

PROTECTA GROUP

Modern Slavery Statement

Voluntary Statement — FY2026 (1 July 2025 to 30 June 2026)

A joint statement of Protecta Group Holdings Pty Ltd and its subsidiaries

Prepared: 27 August 2026

1. Introduction and Purpose

Protecta Group ("Protecta", "we", "our") opposes modern slavery in all its forms, including slavery, servitude, forced and compulsory labour, human trafficking, deceptive recruiting for labour or services, debt bondage, forced marriage and child labour. We recognise that the industries we buy from — including overseas manufacturing of building and construction products — can carry a heightened risk of these practices, and we are committed to understanding and addressing that risk in our own operations and across our supply chains.

Protecta Group's consolidated turnover for the year ended 30 June 2026 was below the A\$100 million threshold set by the *Modern Slavery Act 2018* (Cth) for mandatory reporting entities. Protecta is not currently a mandatory reporting entity, and this Statement is published **voluntarily**, as an early step in building the same discipline the Act requires of larger businesses. We have structured it around the seven matters the Act requires a mandatory reporting entity to address, because it is the most widely recognised framework for this kind of disclosure and gives us a consistent basis to report against in future years, including if Protecta grows into mandatory reporting.

This is a joint statement made on behalf of Protecta Group Holdings Pty Ltd and its subsidiaries (together, "Protecta", "we", "our" — see section 2). It covers the financial year ending 30 June 2026 ("FY2026") and describes the steps Protecta has taken, and commits to take, to assess and address the risk of modern slavery occurring in our operations and supply chains.

2. Our Structure, Operations and Supply Chains

Structure

This is a joint statement made on behalf of Protecta Group Holdings Pty Ltd, the ultimate holding entity of the Protecta group, together with its subsidiaries: Protecta Group Australia Pty Ltd (ABN 55 607 874 260, ACN 607 874 260, an Australian private company registered in New South Wales), Protecta Group Pty Ltd, Protecta Group Proprietary Ltd, and DiamondLine Group Pty Ltd (together, "Protecta", "we", "our"). These entities are commonly owned and run by the same individuals.

Operations

Protecta has operated in the Australian temporary construction and site protection industry for approximately two decades. We supply products used to protect finished surfaces, control dust and noise, and secure worksites during construction, renovation and fitout projects, including:

- Temporary floor and surface protection (correx/flute board, foam, felt, film and weave products);
- Dust and noise containment systems, including ZipWall and ZipPole barrier systems;
- Hoardings and temporary walls, including the FastWall, HoardFast and EnviroWall ranges;
- Site essentials, including PPE, safety equipment, barriers and washroom supplies; and
- Edge, glass, window, stair and carpet protection products.

Across the group, Protecta employs 94 people. We hold and distribute stock from warehouses in Sydney, Brisbane, Melbourne and Perth, and use a third-party logistics (3PL) provider for an additional warehouse in Adelaide. In addition to this workforce, Protecta directly engages a small number of contractors based in the Philippines who provide administrative support services to the group, rather than the manufacture or supply of product.

Supply Chains

Protecta sources product from a network of manufacturers and suppliers across at least eleven countries, led by Malaysia, China and Australia by purchasing turnover, alongside India, Vietnam, South Korea, Thailand, New Zealand, the United States, the United Kingdom and Italy. We work both with factories directly and, in some cases, through trading companies or agents. Our Procurement team applies a structured supplier-engagement process that includes business registration checks (using SAMR/Qichacha-type registries in China and the MOEA Commerce Industrial Services Portal in Taiwan, where applicable), factory visits, and quality inspection prior to shipment. Our Quality Assurance function is responsible for verifying certification claims (such as RCM or AS/NZS marks) against the issuing body, rather than relying on a supplier's own representations.

The table below sets out the number of active SKUs sourced from each country, drawn from Protecta's Supplier Performance Power BI dashboard. As a voluntary reporting entity with no public financial accounts, Protecta has not included country-level purchasing turnover figures in this public Statement, as these are commercially sensitive.

Country	Active SKUs
Malaysia	42
China	167
Australia	384
India	18
Vietnam	15
South Korea	28
Thailand	18
New Zealand	1
United States	4
United Kingdom	1
Italy	1

This table reflects the country recorded against each supplier in Protecta's systems, which is not necessarily the same as the country in which a product is manufactured. A product purchased from an Australian supplier, for example, may still be manufactured overseas by that supplier or its own

upstream suppliers. Confirming country of manufacture across our supply chain, not just country of supply, is part of our ongoing due diligence work.

Global Slavery Index Context

We have had regard to the Walk Free / Minderoo Foundation *Global Slavery Index 2023*, the most recently published edition available at the time of drafting, which identifies categories of imported product at heightened risk of forced labour in G20 countries such as Australia. While temporary construction and site protection products are not themselves named on that list, several raw materials and components used in Protecta's range appear on it, as set out below.

Global Slavery Index category	Potential exposure in Protecta's supply chain
Textiles	PVC/vinyl fabric and canvas used in hoarding wraps, dust sheets and protective covers.
Timber	Timber framing and componentry used in some hoarding and temporary wall systems.
Electronics	Electronic components in a small number of powered or motorised site equipment lines.
Rubber and PPE manufacturing	Labour-intensive processes in the manufacture of gloves, respirators and other PPE lines are an industry category widely reported internationally as higher-risk, including well-documented findings against some Malaysian glove manufacturers. Protecta does not source rubber gloves from Malaysia, so this is noted as general country and category context rather than a finding specific to our own supply chain.

3. Modern Slavery Risk

A. Operations

Protecta's direct Australian operations are assessed as low risk of modern slavery. Our 94 employees are employed directly in Australia, under Australian employment law and award/enterprise agreement entitlements, across our Sydney, Brisbane, Melbourne and Perth sites. Our Adelaide warehouse is operated by a third-party logistics (3PL) provider rather than directly by Protecta, meaning the workforce there is engaged under that provider's own employment arrangements, not ours. We also directly engage a small number of Philippines-based contractors who provide administrative support services. As this is a direct contractual relationship rather than a multi-tier supply arrangement, we intend the policies and channels described in section 4 to extend to these contractors as well as to our Australian employees.

B. Supply Chains

We assess the primary modern slavery risk in our business as arising in our extended supply chains, rather than our own operations, consistent with the categories set out in section 2. Malaysia is Protecta's largest sourcing country by purchasing turnover; Protecta does not source rubber gloves from Malaysia, so the forced labour findings publicly documented against parts of that industry are

noted as general context rather than a specific finding against our own supply chain. More broadly, overseas manufacturing of textiles, timber-based components, electronics and PPE can involve complex, multi-tier supply chains where visibility below the immediate supplier is limited, and where workforce practices such as recruitment fee-charging, excessive overtime, or restricted freedom of movement have been documented in the wider industry. We do not have evidence of modern slavery in our own supply chains at the time of this Statement, but we recognise that the absence of evidence reflects the early stage of our due diligence rather than a confirmed absence of risk.

4. Actions Taken and Committed

Protecta does not yet have formal, documented modern slavery-specific policies in place. Rather than describe practices that do not yet exist, this section sets out what we do today as part of ordinary supplier management, and the specific commitments we are making for the FY2027 reporting period.

Current practice

- Supplier vetting: business registration verification, factory visits (including visits coordinated through our Leadership team and Procurement), and reference checks before onboarding a new overseas supplier.
- Quality and compliance verification: our QA function checks certification claims (e.g. RCM, AS/NZS marks) directly against the issuing body rather than accepting supplier documentation at face value.
- Supplier visibility: Protecta's Procurement team maintains a Power BI supplier dashboard that maps our suppliers by country and tracks purchasing turnover and active SKU count against each (the source of the table in section 2). This is a commercial and procurement visibility tool today, not a human rights or labour-standards audit tool.
- Third-party audit scoping: in June 2024, Protecta approached V-Trust Inspection Service Co., Ltd, a Sedex/SMETA-affiliated social compliance auditor, for an indicative quotation on a labour-standards audit. This was a scoping and pricing enquiry only — no audit was commissioned or completed, and Protecta does not yet have completed third-party social compliance audit coverage of its supply chain.

Commitments for the next reporting period (FY2027)

- Develop and adopt a Supplier Code of Conduct that sets minimum standards prohibiting forced labour, bonded labour, recruitment-fee charging and child labour, as a condition of doing business with Protecta.
- Develop an internal Code of Conduct / ethics policy that addresses modern slavery and human rights expectations for Protecta's own people, including directly engaged contractors such as our Philippines-based administrative contractors.
- Establish a whistleblower or ethics reporting channel available to employees, directly engaged contractors and, where practicable, suppliers and their workers.
- Extend the existing supplier location and purchasing Power BI dashboard to capture ethical-sourcing indicators (for example, certification status and audit history) alongside its current commercial metrics.
- Introduce a documented, risk-based due diligence and remediation process for high-risk supplier categories identified in section 3, covering how a concern is escalated internally, how affected workers are protected while it is addressed, and how corrective actions are tracked through to completion.

- Commission a Sedex/SMETA-aligned social compliance audit of at least one high-risk overseas manufacturing site, building on the scoping quotation already obtained from V-Trust Inspection Service in 2024, and use the findings to inform our due diligence process.

5. Assessing Effectiveness

As this is Protecta's first Modern Slavery Statement, we are not yet able to report meaningfully on the effectiveness of actions taken, because the formal actions described in section 4 are largely still to be implemented. We commit to establishing measurable indicators — for example, the proportion of overseas suppliers who have signed a Supplier Code of Conduct, and the number of whistleblower reports received and resolved — and to reporting against them in our FY2027 Statement.

6. Consultation

As a joint statement, this Statement has been prepared in consultation with Protecta Group Holdings Pty Ltd and each of its subsidiaries — Protecta Group Australia Pty Ltd, Protecta Group Pty Ltd, Protecta Group Proprietary Ltd and DiamondLine Group Pty Ltd. These entities are commonly owned and run by the same individuals, so consultation has occurred directly through Protecta's Leadership team, with further input from Procurement and Operations on supply chain and site-specific content.

7. Other Relevant Information and Future Actions

Beyond the specific commitments in section 4, Protecta intends to review its position against the mandatory reporting threshold annually as part of its financial reporting cycle, and to keep publishing a statement on this basis whether or not it becomes a mandatory reporting entity. We see this as a multi-year program of work rather than a one-off document, and expect the depth of detail in future statements to grow as our due diligence processes mature.

8. Approval

This Statement was approved by:



Peter Hughes

Chief Financial Officer, on behalf of Protecta Group Holdings Pty Ltd and its subsidiaries

Date: 6th October 2026