MODERN SLAVERY STATEMENT

ENTITY	ISSUED	NEXT REVIEW
Shield Solutions Pty Ltd	1 October 2026	October 2027

Shield Solutions Pty Ltd is committed to respecting human rights and identifying, preventing and addressing modern slavery risks within our operations and supply chains. We reject forced labour, human trafficking, debt bondage, servitude and the worst forms of child labour. We expect the same commitment from the organisations with which we work.

01 OUR BUSINESS AND SUPPLY CHAIN

Established in 2013, Shield Solutions provides IT asset lifecycle and disposition services, including secure data sanitisation, refurbishment, hardware reuse and remarketing, electronics recycling, logistics and related field services. Our principal business operations are in Australia, with supply-chain and trading relationships that may extend internationally.

Our suppliers and counterparties can include equipment vendors, logistics and warehousing providers, contractors, refurbishment partners, remarketing businesses and downstream materials processors. We recognise that labour risks may occur beyond our direct suppliers.

02 WHERE MODERN SLAVERY RISKS MAY ARISE

Risk is not uniform across the technology lifecycle. We give particular attention to activities where vulnerable workers, complex subcontracting arrangements or limited supply-chain visibility may create heightened exposure:

- Downstream electronics recycling, refurbishment and materials recovery, including offshore processing.
- Transport, warehousing, labour hire and subcontracted operational services.
- Cross-border equipment trading and complex intermediary or broker relationships.
- Upstream hardware manufacturing and mineral or component sourcing beyond our direct control.

Identifying an area of potential exposure does not mean modern slavery has been found in that activity.

03 STANDARDS WE EXPECT

We expect our staff, contractors, suppliers and business partners to conduct their activities lawfully and ethically, including the following minimum principles:

- Employment is freely chosen; no forced, bonded or coerced labour, confiscation of identity documents or recruitment-related debt bondage.
- No prohibited child labour; appropriate worker-age checks and safeguards for young workers.
- Lawful wages, working hours, rest periods and employment conditions, together with safe and hygienic workplaces.
- Respect for dignity, non-discrimination, freedom of association and the ability to raise concerns without intimidation.
- Honest, transparent procurement; no bribery or improper inducements; compliance with applicable environmental and labour laws.

RESPONSIBILITY IN PRACTICE

04 SUPPLIER ENGAGEMENT AND DUE DILIGENCE

Shield Solutions maintains an Ethical Sourcing and Modern Slavery policy and a supplier questionnaire to support risk identification and dialogue. We use a proportionate approach, focusing greater attention on suppliers, activities or locations presenting higher potential risk.

SCREEN Seek information about a supplier's operations, subcontracting, employment practices and existing human-rights policies or assurances.

ASSESS Consider the origin and destination of goods, labour arrangements, geographic exposure and the visibility of relevant downstream partners.

ACT Where concerns arise, request clarification and, where appropriate, corrective actions, evidence, follow-up assessments or third-party audits.

ESCALATE Serious or unresolved issues may lead to suspension or termination of a relationship and referral to competent authorities, as appropriate.

05 REPORTING CONCERNS AND REMEDY

Workers, contractors and suppliers who suspect exploitation are encouraged to raise concerns with their manager, Shield Solutions contact, General Manager or a Director. Reports should be treated seriously, with confidentiality protected as far as practicable and no retaliation for good-faith reporting.

When a credible concern is raised, our approach is to establish the facts, prioritise the safety and wishes of affected people, prevent further harm and seek appropriate remediation. We may involve specialist advisers or law-enforcement authorities where warranted. Ending a supplier relationship is not treated as a substitute for considering the effect on affected workers.

06 ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

Our director is responsible for setting expectations and overseeing the response to material concerns. We intend to review this statement at least annually and as our supplier network develops. The effectiveness of our approach will be considered through supplier-questionnaire responses, outcomes of risk reviews, resolution of corrective actions, and the handling of concerns brought to our attention.

DIRECTOR ENDORSEMENT

I endorse this statement for Shield Solutions Pty Ltd and our commitment to responsible sourcing, the protection of workers and continued improvement in managing modern slavery risks.

Chris Kelly
Director | Shield Solutions Pty Ltd
1 October 2026

SHIELD SOLUTIONS PTY LTD CORPORATE 2013 ABN:87162548585 SEAL AUSTRALIA