

2026



Identifying, managing and reducing modern slavery risk
across our operations and supply chain

Modern Slavery Statement





Modern Slavery Statement

At Pro AV Solutions, we stand by Ethical by Design, valuing people, rejecting exploitation in every supply chain.

Leadership Statement

Pro AV Solutions is committed to conducting business in a responsible and ethical manner, with respect for human rights and human dignity. We recognise the moral, legal and commercial imperative to help eradicate modern slavery, including forced labour, debt bondage, human trafficking, child labour, and related exploitation in our operations and supply chains. This Modern Slavery Statement outlines our approach, actions, and ongoing commitment to preventing modern slavery.

About this Statement

This statement is prepared in support of Pro AV Solutions' broader governance and ESG framework and should be read as part of the organisation's wider approach to ethical conduct, responsible procurement, risk management and accountability. Modern slavery risk is considered within the broader context of how Pro AV Solutions governs its operations, engages suppliers and manages social and governance risks across the business. These governance settings are supported by documented committee oversight, compliance controls and supply chain governance practices already established within the organisation.

About Us

Australia’s leading professional AV solutions and modern workplace technology provider.



Pro AV Solutions is Australia’s leading professional audiovisual and modern workplace technology provider, delivering integrated technology solutions across government, enterprise, education, defence and large scale commercial environments.

Our operating model spans the full technology lifecycle - from strategy and design through deployment and long term managed services. This long term engagement model underpins our ESG approach.

We are a 100% Australian owned and operated organisation with a national footprint, employing more than 350 people across seven offices and experience showrooms. In 2025, Pro AV Solutions invoiced more than \$140 million across over 1,850 projects and currently manages more than 7,000 technology enabled spaces through our managed services platform.

As a long established national business with strong financial governance, we are well positioned to invest in systems, people and initiatives that support sustainable growth while meeting the increasingly rigorous ESG expectations of government and enterprise customers.



30+

Years in operation.



350+

Team members



7 Offices & Experience Showrooms



2025

\$140M+

Projects Invoiced



2025

1850+

Projects Delivered



2025

7000+

Spaces under Management



Our Modern Slavery Statement

Reporting Entity

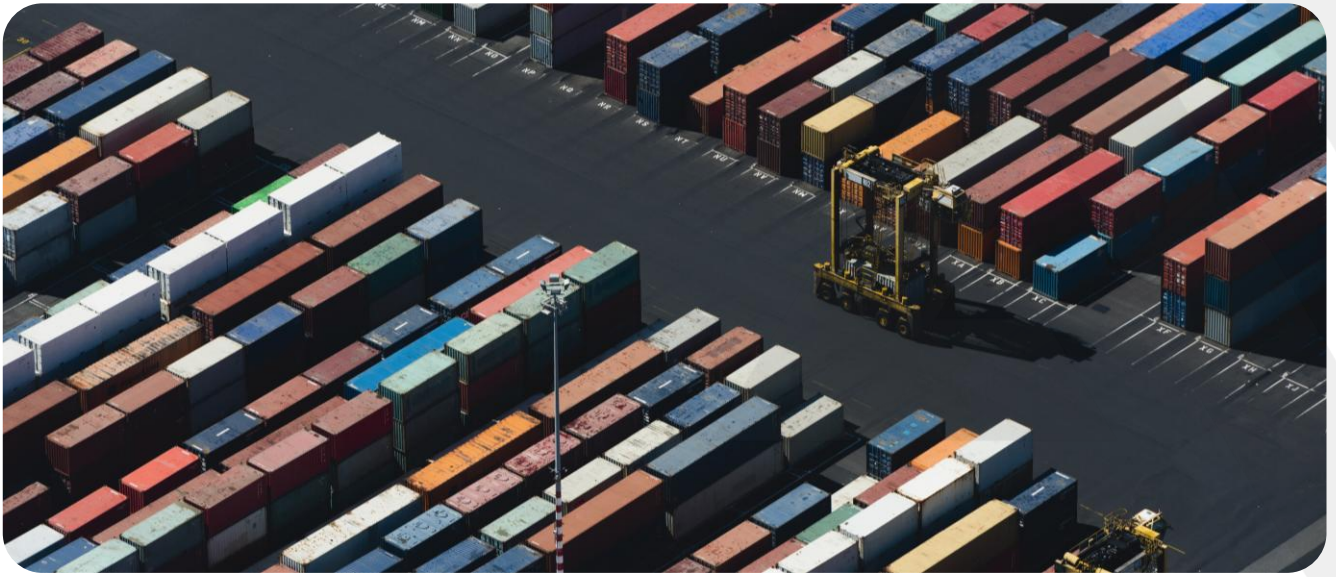
This Modern Slavery Statement is made by Pro AV Solutions in accordance with the requirements of the Modern Slavery Act 2018 (Cth). This statement outlines the steps taken during the reporting period to identify, assess and address risks of modern slavery in our operations and supply chains.

Pro AV Solutions operates as a leading provider of audiovisual (AV) systems integration and workplace technology solutions in Australia. The organisation is committed to conducting business ethically and with integrity and recognises the importance of preventing modern slavery and human rights abuses in both our operations and our supply chain.

This statement is made by Pro AV Solutions Holdings Pty Ltd as the reporting entity and is intended to cover the operations and supply chain activities conducted under the Pro AV Solutions business. It is designed to address the mandatory reporting criteria under the Modern Slavery Act 2018 (Cth), including the identity of the reporting entity, its structure, operations and supply chains, the risks of modern slavery practices, the actions taken to assess and address those risks, how the effectiveness of those actions is assessed, and the consultation undertaken in preparing the statement.

Governance and Accountability

Oversight of ESG across Pro AV Solutions is provided through a formally established ESG Committee, chaired by the Director and Co CEO, with senior executive representation across operations, people and culture, finance, procurement, health, safety and risk functions. The Committee operates under a documented charter and meets monthly. This broader governance framework provides an important foundation for modern slavery oversight because it supports review of ESG-related risks, internal reporting, accountability and continuous improvement. Modern slavery risk is also supported by the organisation's wider governance architecture, including executive and Board reporting, enterprise risk registers, compliance controls and ethical procurement practices.



Our Modern Slavery Statement

Structure, Operations and Supply Chains

Pro AV Solutions is an Australian-based organisation employing approximately 350 people. The company operates nationally and provides AV systems integration, workplace technology solutions and managed services to a broad range of customers across corporate, government and education sectors.

Our services support organisations undergoing digital transformation and enable effective connection, communication and collaboration through technology.

Our core activities include:

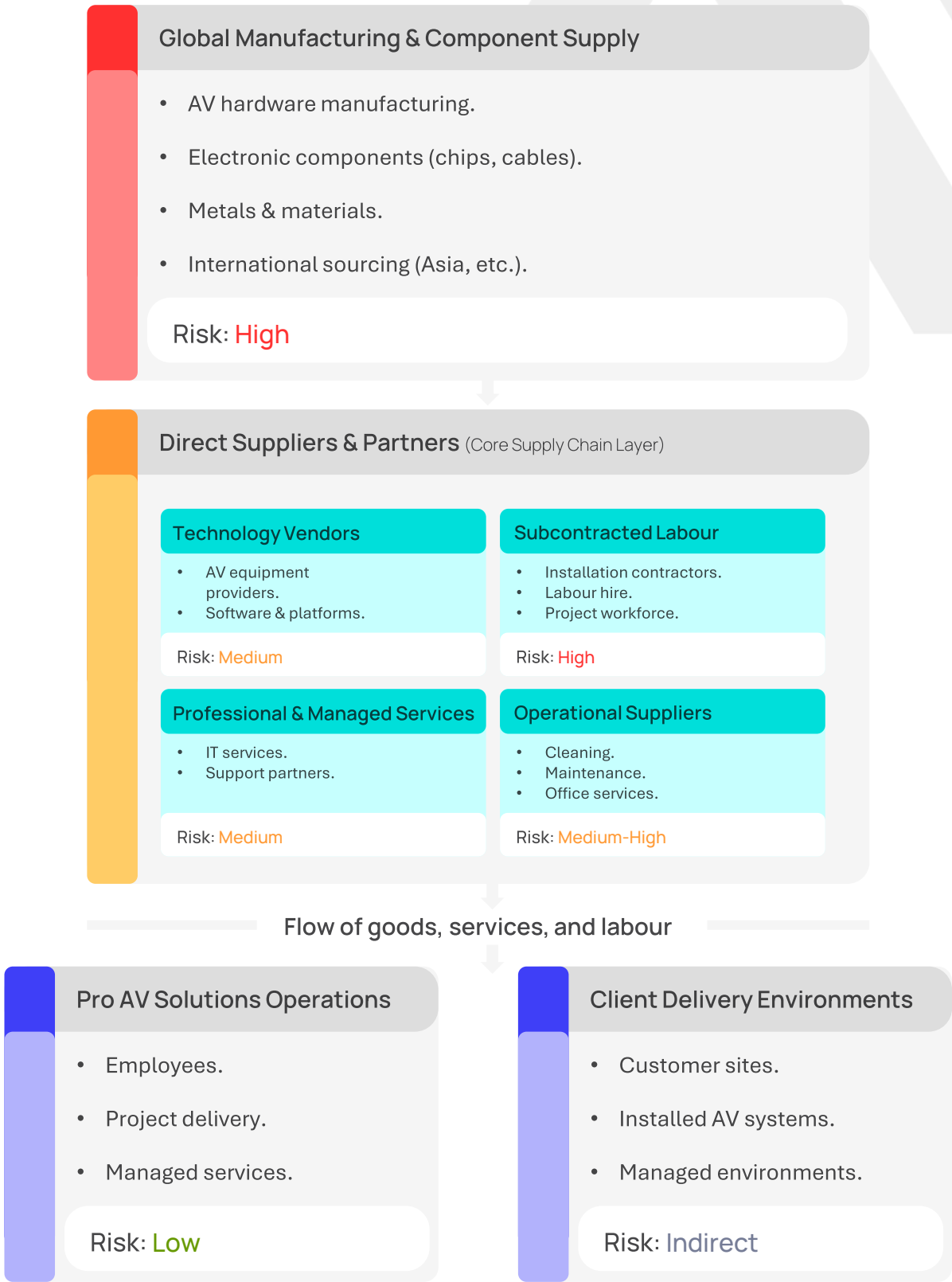
- Design and integration of audiovisual and workplace technology systems.
- Installation and commissioning of AV infrastructure.
- Ongoing support, professional services and managed services.

As part of delivering these services, Pro AV Solutions engages with a range of suppliers and service providers. Key categories of suppliers include:

- Installation and subcontractor labour
- Professional services providers
- Managed services partners
- Technology and equipment vendors
- Operational support services

While the majority of Pro AV Solutions' operations occur within Australia, some suppliers may source products or components from international markets, which may introduce additional modern slavery risk factors.

Modern Slavery Risk in Our Supply Chain



Higher risk exposure is primarily associated with subcontracted labour, global manufacturing supply chains and logistics interfaces, where visibility across labour practices is reduced.

Supply Chain Context and Operating Model

The supply chain profile described above should be understood in the context of Pro AV Solutions’ wider operating model.

The business delivers integrated technology solutions and ongoing managed services nationally, which means the supply chain extends beyond product procurement alone and includes labour, subcontracted delivery, operational support, technology partners, logistics and service providers.

The ESG Strategy & Progress Statement also confirms the organisation’s national scale, long-term managed services model and enterprise risk governance, all of which are relevant to how supply chain risks are identified and managed.

Risk Methodology

Pro AV Solutions applies a risk-based lens to modern slavery, with particular attention to supplier categories and operating conditions that may present elevated exposure.

In assessing risk, the organisation considers factors such as product origin, labour intensity, use of subcontracting, geographic exposure, level of visibility across lower tiers of the supply chain, and the degree of third-party involvement in service delivery.

This approach aligns with the organisation’s broader enterprise risk management and supply chain governance framework and is intended to support proportionate due diligence, prioritisation and ongoing monitoring.





Risks of Modern Slavery

Pro AV Solutions recognises that modern slavery can occur in many forms, including forced labour, human trafficking, debt bondage and exploitative labour practices. Given the nature of our business, the potential risks of modern slavery are more likely to arise within our supply chain rather than our direct operations.

Key risk areas identified include:



Subcontracted Labour

The use of installation contractors and subcontracted labour may present risk where workers are engaged through multiple tiers of labour providers.



Technology Supply Chains

AV equipment and technology components may originate from global manufacturing supply chains where labour standards and transparency may vary.

- Manufacturing of AV hardware components: components may be sourced from jurisdictions or suppliers where labour standards are weak, and there is risk of forced labour, child labour, or other exploitative practices.
- Importation and distribution: Use of third-party logistics, freight forwarders, and warehousing, where workers may be subcontracted or labour hire arrangements used.
- Procurement of ancillary services or goods: e.g. packaging, cables, accessories - if sourced from suppliers without robust labour standards oversight, may carry risk.

While we have no evidence that modern slavery is present in our supply chains, we acknowledge that risk is inherent given the complexity of global supply networks and subcontracted labour.

Risks of Modern Slavery



Outsourced Services

Professional and managed services providers may operate with their own workforce structures, creating potential risk where labour practices are not fully visible.

At present, Pro AV Solutions considers the risk of modern slavery occurring within its direct workforce in Australia to be low, due to strong workplace protections and regulatory frameworks. However, the company remains vigilant in monitoring potential risks within supplier relationships.

Consistent with the Act, these risks may arise where Pro AV Solutions could cause, contribute to, or be directly linked to modern slavery practices through its operations and business relationships.

In practical terms, the greatest exposure is more likely to sit in areas where visibility is reduced, including internationally sourced technology components, subcontracted labour arrangements, logistics and warehousing interfaces, and outsourced operational services.

The organisation’s direct workforce risk is comparatively lower given the Australian regulatory environment and the internal governance, people and safety frameworks already in place.

Supplier Risk Segmentation

To support a more targeted response, suppliers may be considered across broad risk categories including technology and hardware manufacturers, component suppliers, logistics and freight providers, labour hire and subcontracted installation providers, managed services and professional services partners, and operational support providers.

Higher risk indicators may include offshore manufacturing, opaque labour sourcing practices, multi-tier subcontracting, labour-intensive service delivery, and limited transparency over workforce conditions.

This segmentation supports a practical basis for enhanced due diligence and prioritised engagement.

Actions Taken to Assess and Address Risks

Pro AV Solutions is committed to responsible business practices and continues to strengthen processes that support ethical supply chains. Actions taken during the reporting period include:



Supplier Engagement

Pro AV Solutions engages with suppliers who share a commitment to ethical labour practices and responsible business conduct. We have implemented due diligence processes for our major key suppliers, particularly hardware manufacturers, component suppliers, logistics providers and labour hire contractors, including:

- Requesting information from suppliers regarding their modern slavery policy & statements, codes of conduct.
- Including contractual clauses requiring compliance with human-rights and labour-standards obligations (e.g. no forced labour, child labour, and compliance with applicable labour laws).
- Where feasible, preferring suppliers with transparent supply chains and established human-rights compliance programs.
- Risk-based supplier segmentation: Suppliers will be categorised by risk (e.g. high, medium, low) based on product origin, labour intensity, subcontracting, and third-party involvement, with higher risk suppliers subject to enhanced due diligence.
- Training and awareness: Providing awareness training for relevant staff (procurement, supply-chain management, contracts, project management) on modern slavery risks, our policy commitments and how to report concerns.
- Grievance and reporting mechanism: Establishing internal channels for employees, contractors and subcontractors to report concerns or suspected modern slavery or human-rights abuses, with protections for whistle-blowers and a commitment to investigate and respond.
- Integration with procurement and contract management: Embedding modern slavery risk criteria into procurement decisions, supplier selection, and contract terms so that ethical sourcing and labour standards compliance are a factor in supplier selection.



Internal Governance and Policies

The organisation maintains internal governance frameworks that promote ethical conduct, including corporate policies aligned with ethical business practices.

- Whistleblower Framework
Pro AV Solutions maintains a formal whistleblower policy that enables employees and other stakeholders to raise concerns about unethical conduct or potential breaches of law or company policy.
- Ethical and ESG Commitments
The company has broader Environmental, Social and Governance (ESG) and ethical policies that reinforce expectations around responsible business conduct and respect for human rights.
- Supplier Expectations
Where appropriate, Pro AV Solutions communicates expectations to suppliers regarding compliance with applicable labour laws and ethical standards.

Actions Taken to Assess and Address Risks



Supplier Due Diligence Framework

The actions above are supported by Pro AV Solutions’ broader governance and supply chain framework.

The ESG Strategy & Progress Statement confirms that modern slavery risks are managed through a documented compliance framework aligned to the Modern Slavery Act 2018 (Cth) (Australia), including assessment of modern slavery risk across supply categories, supplier due diligence during onboarding, contractual controls and ongoing monitoring of higher risk suppliers.

It also confirms that responsible procurement practices are embedded into sourcing and supplier management processes and supported by ethical procurement guidelines.

These settings strengthen the practical implementation of the measures set out in this statement.



Remediation Process

If Pro AV Solutions becomes aware of actual or suspected modern slavery in its operations or supply chains, the organisation’s response would be expected to include escalation through the appropriate internal governance channels, investigation of the matter, engagement with the relevant supplier or business partner, consideration of impacts on affected workers, and determination of appropriate corrective or remedial actions.

Depending on the circumstances, actions may include further due diligence, corrective action requirements, review of the supplier relationship, strengthening of contractual controls, and referral through whistleblower, complaints or compliance mechanisms already maintained by the organisation.

This response would be supported by Pro AV Solutions’ existing ethics, complaints, whistleblower and compliance frameworks.





Assessing Effectiveness

Pro AV Solutions recognises the importance of continually improving its approach to identifying and managing modern slavery risks. To assess the effectiveness of our actions, the organisation considers:

- Ongoing review of internal policies and governance frameworks.
- Monitoring supplier relationships and engagement practices.
- Review of reports or concerns raised through the whistleblower framework.
- Continued evaluation of supply chain risk areas.
 - Tracking the number and proportion of suppliers who have completed due diligence.
 - Questionnaires or provided labour standards documentation.
 - Monitoring supplier compliance with our contractual human rights / labour standards clauses.
 - Recording and investigating any reports of suspected or confirmed labour rights abuses or modern slavery concerns.
 - Reviewing outcomes of supplier audits or supplier-provided documentation.
 - Reviewing and updating our risk segmentation annually.
 - Training completion metrics for all team members who are involved in Supplier Onboarding decisions including Procurement & Executive Management.

As our approach to modern slavery risk management matures, Pro AV Solutions intends to further strengthen supplier due diligence and risk assessment processes.

Indicative Performance Measures

Over time, Pro AV Solutions may continue to mature its assessment framework by monitoring a practical set of indicators, including supplier questionnaire completion rates, supplier coverage by risk category, number of higher risk suppliers subject to enhanced review, proportion of relevant employees completing modern slavery training, number of concerns raised through reporting channels, and actions taken in response to identified issues.

These measures would support clearer year-on-year assessment and help demonstrate whether controls are becoming more embedded and effective.



Our Modern Slavery Statement

Consultation

This Modern Slavery Statement has been prepared through consultation with relevant internal stakeholders responsible for governance, procurement and operational oversight within the organisation.

These teams contribute insights into operational practices and supplier engagement to ensure modern slavery risks are appropriately considered.

This consultation approach is supported by Pro AV Solutions' broader governance model, which includes executive representation across operations, people and culture, finance, procurement, health, safety and risk through the ESG Committee structure.

That governance architecture provides a practical basis for cross-functional input into the identification of risks, development of actions and review of progress relevant to modern slavery risk management.

Future Commitments and Next Steps

Pro AV Solutions' broader ESG roadmap signals continued strengthening of governance, reporting and operational maturity.

In the context of modern slavery, this provides a foundation for further development of supplier due diligence, risk segmentation, procurement controls, training and monitoring. As the organisation continues to mature its ESG systems and reporting capability, it is well placed to improve the structure, evidence base and measurability of future Modern Slavery Statements.

Our Modern Slavery Statement

Approval

This Modern Slavery Statement has been reviewed and approved by the Board of Pro AV Solutions Holdings Pty Ltd in accordance with the Modern Slavery Act 2018 (Cth).



Kylee Naglost
Director



Anthony Jeffcoat
Director



Justin Gleeson
Director



Ben Daffy
Director

Signed for and on behalf of the Board

A handwritten signature in black ink, appearing to be 'K. Naglost'.

Kylee Naglost
Co-CEO
Pro AV Solutions Holdings Pty Ltd

Date: 04 May 2026



ACT

1/26 Ipswich Street
Fyshwick
+61 02 5134 5924

NSW

L3, 60 Reservoir St
Surry Hills
+61 02 8978 1700

QLD

14 Finchley St
Milton
+61 07 3367 3300

SA

247 Greenhill Rd
Dulwich
+61 08 8124 7777

VIC

250 St Kilda Rd
Southbank
+61 03 8521 0842

WA

15 Colray Avenue,
Osborne Park
+61 08 9242 8210