

Cosive Modern Slavery Policy Statement

Cosive Pty Ltd and Cosive New Zealand Limited (“Cosive”) is committed to operating ethically and with integrity in all areas of its business. This statement outlines our commitment to preventing modern slavery in our operations and supply chains, in compliance with the Modern Slavery Act 2018 (Cth) and relevant New Zealand legislation.

Understanding Modern Slavery

Modern slavery involves serious exploitative practices that deprive individuals of their freedom and violate fundamental human rights. Cosive strictly prohibits all forms of modern slavery, including human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, child labour, and deceptive recruiting for labour or services.

Scope of Application

This policy and our ethical standards apply across our entire organization and external network.

Group	Included Parties
Cosive Entities	Cosive Pty Ltd, Cosive New Zealand Limited, and all subsidiaries and controlled entities.
Our People	All staff, including full-time, part-time, casual personnel, and contractors.
Our Partners	All suppliers and third-party service providers.

Our Actions and Commitments

To actively combat modern slavery and ensure ethical sourcing, Cosive is dedicated to the following practices:

- Identifying, assessing, and addressing modern slavery risks in both our operations and supply chains.
- Engaging only with suppliers and partners that share our values.
- Assessing the risk profile of our suppliers based on their location, sector, and the type of goods or services they provide.

- Incorporating modern slavery obligations directly into our procurement procedures and contract terms.
- Conducting periodic reviews of higher-risk suppliers to ensure compliance.
- Providing relevant staff with training on identifying signs of modern slavery, risk mitigation procedures, and reporting processes.
- Regularly reviewing the effectiveness of our controls and updating procedures as laws and best practices evolve.

Reporting Suspicions and Concerns

Cosive encourages employees and third parties to report any suspected instances of modern slavery. We provide channels through our Whistleblower Policy for these reports to be made, including the option to report anonymously via whistleblowing@cosive.com if desired.

All reports are treated seriously and confidentially. We are committed to fostering an environment where concerns can be raised without fear of retaliation, ensuring no person will suffer detriment for raising a concern in good faith.