

# MODERN SLAVERY STATEMENT

2025

## ABOUT THIS STATEMENT

### Establishing Genus' commitment



## What is Modern Slavery?

Modern Slavery is a crime and a violation of human rights which, under the Act, includes eight types of serious exploitation:

- trafficking in persons;
- slavery;
- servitude;
- forced marriage;
- forced labour;
- debt bondage;
- deceptive recruiting for labour or services; and
- child slavery including situations where children are subjected to practices similar to slavery or being engaged in hazardous work.

This Modern Slavery Statement ("**Statement**") is a joint statement prepared by GenusPlus Group Ltd (ABN 86 620 283 561), Genus Infrastructure Pty Ltd (ABN 20 135 293 793) ("**Genus Infrastructure**"), and KEC Power Pty Ltd (ABN 59 631 423 311) trading as Genus Industrial Services ("**Genus Industrial Services**") as reporting entities in accordance with the requirements of the Modern Slavery Act 2018 (Cth) ("**the Act**").

GenusPlus Group Ltd ("**Genus**", or "**Company**") is listed on the Australian Securities Exchange (ASX: GNP) and is the holding company of Genus Infrastructure, Genus Industrial Services and a number of other subsidiary companies. The Company employs approximately 1900 employees across Australia and maintains a diverse operational footprint spanning multiple states and territories.

Genus is committed to operating ethically, responsibly, and in accordance with its legal obligations. Genus recognises that modern slavery is a complex and evolving global issue and is dedicated to identifying and mitigating the risk of such practices within its operations and supply chains.

The Company's focus for the reporting period included:

- conducting training and awareness programs for employees and management;
- enhancing its supplier contracts to include modern slavery expectations; and
- reviewing and updating key policies that support ethical and responsible business conduct.

Genus remains committed to continuous improvement in this area, ensuring that its business practices align with the principles of respect, fairness, and accountability that underpin the Genus' values.

Genus' Modern Slavery Policy sets out its commitment to ensuring Modern Slavery is not enabled or present within its operations and supply chains.

The Company's Modern Slavery Policy is supported by its [Code of Conduct](#) and [Anti-Bribery and Corruption Policy](#).

Genus also has a [Whistleblower Policy](#) which encourages the reporting of any actual or suspected unethical, unlawful, or undesirable conduct and provides a mechanism to ensure that such matters are dealt with appropriately while offering protection to the individuals reporting the misconduct.

Copies of these policies can be found on Genus' website at [www.genus.com.au](http://www.genus.com.au)

This Statement describes the actions taken by the Company during the financial year ending 30 June 2025 to identify, assess, and address risks of modern slavery within its operations and supply chains.

## MESSAGE FROM THE MANAGING DIRECTOR

David Riches, Managing Director & CEO



At Genus, we believe it is our responsibility as a business to take every possible step to mitigate the risk of modern slavery. This commitment reflects one of our core values – mateship -which is looking out for one another. We value and prioritise human rights and remain dedicated to fostering a safe, ethical, and respectful workplace and supply chain.

We recognise the seriousness of modern slavery and are committed to taking all necessary measures to prevent its occurrence within our operations and supply chains. Our zero-tolerance approach includes compliance with all applicable laws, adherence to country-specific labour standards, ongoing monitoring and assessment of risks, and transparent reporting to the Commonwealth should any instances of modern slavery be identified.

We also recognise that education and awareness are key to prevention. Our employees receive training to help them identify and address potential risks, and we are increasing our due diligence for our contractors and suppliers to ensure they share our commitment to ethical and responsible practices.

Combatting modern slavery requires continuous effort. We remain committed to ongoing education, engagement, and the adoption of best practice standards to strengthen our approach year after year. By working together, we can drive meaningful change and contribute to the elimination of modern slavery in all its forms.

This Statement was approved by the boards of each of the three reporting entities covered by this statement following consultation between the reporting entities in the preparation of the statement. The Board of GenusPlus Group Ltd approved this statement on 20 November 2025, and the Boards of Genus Infrastructure Pty Ltd and KEC Power Pty Ltd approved this statement on 25 November 2025.



David Riches  
Managing Director



*Genus values and prioritises human rights and is committed to creating a safe and ethical workplace and supply chain.*

## FY25 HIGHLIGHTS



Developed Genus' Human Rights Policy



Reviewed Modern Slavery Policy and associated policies and prodedures



Extended Modern Slavery Training to include Human Rights



Reviewed subcontractor agreements to include Modern Slavery requirements

## ABOUT GENUS



## OPERATIONS



Genus is a publicly-listed company on the Australian Securities Exchange that specialises in providing end-to-end services for essential power and telecommunications infrastructure.

The Company's integrated service offering caters to customers in the power, utilities, resources, and telecommunications sectors throughout Australia. Genus' head office is located in Perth, with offices spanning the country. The company generated \$751,265,713 million in revenue for the year ending 30 June 2025 and employs approximately 1900 people, making it subject to the Australian Modern Slavery legislation.

All of Genus' projects were undertaken within Australia during the reporting period and primarily focused on three core sectors: mining, utilities, and commercial registered businesses. Genus utilises a direct employment model that adheres to relevant modern awards or enterprise agreements. In some cases, local labour hire was also used at market rates to supplement the direct workforce.

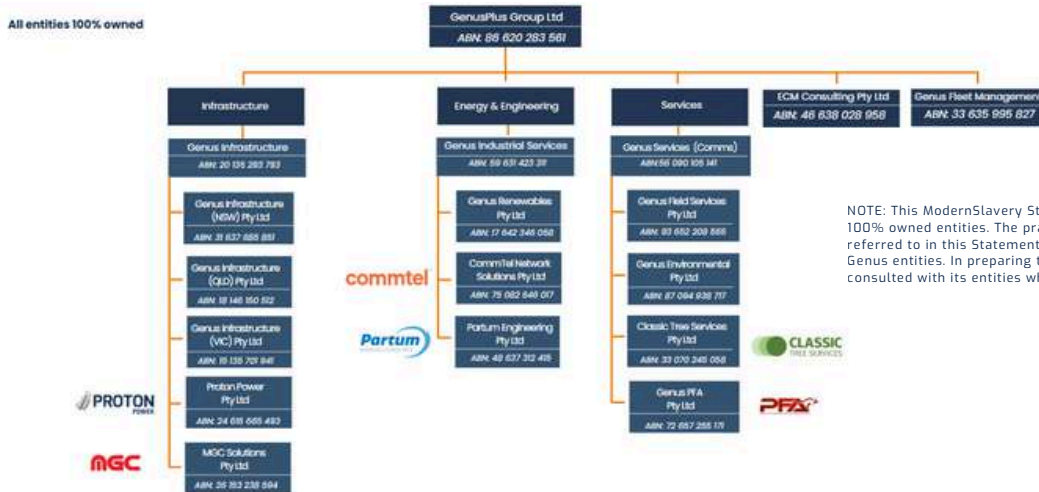
Certain project scopes were subcontracted by Genus to third parties during the reporting period. All subcontractors were Australian-based and engaged under industry standard terms and conditions. Genus' supply chains include the procurement of products such as PPE, vehicles, poles, conductors, cables, and other equipment necessary for project delivery. The majority of products used by Genus during the period were procured directly from Australian wholesalers. Genus also has leased a number of commercial premises for its operations.

During the reporting period, Genus expanded its operations through the acquisition of a rail business (MGC Group Holdings (WA) Pty Ltd) and two tree services businesses (Geographe Tree Services Pty Ltd and Arbor West Pty Ltd), extending its capabilities into rail infrastructure and vegetation management.

In undertaking these acquisitions, Genus ensured that each business's values, safety culture, and governance practices were consistent with its own commitment to ethical conduct, worker wellbeing, and operational excellence. These new businesses operate under Genus' overarching policies and frameworks, including its Code of Conduct, Human Rights Policy, and Modern Slavery governance structure, ensuring a consistent approach to risk management and corporate responsibility across all operations.

Throughout the reporting period, Genus was involved with a number of supplier, subcontractor, and joint venture relationships, the nature and extent of which varied between entities within the Genus Group.

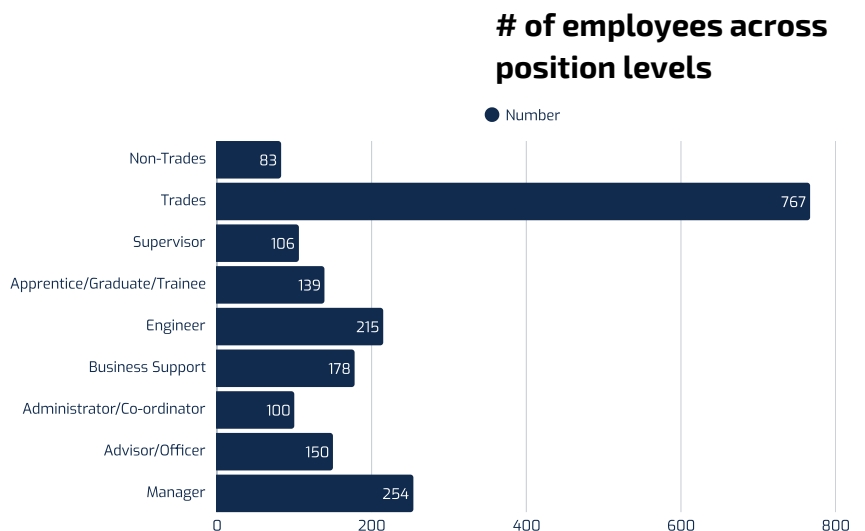
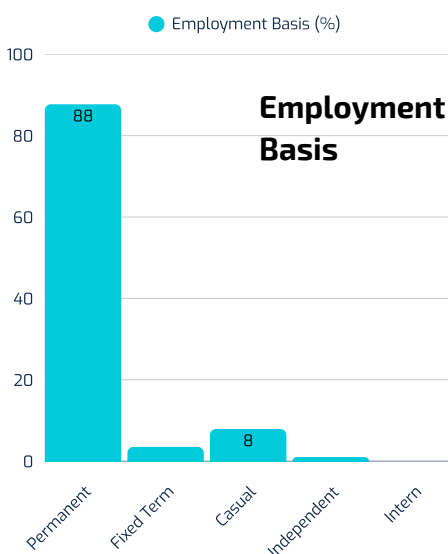
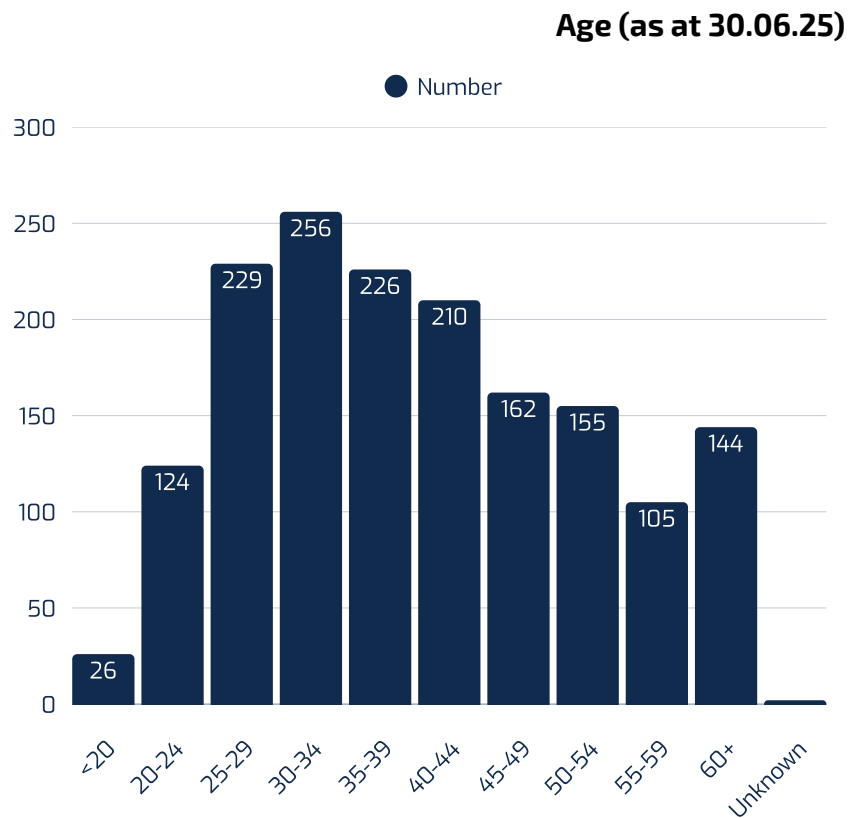
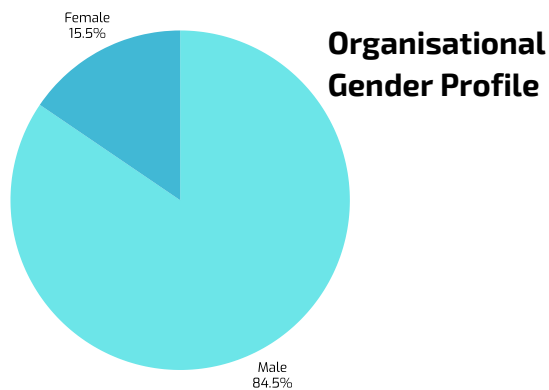
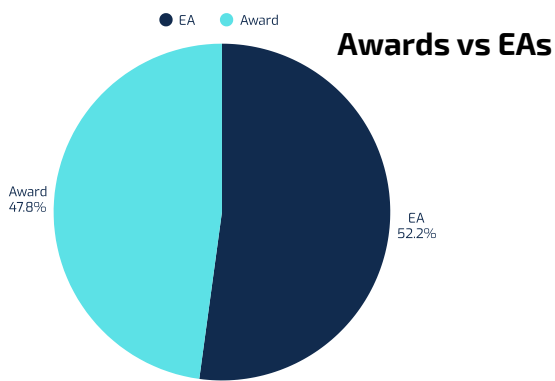
# STRUCTURE



NOTE: This ModernSlavery Statement encompasses all our 100% owned entities. The practices, policies and procedures referred to in this Statement apply to and are used within all the Genus entities. In preparing this Statement, GNP engaged and consulted with its entities which are reporting entities.

Entity	Number of employees	Operational activities
Genus Fleet Management	28	Fleet Management Services
Genus Infrastructure WA	466	Transmission & Distribution Infrastructure
Proton Power	72	HV Testing, Commissioning & Asset Maintenance
Genus Infrastructure VIC	29	Transmission & Distribution Infrastructure
GenusPlus Group	61	Corporate Management
Genus Services	62	Communications Infrastructure
Pole Foundations Australia	61	Pole Reinforcement & Maintenance Services
CommTel	138	Communications Infrastructure
Genus Industrial Services	136	Electrical & Instrumentation
Genus Infrastructure NSW	96	Transmission & Distribution Infrastructure
Genus Infrastructure QLD	55	Transmission & Distribution Infrastructure

# EMPLOYEE INFORMATION



## VALUES

What guides Genus' decisions



Genus' core values guide it and are reflected in its actions and approaches to decisions in business. This extends to Genus' approach in combatting Modern Slavery.



### INNOVATION

We strive to learn, improve and seek out solutions that create value.



### MATESHIP

We look out for each other and treat one another equally and with respect.



### SAFETY

We embody "Think Safe. Work Safe. Home Safe."



### INTEGRITY

We are honest, transparent and we do what we say we will do.



### COLLABORATION

We believe in the power of working together to achieve success.

Genus' unwavering commitment to safety, health, environment, and the quality of its services is evident in everything it does. The Company's SHEQ (Safety, Health, Environment, and Quality) policies and procedures are fully integrated into its operations, ensuring that its services are delivered to the highest standard while minimising environmental impact.

Genus is dedicated to promoting the health, safety, and wellbeing of all its employees and subcontractors at work, as well as safeguarding the environment in which it operates. The Company's top priority is to ensure the safety of everyone impacted by its work, including its employees, subcontractors, and the public.

This is encapsulated in its motto:

**"Think Safe. Work Safe. Home Safe."**

To effectively manage its SHEQ obligations, Genus has established and implemented an integrated management system certified to ISO 9001, 45001 & 14001. This system provides a comprehensive framework for managing safety, health, environmental, and quality matters ensuring that it maintains the highest standards across all aspects of its operations.

*Think Safe. Work Safe. Home Safe.*



# OPERATIONS

Supply Locations, Supply Chain and Risks



## SUPPLY CHAIN

### International Suppliers

Genus is currently mapping its supply chain to better identify potential risks within the supply chain. While 98% of its supplies were obtained from suppliers within Australia, Genus does engage with overseas suppliers for specialised parts and supplies. The Company considers itself at a low risk of being exposed to Modern Slavery because of this, however, Genus has and will continue to strengthen its awareness and due diligence within its supply chain.

Genus' suppliers outside of Australia are based in the United States, China, United Kingdom and Europe. The total expenditure on international suppliers was approximately \$2 million in FY2025.



Approximately \$2 million spend on international suppliers in FY2025

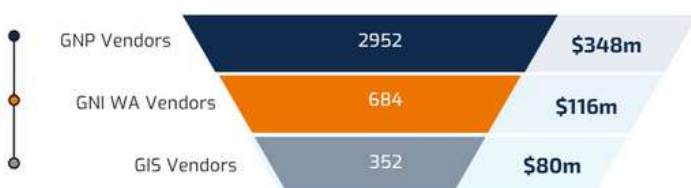


Top 3 source countries / regions - America, Europe and China

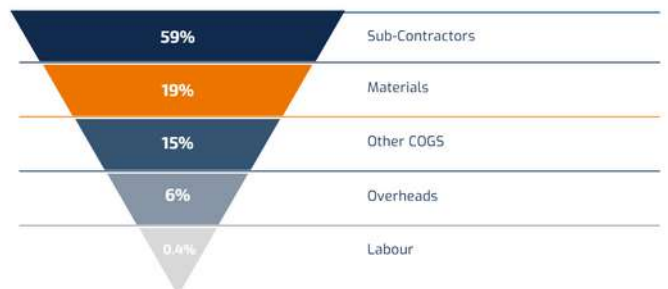


Less than 2% of total expenditure on international suppliers

### Vendor expenditure by reporting entity



### Top procurement areas for GNP Vendors



2.9%

# OPERATIONS

## Supply Locations, Supply Chain and Risks



### SUPPLY CHAIN RISKS

Genus acknowledges that while it primarily operates within Australia, elements of its supply chain extend to industries and geographies where the risk of Modern Slavery may be heightened. Genus will continue to review and strengthen its processes to identify, assess, and mitigate potential risks.

High Risk Categories	Our Understanding
Electrical Supplies	<p>Genus procures a range of electronic devices, including computers, mobile phones, and electrical equipment such as cables and powerlines. The electronics and electrical sectors are globally recognised as high-risk for labour exploitation due to complex supply chains, limited visibility into raw material sourcing, and manufacturing often occurring in regions with limited oversight.</p> <p>Although 98% of Genus' suppliers are Australian-based, the Company acknowledges that this does not completely remove the risk of Modern Slavery, as imported components and raw materials may originate from higher-risk regions. Genus will continue to strengthen its due diligence and supplier engagement processes to improve transparency and ethical sourcing within this category.</p>
Construction and Materials Supply	<p>The construction industry is inherently exposed to Modern Slavery risks due to its reliance on multi-tiered supply chains and lower-paid, often temporary labour. Genus' construction activities are limited to projects within Australia, and it engages only with Australian-based contractors. This local focus significantly reduces risk; however, the Company will remain vigilant regarding the potential for exploitation within downstream material suppliers, particularly where goods originate from overseas.</p> <p>Genus is expanding its due diligence measures to ensure that contractors and subcontractors it engages with uphold Modern Slavery and human rights standards consistent with its policies and values.</p>
Labour Hire and Temporary Employment	<p>Temporary and outsourced labour presents heightened Modern Slavery risks, especially where migrant workers or short-term contracts are involved. During FY2025, Genus' spend of \$17.2m on labour hire was all sourced through established Australian providers who are required to comply with national labour laws and employment standards.</p> <p>Genus employs several individuals under Temporary Skill Shortage visas, all of whom work under the same conditions as other employees. Genus does not retain personal documentation, and all personnel are free to end their employment at any time. As Genus' risk management framework matures, it will continue to monitor and assess its labour hire partners for ethical compliance and fair labour practices.</p>
Cleaning and Security Services	<p>Cleaning and security services remain areas of elevated Modern Slavery risk in Australia due to the prevalence of low-paid, low-skilled, and subcontracted workforces. At Genus, cleaning and security services in its leased office spaces are managed by building managers, while Genus' remote sites engage Australian-based service providers that are subject to regular compliance checks.</p>
Expansion of Operations and Supply Chain Risks	<p>During the reporting period, Genus acquired two tree services business and a rail business, expanding the scope and complexity of its operations. Genus recognises that these acquisitions have broadened its supply chain exposure and potentially introduced new areas of Modern Slavery risk, particularly in relation to the sourcing of specialised equipment, raw materials, and labour.</p> <ul style="list-style-type: none"> <li>• <b>Tree Services Supply Chain Risks:</b> The tree business involves procurement of machinery, fuel, safety equipment, and uniform, categories that often rely on international supply chains with potential exposure to forced or child labour risks in manufacturing and raw material extraction (e.g., textiles, rubber, and metals). Suppliers go through an onboarding process and are remunerated aligned to their qualifications and experience which substantially reduces the risk of employee/subcontractor exploitation.</li> <li>• <b>Rail Industry Supply Chain Risks:</b> The rail business introduces risks associated with procurement of steel, concrete, electrical components, and heavy machinery. Global steel and manufacturing industries are recognised as high-risk sectors for Modern Slavery due to complex, multi-tiered production processes and sourcing from countries with limited labour protections. Additionally, subcontracted maintenance and construction activities in the rail sector can involve high-risk labour arrangements if not carefully monitored. However, the likelihood of this occurring in the Australian Rail Industry is greatly minimised due to heavy regulation and stringent prequalification, onboarding, and mobilisation requirements of rail network owners.</li> </ul> <p>Genus' focus on strengthening its supplier due diligence, onboarding, and auditing processes to ensure that all new and existing suppliers meet its ethical and legal standards will also cover these new businesses. Genus is also enhancing internal awareness and training to ensure its teams involved in procurement and contract management understand and can identify potential Modern Slavery risks across the Company's growing portfolio of services.</p>

# GENUS' APPROACH

An overview



## Corporate Governance Statement

Genus remains committed to maintaining good governance structures that uphold its dedication to ethical, responsible, and sustainable business practices. Genus' governance framework continues to evolve in line with best practice standards which are further detailed in its 2025 Corporate Governance Statement available on its website.

## Audit & Risk Committee

The Audit & Risk Committee retains oversight of Genus' governance and risk management framework. The Committee ensures compliance with applicable laws, regulations, and internal policies, while overseeing key areas including economic, environmental, and social sustainability. Its remit extends to monitoring Genus' adherence to the Modern Slavery Policy and the newly implemented Human Rights Policy, which together underpin Genus' commitment to protecting and promoting human rights across all operations and supply chains.

## Due Diligence and Risk Management

Genus acknowledges that risks associated with modern slavery and human rights can exist within both operations and supply chains. The Group remains committed to mitigating these risks through proactive due diligence, continual policy review, and the refinement of internal controls. As part of this commitment, Genus continues to integrate modern slavery and human rights requirements into supplier contracts and internal processes.

## Modern Slavery and Human Rights Awareness & Training

Genus recognises that awareness and education are vital to preventing modern slavery and promoting respect for human rights. In FY2025, Genus launched a Human Rights Policy to formally articulate its commitment to protecting human rights and ensuring that business decisions and relationships reflect these principles.

Training programs have been expanded beyond Modern Slavery Awareness to include Human Rights Training, reinforcing employees' understanding of the broader human rights context and their role in identifying and mitigating related risks. This builds upon the existing Mateship Training, which promotes ethical conduct, respect, and accountability.

Compliance with Genus' Modern Slavery and Human Rights Policies remains a core element of its governance approach. Genus continues to review its policies and procedures to ensure they remain current, effective, and aligned with international standards and best practice. Through these initiatives, Genus strengthens its ability to safeguard human rights and uphold ethical and sustainable operations across all business activities.



# GENUS' APPROACH

## Policies & Procedures



### POLICIES & PROCEDURES



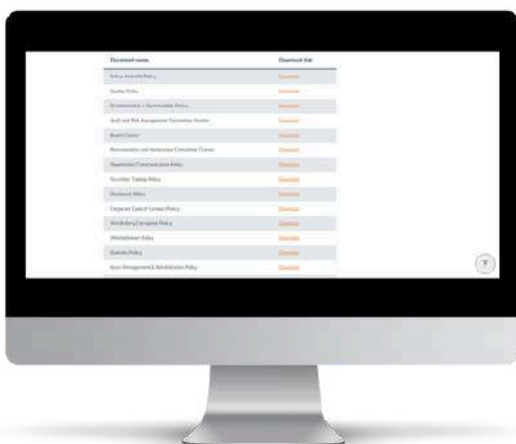
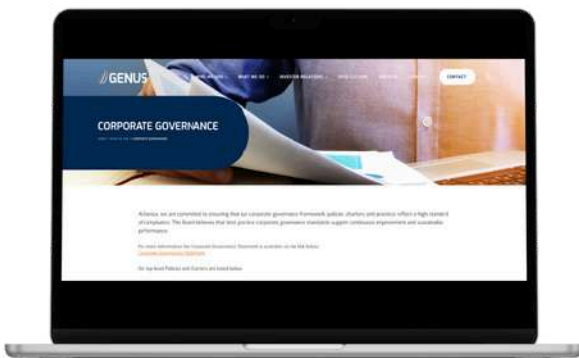
#### Policies

Genus has several governance policies on its website which are regularly reviewed and revised as required, and which assist Genus in advancing its commitment to ensure compliance with the Act and in enhancing and developing a culture within the Company which promotes good values and human rights. The policies are aimed at ensuring that the highest standards are maintained within the Company, including promoting correct behaviours and addressing the risk of Modern Slavery.

#### Procedures

Genus has implemented the following procedures to include specific requirements aimed at identifying and combatting Modern Slavery within Genus and its supply chains:

- Procurement & Logistics Procedure
- Contract Review Checklist Modern Slavery Requirement
- Supplier and Subcontractor Prequalification Form
- Pre-Contracts Manual



[genus.com.au/who-we-are/corporate-governance](https://genus.com.au/who-we-are/corporate-governance)

# GENUS' APPROACH

## Specific documents



Document	Overview of Document	How it works
Code of Conduct	Genus's Code of Conduct outlines the core standards of ethical behavior expected from employees, ensuring all business activities align with principles of integrity, respect, and social responsibility, including human rights.	The Code mandates compliance with ethical standards across all areas of operation, rejecting practices like Modern Slavery. All employees are required to agree to the Code as a condition of employment, and it's reinforced through onboarding.
Human Rights Policy	Genus' Human Rights Policy affirms the company's commitment to respecting and promoting the fundamental human rights of all individuals impacted by its operations and supply chains. The policy guides our approach to fair treatment, safe working conditions, and the elimination of any form of discrimination, forced labour, or child labour.	The Human Rights Policy aligns with international standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. It applies to all employees, contractors, and business partners, setting clear expectations that human rights must be upheld in every aspect of Genus' work.
Procurement & Logistics Policy (Internal)	Genus' Procurement Policy sets out guidelines to ensure all purchasing and supplier engagement follows ethical, transparent, and value-driven processes.	The policy serves to ensure that all procured goods can be safely installed, comply with statutory and regulatory requirements, comply with codes and standards, and are of an appropriate level of environmental neutrality.
Whistleblower Policy	Genus's Whistleblower Policy provides a confidential and secure channel for employees, contractors, and third parties to report unethical conduct, violations of policy, or illegal activities without fear of reprisal.	The policy encourages a culture of transparency by protecting individuals who come forward with concerns. Reports are investigated by an independent party, with findings reviewed by leadership to address any identified risks or non-compliance.
Grievance & Conflict Resolution Procedure (internal)	The Procedure offers a structured process for employees to raise concerns about workplace issues, unfair treatment, or violations of Genus policies, ensuring all grievances are handled fairly and promptly.	Employees can submit grievances through our designated HR channel. An assigned team reviews and investigates each grievance, aiming to resolve issues while ensuring the complainant's confidentiality and protection against retaliation.
Modern Slavery Policy	Genus's Modern Slavery Policy formalises its commitment to combatting Modern Slavery in its operations and supply chains, outlining the company's standards, preventative measures, and response strategies.	This policy sets out Genus' requirements for its employees, counterparties and stakeholders in relation to the requirements of the Modern Slavery Act. It demonstrates its zero-tolerance approach to non-compliance with Modern Slavery legislation, and sets out its requirements relating to the prevention and detection of any potential Modern Slavery exposure in Genus' business or supply chain.
Local Commitment Policy	Genus' Local Commitment Policy formalises the Company's dedication to supporting and engaging with the communities in which it operates. The Policy outlines Genus' approach to promoting local participation by prioritising the use of local suppliers, contractors, and workforce wherever possible.	This Policy demonstrates Genus' commitment to contributing to local economic and social development through responsible procurement and community engagement. It sets out Genus' requirements and guiding principles for sourcing local goods and services, supporting Indigenous businesses, fostering local employment opportunities, and encouraging Genus' people to actively participate in community activities and initiatives.

## GENUS' APPROACH

Addressing risks through awareness & prevention



## AWARENESS & PREVENTION



1627 Employees have completed the Genus Modern Slavery Awareness Training



### Employees

Employees who are involved in areas of the business that may have exposure to Modern Slavery risks, or who are best placed to identify and manage such risks, are required to complete Genus' Modern Slavery Training.

In the reporting period, the Company committed to developing a Modern Slavery Refresher Course. This was achieved and rolled out across the organisation. While initially intended for employees in higher-risk roles, the training was made available to all employees to strengthen Genus' commitment to increasing awareness and understanding of Modern Slavery risks across the business.

Genus committed to developing internal guides to assist relevant employees in conducting risk assessments and determining appropriate levels of supplier due diligence. Following a reassessment of this approach, the Company determined it would be more effective to integrate this guidance directly into the procurement process. This enhancement will enable improved data collection and consistency in the application of due diligence measures and is currently under development.

### External

Genus is reviewing and tightening its processes and procedures with the aim of ensuring external parties are aware of its zero-tolerance approach to Modern Slavery and to require suppliers and contractors to provide appropriate confirmations relating to their compliance with Modern Slavery requirements.

## GENUS' APPROACH

### Supply Chain Due Diligence and Reporting



#### Supplier Screening and Onboarding

To promote responsible practices within its supply chain, Genus requires all suppliers to complete an ethical sourcing module as part of the onboarding process. This module is being updated to include explicit modern slavery compliance requirements, and Genus intends to implement a more advanced supplier screening system. Under this system:

- Medium- and high-risk suppliers and contractors will be required to complete a Modern Slavery Supplier Questionnaire; and
- Lower-risk suppliers will be required to submit a Modern Slavery Compliance Confirmation confirming alignment with the Act and Genus' policies.

Risk ratings will be determined based on factors such as country of origin, revenue, workforce size, operational footprint, and nature of goods or services provided.

#### Risk Assessment and Governance Oversight

Modern slavery risk assessment is part of Genus' supplier screening and onboarding process. A new Modern Slavery Supply Chain Procedure will be introduced to outline the assessment methodology and evaluation criteria, including:

- Country and industry risk;
- Supplier size and dependency;
- Contract value and level of spend; and
- Type and location of services or products provided.

#### Supply Chain Mapping

Genus continues to progress its supply chain mapping, initially focusing on direct (Tier 1) suppliers, with the aim of expanding visibility to subsequent tiers in future reporting periods. This mapping will improve transparency, strengthen supplier engagement, and help identify areas for enhanced due diligence. Over time, Genus may undertake supplier audits or on-site human rights assessments to further validate compliance within higher-risk segments of the supply chain.

#### Supplier Monitoring and Ongoing Declarations

As part of using the procurement function to manage supplier compliance, Genus is working towards implementing within Genus' procurement process, an annual declaration process for all suppliers identified as high risk. In these declarations suppliers will be required to confirm ongoing compliance with the Act and relevant Company policies. This process will support Genus' monitoring framework and assist in identifying any areas requiring further investigation or remediation.

#### Training, Awareness, and Supplier Engagement

Genus recognises that education and awareness are essential to preventing modern slavery. Genus has Modern Slavery Awareness Training for all employees, designed to ensure understanding of the potential risks within operations and supply chains. This has now been expanded to include elements of human rights. Genus continues to communicate expectations to suppliers and contractors regarding ethical conduct and modern slavery compliance.

#### Whistleblower Policy

Genus maintains a Whistleblower Policy that provides confidential and secure channels for reporting concerns, including potential instances of modern slavery or unethical behaviour. Reports received through this mechanism are managed promptly and in accordance with the Genus' governance framework, ensuring that appropriate actions are taken to investigate and address potential risks.

# GENUS' APPROACH

## Supply Chain Due Diligence



Below is a guide used in the assessment of modern slavery risks in Genus' supply chain.



## ASSESSING EFFECTIVENESS

Consultation & Looking Ahead



### CONSULTATION



In FY2026, Genus aims to consult additional internal and relevant external stakeholders to further develop its Modern Slavery commitments.

### LOOKING AHEAD



Genus further aims to strengthen its commitment to combatting modern slavery, by:

- Developing and expanding its due diligence on suppliers (see Genus' Supply Chain Due Diligence Approach above);
- Staying informed about developments in industry and best international practice related to Modern Slavery and making changes to its approach and documentation if necessary;
- Implementing a process to assess the effectiveness of its existing Modern Slavery controls and training;
- Further developing Genus' on-boarding procurement system to enhance visibility into supply chain practices through supplier Modern Slavery risk-based questionnaires;
- Consulting directly with any suppliers identified as being potentially high risk to review their Modern Slavery processes; and
- Having 100% of employees complete Modern Slavery training; and
- audit a sample of contracts for inclusion of appropriate modern slavery clauses.

Through these initiatives, Genus aims to strengthen its accountability mechanisms and ensure that its commitments translate into measurable and meaningful progress year on year.

## ASSESSING EFFECTIVENESS

Consultation & looking ahead



Over the reporting period, Genus has continued to strengthen its approach to identifying and mitigating the risks of Modern Slavery within its operations and supply chains. This is an ongoing process requiring consistent evaluation, transparency, and improvement.

During FY2025 Genus conducted an assessment of the effectiveness of actions taken to address Modern Slavery risks by measuring the percentage of employees who have completed training and the number of suppliers who have returned Modern Slavery Questionnaires. It further consulted internally with stakeholders in relation to the Modern Slavery processes to: (i) confirm the inclusion of Modern Slavery clauses in its contracts; and (ii) how they can be improved (which resulted in the decision to embed supplier questionnaires in the procurement process).

## KEY PERFORMANCE INDICATORS

During FY2025, Genus achieved two key milestones set in the previous reporting period:

- Review of key agreements: Genus completed a review of its purchasing and subcontracting agreements to ensure that commitments to human rights and Modern Slavery prevention are clearly embedded within its contractual frameworks; and
- Expansion of employee training: Genus continued the rollout of Modern Slavery training across the organisation and successfully expanded this program to include broader human rights awareness.

Key Performance Indicators	Target for FY25	As at 30 June 2025	Target for FY26
Percentage of employees who have completed the Modern Slavery Awareness Training	80%	84%	100%
Number of identified Modern Slavery incidences	0	0	0
Number of human rights related grievances (including Modern Slavery) reported	0	0	0
Number of suppliers to have completed the Supplier Confirmations / Questionnaires	40	13	20

\*The Company changed its approach from issuing supplier confirmations/questionnaires to embedding the questionnaires in the procurement function to assist with data collection and efficiency. See page 15 for more details.



## Disclaimer:

This statement may contain "forward-looking statements." Words that indicate such statements include, but are not limited to, terms like "aim," "intend," "aspire," "project," "anticipate," "estimate," "plan," "expect," "may," "will," "forecast," "likely," "target," and similar expressions.

Any forward-looking statements within this document reflect Genus' expectations as of the date of publication. These statements are subject to inherent uncertainties and risks that may result in outcomes that differ significantly from those expressed or implied. Forward-looking statements are based on assumptions about Genus' current and future strategies, as well as the business environment in which we anticipate operating. They also reflect management's current assessments, judgments, and information available at the time of this statement's preparation. Actual results or future events may vary significantly due to various known and unknown risks, including shifts in market dynamics and regulatory changes.

Genus advises caution in placing undue reliance on these statements. Readers should rely on their own independent research, analyses, and professional advice concerning the information presented here. Genus makes no representation, warranty, or assurance, express or implied, regarding the accuracy or realisation of any forward-looking statements or anticipated outcomes.

Except as required by applicable regulations or law, Genus undertakes no obligation to publicly update or revise any forward-looking statements, whether due to new information, future events, or otherwise. Past performance is not an indicator of future results.

