

Modern Slavery Statement

Corporate Technology Services (CTS) is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement.

We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity. We have a whistle-blower policy and a dedicated Human Resources professional for employees to access for enquiries. CTS also has an annual subscription with Employsure, an employment relations advice provider, whom CTS regularly utilizes for advice to ensure compliance with relevant legislation, including the National Employment Standards, whilst also seeking additional third-party legal advice in these areas to ensure our policies are always meeting or exceeding requirements.

Our Structure, Operations and Supply Chains

CTS operates with three major departments being Support, Event Production and Consulting. This is supported by a well-resourced Head Office division and is headquartered in Sydney, Australia. Beyond Sydney, CTS has staff employed in Brisbane, Adelaide, Melbourne, Canberra and Perth.

CTS has established internal grievance resolution guidelines which outline procedures and resolution options for our employees. The introduction of new Australian legislation designed to protect vulnerable workers under the Fair Work Act, the Modern Slavery Act and Whistleblower Protection Act has required CTS to update policies and procedures which have been approved as being compliant with legislation by Employsure.

As part of our Supply Chain Assurance program, all new suppliers, as well as renewing suppliers, are subjected to our due diligence process with a review led by our Strategic Operations Manager, prior to onboarding or contract award. The review measures potential risk and compliance with the 'Act' through a questionnaire and by assessing external information, such as the company website. Where a potential risk is evaluated as medium or above, the supplier is referred for a more detailed assessment.

Further to the above, we have a relatively simple supply chain compliant with the 'Act' that includes the purchase of products and services needed for the businesses day-to-day operations including office supplies, employment and training of staff, external legal advice, leasing of office space, IT infrastructure and support services and travel. CTS's Finance & Administration and People & Culture teams have various policies in place that support our day-to-day operations to ensure all staff and suppliers meet CTS's core values. Our Consulting department's supply chain involves relationships with Tier 1 AV suppliers, based in Australia and globally, all of whom have a commitment to stop modern slavery, underage labour and human trafficking.

In 2024, to coincide with the delivery of human trafficking training for key personnel, we elevated our processes to engage our people and supplier stakeholders on our approach to addressing the issues of modern slavery, underage labour and human trafficking, including ongoing querying of up-to-date processes across our Tier 1 network. We will continue to explore opportunities to ensure we are appropriately identifying, assessing and mitigating the risks of these issues becoming actualized within our supply chain, expanding our visibility of Tier 2 suppliers.

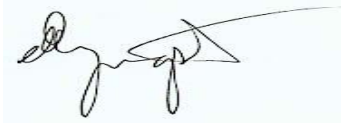
Compliance

Particular steps we will continue to monitor and undertake, include:

1. Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high risk geographical locations and business transactions;
2. Reviewing and where necessary, update company policies on modern slavery in operations and supply chains;
3. Continue to undertake training for nominated staff in modern slavery requirements;
4. Preparing to conduct due diligence on domestic supply chains;
5. Reviewing supplier contracts to ensure they contain terms that are consistent with the Act;
6. Taking steps to address any potential modern slavery risks identified; and
7. Reviewing our program to measure effectiveness through performance monitoring.

This statement was approved by the Senior Management Team of CTS.

Signed,

A handwritten signature in black ink, appearing to read 'Duncan Lugstein', is written over a light blue rectangular background.

Duncan Lugstein
Managing Director
Corporate Technology Services Pty Ltd (CTS)