach to identifying and assessing risks of modern slavery in our business operations and supply chains includes performing on-site audits with our contract packers and cultivators, and regularly meeting supplier representatives and business owners.

These are the channels in which we are most likely to incur modern slavery risk. We are concurrently building out our systems to identify and assess risks of modern slavery in other areas of our business, and embedding our risk management processes more generally.

Montu undertakes risk assessments consistent with Attorney-General's Guidance, focussing on:

- Sector and Industry risk
- Product and service risk
- Geographic risk
- Entity-specific risk

#### 1. Risks in Montu's Operations

Montu assessed its direct operations as low risk, due to:

- Operations located solely in Australia which has a low prevalence of modern slavery
- A predominantly professional workforce
- Strong regulatory oversight within the medicinal cannabis sector
- Direct contractual relationships with workers, supported by HR and compliance systems

#### 2. Risks in Tier 1 Supply Chain

Montu identified heightened risks associated with:

- Overseas cultivators and manufacturers in higher risk jurisdictions (eg. North Macedonia, China)
- Labour intensive manufacturing or agricultural processes, particularly in cultivation and processing
- Contract packers, where migrant or temporary workforces may be used
- Global supply chains for medical devices and packaging materials

We have assessed our supply chain participants outside Australia for their susceptibility to risks of modern slavery, as set out below. This score is calculated based upon purchase orders generated during the reporting period against estimated prevalence of modern slavery as reported in The Global Slavery Index 2023<sup>1</sup>. The findings are reproduced below. (1 'The Global Slavery Index 2023' published by Walk Free accessible via [walkfree.org](https://www.walkfree.org))

Supplier Location	Estimated prevalence of modern slavery per 1,000 population	Total Vulnerability score (%)	Risk (Prevalence)
Australia	1.6	7	Low Risk
Canada	1.8	11	Low Risk
South Africa	2.7	52	Low Risk
United States of America	3.3	25	Low Risk
North Macedonia	12.6	38	High Risk
Germany	0.6	11	Low Risk
China	4.0	46	Medium Risk

Based on our assessment, approximately 99.21% of our supply chain procurement by risk category represents a low risk for modern slavery. Our total procurement spend by risk category is set out below:

Risk Rating	Percentage of Procurement Spend
Low Risk	99.21%
Medium Risk	0.71%
High Risk	0.08%

**MODERN SLAVERY ACTION**

Montu has a policy framework that sets out our commitment to responsibly source goods and services, ensure transparency, take action to prevent, mitigate, remediate harm and comply with applicable laws. Montu’s Supplier Risk Management Guidance provides a structured approach for identifying, assessing, mitigating and managing risks associated with third-party suppliers throughout the entire engagement lifecycle.

This framework is being implemented, and requires the following actions:

**1. Risk Identification and Assessment**

- On-site audits of contract packers and cultivators

- Structured meetings with supplier representatives and business owners to discuss labour practices and ethical sourcing
- Maintenance of a supplier risk matrix aligned with geographic and sectoral risk factors

### **2. Supplier Controls and Contract Requirements**

Montu's procurement processes require:

- Manufacturing according to Good Manufacturing Practice (GMP) standards
- Cultivators to maintain Good Agricultural and Collection Practices (GACP) certification
- Inclusion of explicit modern slavery prohibitions and audit rights in contracts
- Requirements for Australian device suppliers to conduct their own supply chain due diligence

### **3. Mitigation and Monitoring**

- Monitor and mitigate risks within operations and supply chains
- Track supplier compliance and escalate concerns
- Conduct further investigations where risks identified

### **4. Remediation and Grievance Mechanisms**

Montu has processes to:

- Engage collaboratively with suppliers to address breaches
- Protect whistleblowers and individuals raising concerns
- Align with the 'worker-centered remediation' principles outlined in the AGD Guidance

### **5. Effectiveness Assessment**

Montu reviews:

- Supplier audit findings to track compliance with modern slavery standards and contractual obligations
- Preparation of risk assessments
- Trend analysis

Ongoing assessment supports improved decision-making and long term risk reduction

### MODERN SLAVERY GOVERNANCE AND CONSULTATION

#### Governance

Montu's Directors are responsible for overseeing our modern slavery risk management strategy and the overall direction of our organisation in ensuring modern slavery considerations are embedded into corporate governance. Montu's Directors have reviewed and approved this modern slavery statement.

#### Consultation with Controlled Entities

In accordance with s16(1)(f) Montu regularly consults with its controlled entities, Alternaleaf and uMeds, to ensure alignment with modern slavery risk assessment, policy requirements, reporting pathways and supplier engagement expectations across the group.

### OUR POLICY ON SLAVERY

Montu is committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, to implementing and enforcing effective systems and controls to prevent modern slavery and ensuring supplier compliance and continuous improvement.

### APPROVAL AND SIGNATURE

This modern slavery statement is made by Montu for the financial year ending 30 June 2025. This statement was approved by the Directors of Montu, being the principal governing body of Montu 29 December 2025.

This statement is signed by an authorised representative of Montu:

  
Christopher Strauch (Dec 29, 2025 13:08:12 GMT+4)

Signature

Christopher Strauch

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Name

Managing Director

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Title

Date: 29-Dec-2025