

The background of the entire page is a blurred image of a control room. In the foreground, several large monitors are visible, displaying various types of data: some show aerial or street-level views of urban areas, while others display complex data visualizations, including bar charts and heatmaps. In the background, the silhouettes of people are visible as they sit at desks, working at their computers. The overall lighting is warm and slightly dim, typical of an indoor office environment.

Modern Slavery Statement 2025

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Disclosure Note

This statement has been made on behalf of Certis Australia Pty Ltd. This Statement covers all entities owned or controlled by Certis Australia Pty Ltd which are Certis Academy Australia Pty Ltd, Certis Security Australia Pty Ltd, Certis Security Australia (Victoria) Pty Ltd, Certis Security Australia (WA) Pty Ltd, Newcastle Security Pty Ltd, PSI Corporate Pty Ltd, and Sydney Night Patrol & Inquiry Co Pty Ltd. These entities will be referred to in this Statement hereafter as Certis Australia or the company.

The reporting period for this statement is 1 April 2024 to 31 March 2025 (FY2025).

EXCLUSIONS

PSI Corporate Pty Ltd - this entity is not currently undertaking any commercial transactions.

AUSTRALIAN BUSINESS NUMBERS

ABN 51 602 871 287 3 Certis Australia Pty Ltd

ABN 99 636 999 703 3 Certis Academy Australia Pty Ltd

ABN 90 003 762 150 3 Certis Security Australia Pty Ltd

ABN 41 105 638 524 3 Certis Security Australia (Victoria) Pty Ltd

ABN 34 132 818 421 3 Certis Security Australia (WA) Pty Ltd

ABN 11 124 839 461 3 Newcastle Security Pty Ltd

ABN 24 611 391 998 3 PSI Corporate Pty Ltd

ABN 11 000 013 098 3 Sydney Night Patrol & Inquiry Co Pty Ltd





About Us

Certis Australia's core services remain the provision of high-quality security and screening services, delivered with professionalism and care across industries nationwide. As part of our five-year transformation plan, we are evolving from traditional security operations into a next-generation provider of integrated security solutions. Powered by Mozart, our proprietary orchestration platform, this transformation will connect people, technology, and data into seamless, intelligent solutions that deliver safer, smarter, and better outcomes for our clients and communities.

As we accelerate our transformation, our five-year strategy is centred on diversification, automation and operational excellence. We are committed to evolving from traditional security operations to a next-generation security company operating at scale - one that combines people, systems and innovation to anticipate risks, deliver customised solutions, and build safer, smarter, better outcomes for our clients and communities.

Guided by our core values of Professionalism, Integrity, Customer Focus, Teamwork, Courage, Care, and Safety, this Modern Slavery Statement for FY2025 reflects Certis Australia's ongoing commitment to :

- | | | |
|--|--|---|
| ● Ethical Conduct | ● Human Rights | ● Transparency |
| Upholding the highest standards of integrity and responsible business practices throughout all operations and supply chains. | Protecting and promoting the fundamental rights and dignity of all individuals within our workforce and extended supply network. | Ensuring openness and accountability in reporting our actions and progress in addressing modern slavery risks across our value chain. |

We believe our future depends on ensuring that our growth and transformation never come at the cost of another's dignity or safety.

2025 Modern Slavery Risk Management Initiatives

In FY25, external experts helped prioritise direct suppliers based on potential modern slavery risk, ensuring our supplier due diligence remains focused on the highest-risk suppliers and supply categories. Certis has established robust group-wide procurement processes, underpinned by strong governance and oversight mechanisms. These are further strengthened through the implementation of the ePR system, which enhances efficiency, transparency, and compliance across all procurement activities, while also ensuring consistency, accountability, and alignment with organisational objectives. Additional due diligence was applied to subcontractors, with compliance issues addressed as they were identified.

We expanded local risk registers to capture modern slavery and human rights risks, reporting monthly to the Executive Committee, Group Risk Committee, and our Internal Audit team. Our stand-alone Modern Slavery Policy continues to guide our approach and is accessible internally and to external stakeholders. Procurement policies were updated with Australia-specific terms requiring supplier compliance with our modern slavery expectations and relevant regulatory requirements. We continue to monitor whistleblower reports via an independent hotline. Although organisation-wide training was limited due to LMS restructuring, manager briefings maintained awareness of subcontractor workforce risks.



Our Plans for 2026

Looking ahead, in FY26 we plan to further strengthen supplier oversight with a focus on enhancing onboarding processes to assess against modern slavery risk indicators, embedding ESG and modern slavery considerations into procurement decisions alongside price and operational factors, and introducing controls such as self-assessment questionnaires, spot checks, and audits. We will also implement a third-party software tool to assess suppliers against risk factors such as geography, supply chain management, labour policies, and employment practices.



Our Plans Beyond 2026

Beyond 2026 we will build on the actions undertaken to aim a continuous improvement approach to modern slavery risk management in a way that reflects leading practice in the security industry sector. Engaging and educating the company's potentially highest risk and highest spend suppliers, along with subcontractors, remains a priority, as is supporting smaller suppliers in risk mitigation initiatives.

To this end, we will continue to work with suppliers, distribute guidance for SMEs and provide advice and support where we can.



A Brief Statement from Brett Pickens, Chief Executive, Australia

Certis Australia opposes all forms of slavery. We are committed to strengthening our understanding of human rights and modern slavery risks, and to taking proactive measures to identify, address, and prevent potential impacts on people connected to our operations. Respect for people and human rights is a core company value which continues to drive our objective of ensuring modern slavery does not occur anywhere within our business or supply chain.

This Modern Slavery Statement builds on the five Statements published previously and highlights the actions we have taken in the FY25 reporting period.

Our assessment of direct supply chain risk confirmed minimal change to the overall risk profile from previous years. We continued to strengthen supplier due diligence processes for suppliers and subcontractors, and risk reporting is now more transparent and aligned with regulatory and stakeholder expectations. Enhanced due diligence has improved the accuracy and reliability of audit findings, enabling us to take decisive action where issues have been identified.

Certis' Modern Slavery Policy and updated procurement terms mandate compliance with modern slavery laws and the Supplier Code of Conduct. The whistleblower channel continues to support confidential, timely, and well-governed handling of any reports of non-compliance or impact on people from our extended operations.

We remain committed to addressing modern slavery risks within our operations and supply chain, reaffirming our responsibilities under the *Modern Slavery Act 2018 (Cth)*.

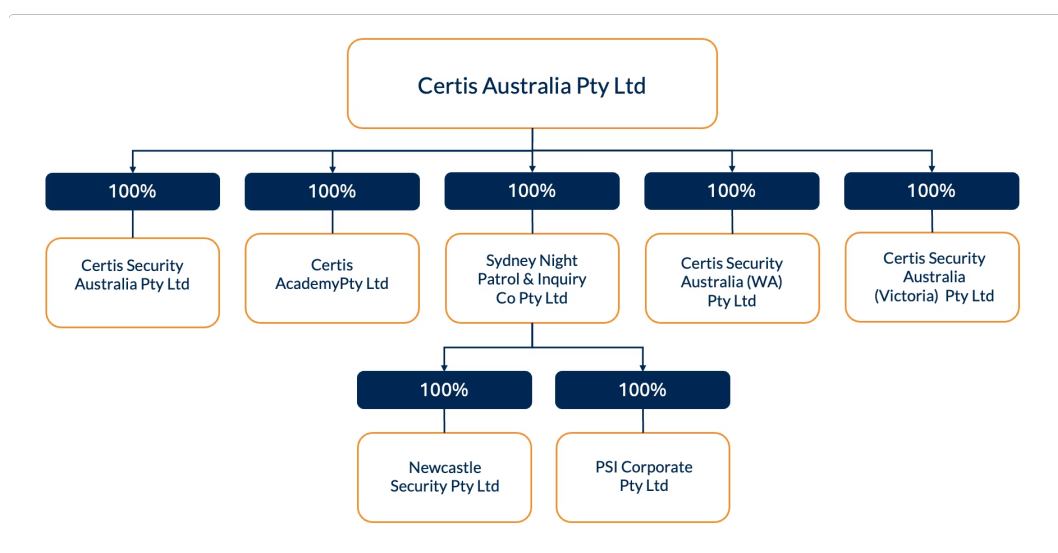
This statement was approved by the Certis Australia Board on 30 September 2025

Reporting Criteria 1 & 2: Structure, Operations and Supply Chain

Our Organisational Structure

Certis Australia Pty Ltd is the holding company and 100% owner of Certis Academy Pty Ltd, Certis Security Australia Pty Ltd, Certis Security Australia (Victoria) Pty Ltd, Certis Security Australia (WA) Pty Ltd, and Sydney Night Patrol & Inquiry Co Pty Ltd. Sydney Night Patrol & Inquiry Co Pty Ltd owns 100% of Newcastle Security Pty Ltd and PSI Corporate Pty Ltd.

Certis Group Structure - Australia



Our Operations



Certis Australia is headquartered in Sydney, with state and regional offices across the country in Brisbane, Newcastle, Canberra, Melbourne, Adelaide, and Perth. Certis Group is headquartered in Singapore, with an international presence that extends to Qatar.

People

3018

Total Employees

858

Female Employees

Including 4 female indigenous
employees

2160

Male Employees

Including 9 male indigenous
employees

Our Services



Physical Security

We excel in crafting solutions that meet expectations for safeguarding physical property, people, and information. From major transport hubs to event venues, our Physical Security Guarding offerings are tailored to diverse environments.

- Australian Government Security Cleared Officers
- Rail Industry Worker Trained Security Guards
- Event Security & Crowd Control
- Mobile Patrols
- Gatehouse Security
- Security Screening



Integrated Technology

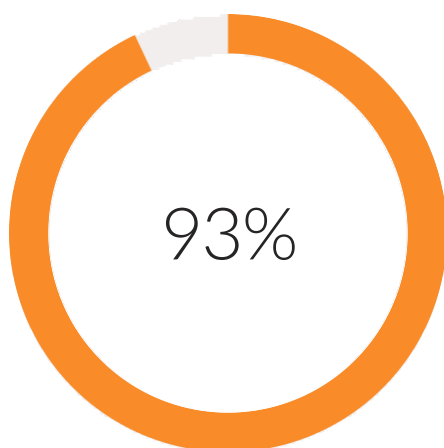
Supported by a team of engineers, analysts and technology specialists, our Operational-Design First approach sees us co-create solutions with partners and clients.

- Command & Control Platform - MOZART
- Access Controls
- Video Surveillance
- Security Alarm Systems
- Visitor Management Systems
- Master Key Systems

Our Supply Chain

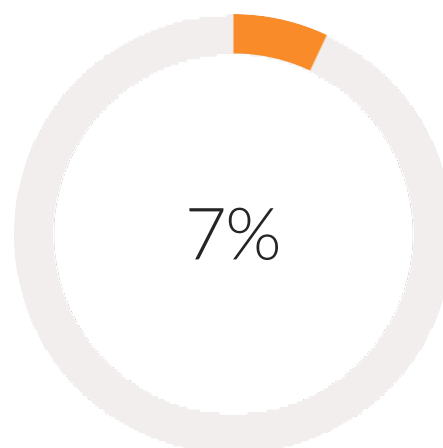
Certis Australia spent a total of \$37.1 million with 146 suppliers of goods and services with spend greater than \$18,000 per supplier in FY25. This figure does not include spend on our resource contractors (subcontractors) that deliver security services on our behalf. Analysis of our subcontractors was undertaken in FY23 and has been redone in FY25.

Ninety-three per cent (93%) of our spend with Tier 1 suppliers is with suppliers located in Australia. The remaining spend is with suppliers in Ireland, Singapore, the United Kingdom and the United States.



Australian Suppliers

93% of our Tier 1 supplier spend



International Suppliers

Remaining spend in Ireland, Singapore, UK, and US

Certis' subcontractor audit framework is designed to safeguard workers' rights, promote ethical practices, and support compliance with Australian legislation. The scope covers payroll and wage compliance, tax obligations, employment documentation, and right-to-work protections, ensuring all workers are paid fairly, legally employed, and treated with dignity.

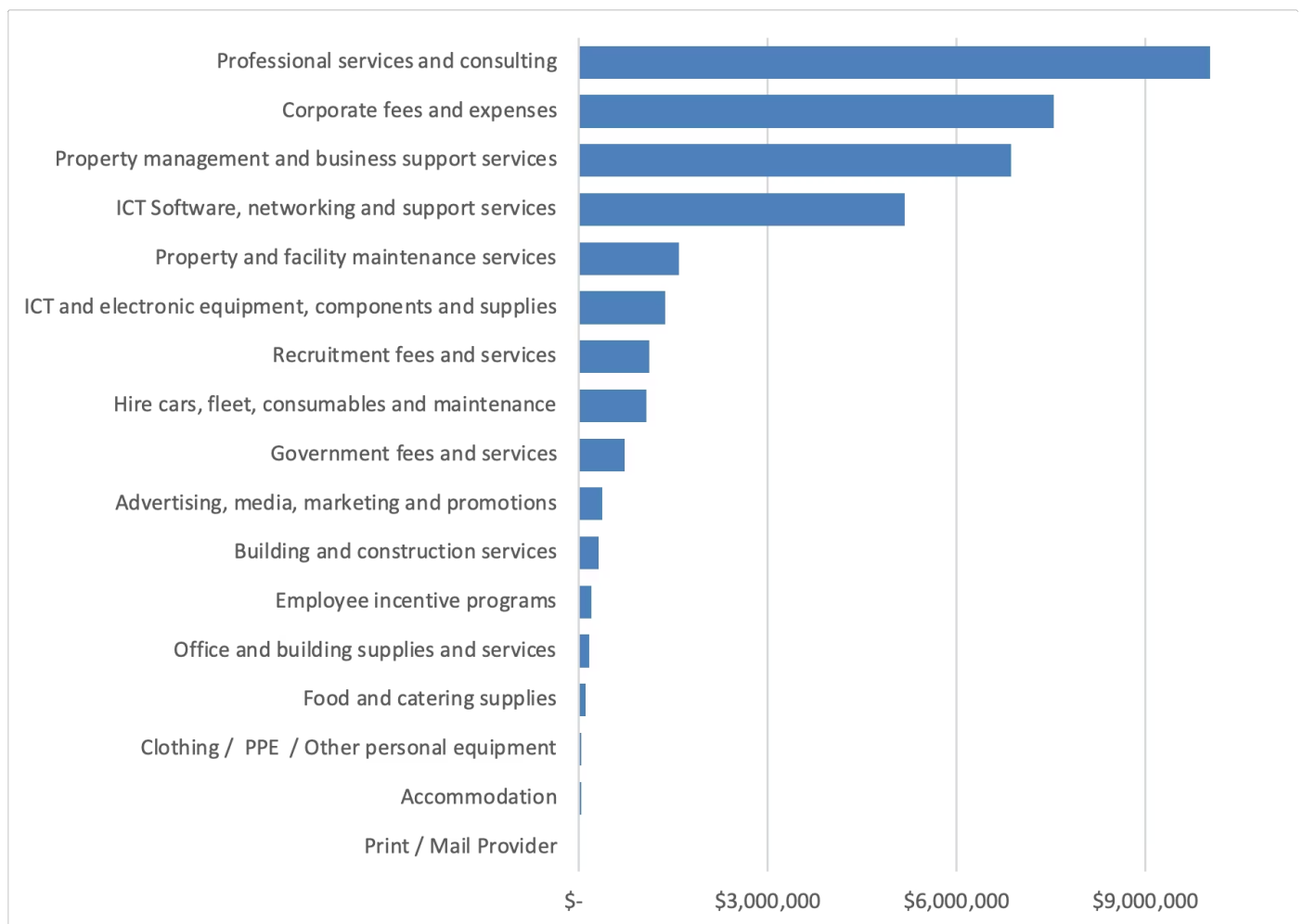
The framework also reviews workplace relations, health and safety practices, and workforce management, ensuring contractors provide safe, fair, and transparent working environments. In addition, it includes checks on modern slavery and ethical sourcing risks, with a focus on preventing exploitative practices such as recruitment fees, passport retention, or forced labour.

These measures strengthen Certis' commitment to preventing modern slavery risks across its operations and supply chains, while protecting workers' wellbeing and rights.

The main categories of goods and services we procure are consistent year on year and include the following:

Rank	+/-	Spend Category	% Total Spend 2024	% Total Spend 2025	Risk
1	Same	Professional services and consulting	21	28	Low
2	Up	Corporate fees and expenses	16	20	Low
3	Down	Property management and business support services	19	18	Med
4	Same	ICT Software, networking and support services	13	14	Med
5	Up	Property and facility maintenance services	4	4	High
6	Down	ICT and electronic equipment, components and supplies	10	4	High
8	Up	Recruitment fees and services	4	3	Med
9	Down	Hire cars, fleet, consumables and maintenance	6	3	Med
10	Up	Government fees and services	Not in top 10	2	Low
		Other	5	3	

Figure 1: Spend by Procurement Category (\$)



We acknowledge that modern slavery occurs in Australia (the Global Slavery Index 2022 estimates 41,000 people live and work in conditions of modern slavery in Australia) and that our local supply chain may be vulnerable. We recognise that a higher level of risk will be found in the lower tiers of our supply chain and to that end, we continue to map our extended supply chain.

Addressing these risks remains a priority, and our modern slavery risk management activities are centred on ongoing supply chain mapping and assessment.

Reporting Criteria 3: Modern Slavery Risks in Operations and Supply Chain

Our modern slavery gap analysis and action plan, developed in 2019 and updated in 2024 continues to inform our modern slavery risk management program. We remain committed to continually improving our capability to assess and address our operational and supply chain modern slavery risks.

While we are confident that we do not directly cause modern slavery through our operations, we acknowledge that we could inadvertently contribute to, or be linked to, situations of worker exploitation or modern slavery through our subcontracting arrangements and within our extended supply chains. Our subcontractor and supplier due diligence processes are described in this section.

Operational Risks

Our Modern Slavery Working Group, representing legal and compliance, risk, quality assurance, sales, operations and marketing, human resources and procurement from across our Australian operations and Singapore based head office, continue to be responsible for engaging key areas of our business on modern slavery risk management.

Our 2024 modern slavery operational gap analysis (reported in our 2024 Modern Slavery Statement) remained relevant in this reporting period and clearly documents our operational gaps and risks and drives our modern slavery program.

Building on the due diligence undertaken by our Compliance Team of our security subcontractors in previous reporting periods, we conducted additional audits aimed at strengthening the identification and management of our modern slavery risks. We also reviewed and enhanced our employment and payroll auditing processes of subcontractors which enabled us to introduce more detailed compliance reviews (see also Criteria 4 and Case Study 2).

Supply Chain Risks

In FY25 we analysed approximately \$37.1 millions of procurement spend for potential modern slavery risk and refreshed our supplier risk dashboard. Four key risk factors were used to assess suppliers for potential modern slavery risk:

Industry sector - Specific industry sectors (for example manufacturing, services, agriculture etc.) deemed as high risk in international and national guidance documentation.

Commodity/product - Specific products and commodities deemed as high risk by the US Department of Labor's 2022 List of Goods Produced by Child Labor or Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.

Geographic location - Based on estimated in-country prevalence of modern slavery determined by a custom risk index developed by the external experts engaged to support our program. While we predominantly use Australian suppliers, we recognise that our goods and services may come from countries other than those of suppliers' headquarters which may have elevated risk of poor labour standards and modern slavery.

Workforce profile - in undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable or migrant labour is used. We recognise that poor labour practices are present in some parts of our sector and we are committed to conducting our business as a responsible and ethical member of our community.

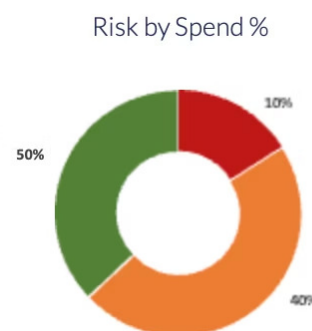
High Level Findings

- Overall, there continues to be a moderate level of potential modern slavery risk in Certis Australia's supply chain.
- Potential risk by spend has remained consistent with findings reported in previous modern slavery statements.
- Approximately 10% (\$3.8 million) of total spend was assessed as potentially high risk for modern slavery.
- Approximately one-quarter of Certis Australia's suppliers (or 29 suppliers) are considered potentially high risk for modern slavery.
- Eight of the 17 spend categories analysed are considered potentially high risk for modern slavery.

Risk by Spend

Analysis of spend across entities covered by this statement indicates that 10% of total spend is potentially high risk for modern slavery. This is lower than the levels of high-risk spend reported in our 2024 Statement.

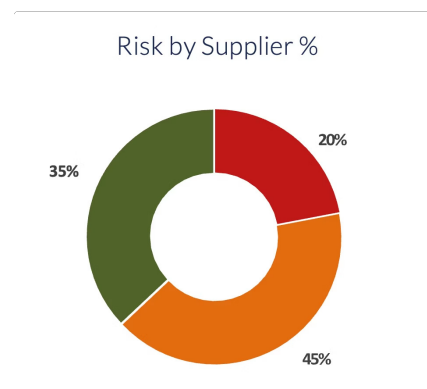
Identifying and working closely with our contracted suppliers increases the impact of our efforts to manage risk in our supply chain. We will continue to focus our due diligence efforts on potentially high-risk suppliers with whom we have established longer-term relationships.



Risk by Supplier

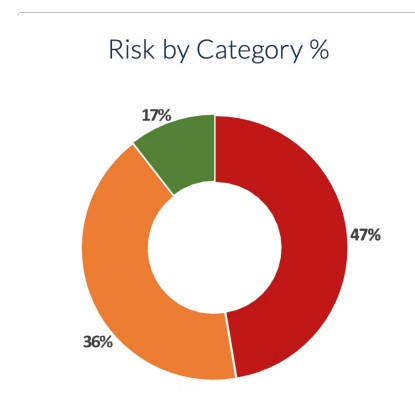
Analysis of higher spend suppliers indicates that 29 suppliers or twenty percent (20%) of the 146 suppliers reviewed are potentially high risk for modern slavery, a slight decrease from figures reported in our 2024 Statement.

Forty-five percent (45%) of suppliers are considered to present medium-level risk, and 35% are classified as low risk for modern slavery



Risk by Procurement Category

Based on the four risk factors outlined above, we consider nearly half (47%) of our 17 spend categories to present higher risk for modern slavery.



Our top five highest risk procurement categories are:



ICT, electronics and communications equipment



Clothing, Personal Protective Equipment (PPE) and other personal equipment



Property and facility maintenance services (e.g. maintenance and cleaning)



Office and building supplies and services



Employee incentive schemes (gifts, merchandise etc)

Property and facility maintenance services are our highest risk category, making up forty one percent (41%) of our high-risk spend. Property management and business support services are our largest medium risk spend category and consist of spend with national airports on goods and services such as rent, parking, security checks and passes, and utilities such as energy, water and waste management.

Reporting Criteria 4: Actions Taken to Assess and Address Risk

- **Enhanced Subcontractor Due Diligence**

In FY25 we strengthened our subcontractor due diligence for modern slavery risk by enhancing our risk assessment methodology, ensuring better reporting systems and increased sample size. The methodology was refined to adopt a more structured, evidence-based approach that incorporates industry best practice, considers a wider range of potential risks, and reflects feedback from previous reviews.

Reporting is now more transparent, comprehensive, and aligned with regulatory and stakeholder expectations. It provides our managers with clearer data insights, trend analysis and actions to manage and mitigate risks. The sample size has been expanded through a greater number of data points, subcontractor engagements, and audits, resulting in more representative findings and improved accuracy and reliability.

Additional modern slavery due diligence processes were implemented for our subcontractors, with compliance issues addressed when identified (see Case Study 1 and 2).

- **Risk Framework**

Our Australian-based Risk Group expanded our local risk registers to capture different types of risks, including modern slavery and human rights risks. Monthly reports are prepared locally against key risk indicators, and reported to our Executive Committee, Group Risk Committee and Internal audit.

- **Modern Slavery Policy**

Our stand-alone Modern Slavery Policy continues to drive our commitment and approach to modern slavery risk management. The Policy is accessible on Certis intranet and made available to external stakeholders or other interested parties on request.

Our procurement policy was reviewed to clarify roles and responsibilities, and Australia-specific terms and conditions introduced. These terms include clauses requiring compliance with modern slavery laws, granting audit rights, and mandating vendor compliance with Certis' Supplier Code of Conduct, which addresses modern slavery risks.

- **Supplier Spend and Risk Analysis**

With the support of external consultants, we reviewed our procurement spend and refreshed our Tier 1 (direct) supplier risk dashboard. Findings of the assessment are consistent with findings in previous statements, with little substantive change in our risk profile.

● Grievance & Reporting

We continue to monitor our whistleblower channel for reports relating to modern slavery or broader human rights concerns. We maintain the use of an independent external provider to operate the hotline, ensuring confidentiality and accessibility for reporters (See Case Study 3 for an example).

During FY25, responsibility for monitoring and managing reports was transitioned to the Legal function to strengthen governance, provide more consistent oversight, and aim that any issues raised are addressed promptly and appropriately.

● Awareness Training

In FY25, an organisation-wide review of our Learning Management System (LMS) and restructuring of the Learning & Development function limited our ability to deliver modern slavery training across the business. In the interim, manager briefings were held on subcontractor workforce risks, maintaining high awareness among managers and frontline leaders. Once LMS improvements are complete, modern slavery training will be prioritised for key managerial roles in FY26.

Case Study 1: Enhanced Subcontractor Due Diligence

Certis recognises that subcontractor arrangements can pose heightened risks of modern slavery and labour exploitation, and we continue to strengthen systems and controls across our operations and subcontractor supply chain. As part of our transformation program, we are enhancing Microster, our rostering and workforce management platform, to capture worker classification levels and aim for only appropriately licensed personnel are rostered, reducing misclassification risks and supporting compliance. We also confirm subcontractors meet wage and employment obligations through a mix of preventative and responsive measures, including:

- *Rate benchmarking:* Reviewing subcontractor rates at onboarding and annually to aim they support compliance with wage obligations.
- *Payroll reviews:* Identifying payroll discrepancies, underpayments, or visa compliance concerns.
- *Decisive action:* Requiring remediation of underpayments or, where necessary, transitioning out or terminating subcontractor engagements.

Through these measures, Certis aims to strengthen compliance, reduce the risk of modern slavery in our subcontractor operations and supply chains, and safeguard the rights and wellbeing of workers engaged across all our operations.

Case Study 2: Enforcing supplier compliance with contract requirements

As part of our ongoing supplier due diligence, Certis identified significant compliance concerns with a subcontractor during routine payroll and employment reviews.

The review revealed multiple breaches of obligations under the relevant Enterprise Bargaining Agreement, Awards, and the Fair Work Act, including payroll discrepancies such as unpaid overtime and incorrect pay rates, an employee exceeding student visa work limits, unremedied underpayments of aviation allowances, payroll system irregularities complicating compliance checks, and insufficient evidence of leave accrual and payments.

In response, we issued a formal direction requiring the subcontractor to engage an independent, Certis-approved expert to review underpayments over six years, assess payroll processes, and verify bank statements; provide findings and remediation plans within six months, with identified underpayments rectified within four weeks; and consider self-disclosure to regulators with prior notification.

While these measures were put in place to address immediate risks, Certis also took further steps to strengthen protections for workers. We made arrangements to transition out the subcontractor, thereby reducing future exposure to modern slavery and labour exploitation risks in our supply chain.

This case demonstrates our commitment to proactive monitoring, early intervention, and decisive action to safeguard workers' rights and maintain compliance across our operations and supply chains.

Case Study 3: Responding to a Whistleblower Report

In FY25, Certis received a report regarding subcontractor workforce practices on a client contract. Payroll compliance reviews were conducted across all subcontractors, confirming no wage theft or systemic underpayment but identifying gaps in pay classifications, overtime practices, and monitoring of student visa work limits.

We directed subcontractors to remediate these issues and introduced additional controls to strengthen compliance, including:

- Establishing an annual subcontractor rate review to create a robust and consistent wage compliance baseline.
- Recording and communicating correct employee classifications to subcontractors.
- Requiring subcontractors to introduce measures to better track overtime and visa work hour compliance.

We reported remediation actions to the client, and we continue to monitor subcontractor performance through compliance review schedules.

Modern Slavery Roadmap

Using the findings of the Gap Analysis, our Modern Slavery Working Group updated our Modern Slavery Road Map for the next three years.

Area of Focus	FY2025	FY2026	FY2027
Governance & Due Diligence	Continue to educate and engage Executive Committee and Senior Leadership Team on modern slavery compliance requirements and emerging risks and opportunities. Formalise responsibilities / accountabilities for managing risk into employee roles and position descriptions.	Establish Executive Committee level modern slavery targets and/ or KPIs.	Continue to review responsibilities and accountabilities to reflect increasing legislative requirements.
Risk Management	Formally incorporate modern slavery assessment into risk management framework (and board risk appetite statement). Undertake risk assessments of subcontracting arrangements.	Build on existing risk monitoring tools to effectively monitor current and potential future modern slavery risks.	Review effectiveness of modern slavery risk management processes.
Procurement & Supply Chain	Roll out new procurement policy and system and communicate widely to relevant personnel. Develop a supplier desk-top review and auditing schedule and ongoing evaluation process.	Map contract terms and conditions against supplier expectations and assessment framework to aim compliance with terms and conditions are assessed and enforced - focus on high-risk high-volume suppliers.	Work towards assessing and understanding the provenance of highest risk goods.
Human Resources, Awareness & Training	Continue to roll out our modern slavery eLearning modules to relevant staff internally.	Formally integrate modern slavery information into subcontractor onboarding and relevant policy documents and processes, and mandate completion of the updated modern slavery LMS training modules scheduled for 2026 for corporate staff, including account managers and operations personnel.	Incorporate specific modern slavery accountabilities in relevant Certis employee position descriptions. Consider rolling out modern slavery training to highest risk subcontractors and suppliers.

(cont'd)

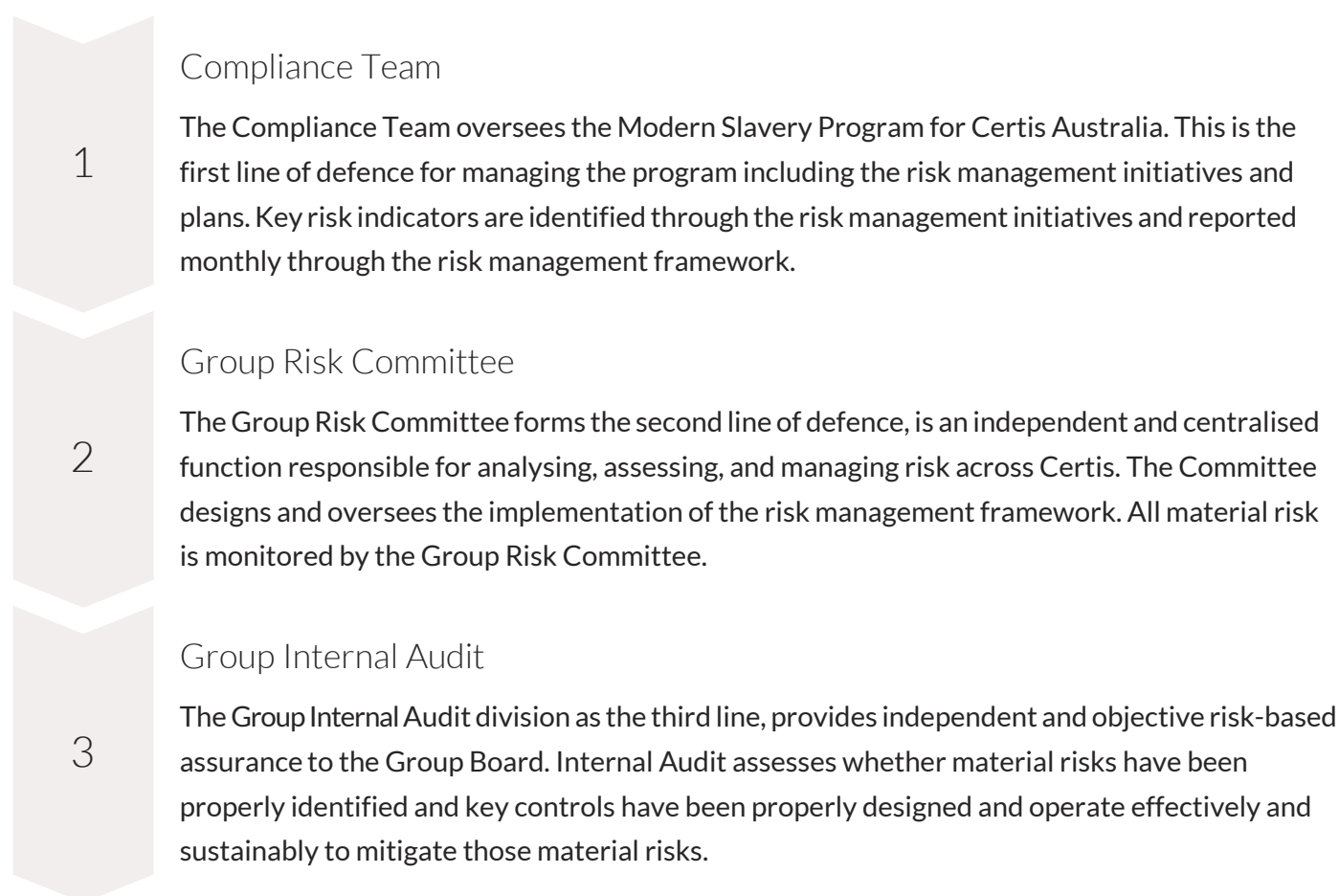
Area of Focus	FY2025	FY2026	FY2027
Grievance and Reporting	Continue to monitor whistleblower channel for modern slavery or human rights reports.	Review and update grievance and whistleblowing systems to include modern slavery and better align with the UN Guiding Principles on Business and Human Rights.	Develop a crisis / incident response and remedy framework to support instances of modern slavery are responded to appropriately and effective remedy is provided to victims.

The Roadmap is a statement of intention, and actions and timings may change between now and the relevant period. It will be updated year on year in response to our business operating model, capacity and market signals.

Reporting Criteria 5: Effectiveness Assessment

Our modern slavery risk management action plan and due diligence processes are evaluated as part of our regular compliance reviews. Our Compliance Team monitors the modern slavery program initiatives and plans, with progress reported to the Senior Leadership Team annually for consultation and review.

Our Risk Assurance Framework Includes the Following Components:



In 2025 We Assessed the Effectiveness of Our Actions Against the Following Key Indicators:

Focus Area	Example Activity	Effectiveness Assessment
Risk and governance	Board and Executive engagement. Modern Slavery Policy implementation. Updated Risk Framework.	Regular oversight on progress against modern slavery risk management plan by Compliance Team. Quarterly reporting to executive committees.
Procurement & Supply Chain	Supplier risk prioritisation. Supplier engagement. Supplier desk-top risk assessment (SAQ). Corrective Action plan review. Updated procurement policies. Updated contract clauses.	Ongoing due diligence of Tier 1 suppliers and deeper understanding of modern slavery risks in supply chain. Planned integration of modern slavery risk management into procurement processes and BAU.
Subcontractor Due Diligence	Subcontractor spend and risk prioritisation. Subcontractor engagement. Subcontractor audits.	Enhanced awareness of the issue among subcontractors. Ongoing improvements in subcontractor processes to manage risks associated with labour hire recruitment.
Awareness and Training	Modern Slavery eLearning. Awareness raising comms.	Increased awareness of modern slavery risks and mitigation actions among key staff, managers and executive.
Grievance and Reporting	Reviewed the Whistleblowing Policy and response mechanisms against UN Guiding Principles on Business and Human Rights. Improvement recommendations made.	Board engagement in Whistleblowing and remedy processes. Number of modern slavery or worker exploitation grievances received by Certis.

Reporting Criteria 6: Process of Consultation with Entities Owned or Controlled

The Certis Australia entities share the same Senior Leadership Team. As a member of the Senior Leadership Team, the Head of Compliance oversees the Modern Slavery Program for Certis Australia.

The Vice President, Strategy and Operational Excellence briefs the Senior Leadership Team on the progress of the Modern Slavery Program initiatives, plans, and the effectiveness of our program. This information is then cascaded through the Australian entities by the other members of the Senior Leadership Team.

Reporting Criteria 7: Other Information

Quality Excellence

In the past, quality management, including our certification to ISO 9001 Quality Management System, has been managed by the Compliance Team. A strategic review conducted in FY25 identified opportunities to enhance integration, accountability, and value by transferring this function to our Quality Excellence Team.

The Team goes beyond traditional quality management, focusing on continuous improvement to exceed the expectations of customers, employees and stakeholders. They manage ISO 9001 certification and our intranet-based document library, helping staff understand expectations and practices, including those relating to human rights and modern slavery. The Team also oversees our subcontractor onboarding to assess their alignment with Certis' ethical standards and responsible labour management operations.

To drive consistency and accountability, the Team developed the 'Certis Service Delivery System' (CSDS), which translates complex service delivery into clear, actionable steps. Supported by Lean Six Sigma+, Design Thinking, and Data Analytics, CSDS embeds innovation and continuous improvement into our culture.

They work closely with the Work Health, Safety, and Environmental team to manage these interrelated functions. This collaboration helps quickly identify and close gaps, ensuring all employees and contractors understand and can access the policies and practices that support our commitments to quality, safety, environmental stewardship, and human rights, including our modern slavery program.

Our Approvals

This statement was approved by the board of directors of Certis Australia Pty Ltd on 30 September 2025.



Brett Pickens

Chief Executive, Australia

Modern Slavery Act 2018 (Cth) 3 Statement Annexure

Principal Governing Body Approval

This modern slavery statement was approved by the principal governing body of Certis Australia Pty Ltd as defined by the *Modern Slavery Act 2018 (Cth)*¹ ("the Act") on 30 September 2025.

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of the board of directors of Certis Australia Pty Ltd as defined by the Act:



Brett Pickens

Chief Executive, Australia

Mandatory Criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in Section 16 of the Act:

Mandatory Criteria	Page Number/s
a. Identify the reporting entity.	2
b. Describe the reporting entity's structure, operations and supply chains.	6-10
c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	11-13
d. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	14-16
e. Describe how the reporting entity assesses the effectiveness of these actions.	19-20
f. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	21
g. Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	21

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement 'Do not own or control any other entities' instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

- Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph – a prescribed body within the entity, or a prescribed member or members of the entity.
- Section 4 of the Act defines a responsible member as: (a) an individual member of the entity's principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee – that trustee; or (c) if the entity is a corporation sole – the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the Corporations Act 2001 – the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph – a prescribed member of the entity.