

convergint®



Modern Slavery Statement

Convergint Australia Pty Ltd
(ACN 114 266 232)

Reporting Period: 1 January 2025 – 31 December 2025

A Message from our Managing Director

At Convergent Australia Pty Ltd (**Convergent Australia**), we are committed to conducting our business with integrity, transparency, and accountability. Ethical operations are not optional; they are foundational to our long-term success and our obligations to clients, regulators, and the broader community.

Respecting and promoting human rights is a core component of this commitment. We recognise that modern slavery, in all its forms, is a serious violation of fundamental human rights and presents real risks within global supply chains. We take a proactive, risk-based approach to identifying, mitigating, and managing those risks within our own operations and those of our suppliers.

Over the past year, we have taken important steps to strengthen our governance and oversight of modern slavery risks, including formalising internal structures and progressing key initiatives across our business. We recognise that this is an ongoing process and remain focused on continuous improvement.

Our approach is not only consistent with our legal obligations under Australia's Modern Slavery Act 2018 (Cth) but is also fully aligned with Convergent's global Values and Beliefs [convergent.com/culture/values-beliefs/].

We continue to engage with internal and external stakeholders to uphold high ethical standards across our operations and supply chain. This statement outlines the actions we have taken during the reporting period, as well as the steps we are continuing to implement to identify and address modern slavery risks.



A handwritten signature in black ink, appearing to read 'Dean Monaghan'.

Dean Monaghan
Managing Director, Convergent Oceania

About This Statement

This statement has been prepared in accordance with the Australian Modern Slavery Act 2018 (Cth). It covers the reporting period ending 31 December 2025 and applies to Convergent’s operations in Australia and New Zealand, including operations of any subsidiaries Prosys Services Pty Ltd ACN 003 756 554 (**Prosys Services**) and Peace of Mind Installation & Integration Pty Ltd ACN 097 498 069 (**POMT**).

Our Structure, Operations and Supply Chain

As an integrator, Convergent works alongside a global network of partners and manufacturers to design, install, and service security and audio-visual solutions for enterprise customers. Convergent is focused on delivering results for our customers through unparalleled service excellence.



In Australia, Convergent primarily services customers through the employment of permanent employees located across Australia, supplemented by sub-contractors and labour hire workers to a limited extent when necessary. In Australia and New Zealand, we have approximately 340 colleagues on staff across 6 cities. Our supply chain encompasses domestic and international vendors providing electronics, software, uniforms, installation materials, and professional services.

Modern Slavery Risk Areas

Convergent Oceania recognises that modern slavery risks may arise both directly and indirectly through aspects of its operations and supply chain. The business continues to

assess and monitor areas of elevated inherent risk through supplier engagement processes, internal governance activities, and ongoing review of operational practices.

The following areas continue to be identified as presenting heightened modern slavery risk exposure:

- Electronics and component manufacturing, particularly where products or raw materials may originate from regions associated with elevated risks of forced labour or weak labour protections;
- Uniforms and textiles, due to historical links within the sector to exploitative labour practices and complex international supply chains;
- Facilities management and cleaning services, which may involve vulnerable workforces and subcontracting arrangements; and
- Subcontracted labour utilised in installation, maintenance, and service delivery activities.

Convergent Oceania recognises that certain categories of electronic products and componentry may involve complex upstream supply chains with limited visibility beyond direct suppliers. While products are generally procured through Australian-based vendors and authorised distribution channels, residual risk may nevertheless exist further down the supply chain. In many cases, products utilised by the business are proprietary or client-specified, limiting the ability to substitute manufacturers or sourcing channels.

Convergent Oceania's understanding of supplier risk exposure continues to be informed by prior supplier engagement and risk assessment activities undertaken by the Legal and Compliance team, including supplier questionnaire and due diligence processes conducted during the previous reporting period.

These activities identified that:

- the majority of suppliers are based in Australia, which is generally considered lower risk from a modern slavery perspective;
- a smaller proportion of suppliers operate internationally, including within North America, Asia, and the United Kingdom; and
- several supplier categories utilised by the business, including electronics, subcontracted labour, and facilities-related services, are sectors commonly recognised as carrying elevated modern slavery risk due to the potential for complex and multi-tiered supply chains.

While no instances of known modern slavery breaches or significant non-compliance were identified through these activities, the outcomes continue to inform Convergent Oceania's ongoing due diligence focus areas and supplier engagement approach.



Actions to Assess and Address Risk

Convergent Oceania maintains a developing supplier due diligence and onboarding framework designed to support the identification and assessment of modern slavery risk during supplier engagement processes.

As part of this framework, Convergent Oceania utilises:

- supplier onboarding and screening processes;
- supplier self-assessment questionnaires and compliance declarations;
- risk-based consideration of supplier geographic, sectoral, and operational exposure; and
- additional review measures for suppliers identified as presenting elevated inherent risk.

Modern slavery risk indicators considered during supplier onboarding and review activities include:

- sector and industry risk;
- product and service risk; and
- entity-specific considerations, including governance maturity, transparency, and any known prior unethical conduct.

Convergent Oceania intends to continue maturing these processes over future reporting periods through ongoing supplier engagement, governance oversight, and continued assessment of modern slavery risk management practices.

Convergent Australia has continued to give Oceania-wide employee awareness training annually at our colleague Town Hall. The aim of the training is to assist employees to identify any indicators of modern slavery and ethical sourcing risks during their work (including, for example, during supplier onboarding and/or on construction sites). Oversight and escalation support is provided by the Legal and Compliance team.

Governance and Policies

Consistent with our global “One Convergint” approach, we are reinvigorating and harmonising our policy framework to promote greater consistency, transparency, and alignment across all regions, including Oceania. Our governance framework now includes the following policies, globally and in Oceania:

- Modern Slavery Policy (Oceania-specific);
- Employee Code of Conduct (which establishes the global organisation’s ethical principles, expected standards of behaviour, human rights commitments, and mechanisms for raising concerns, including whistleblower protections and non-retaliation safeguards);
- Global Human Rights Policy;
- Global “Speak Up” (Whistleblower) Policy;
- Global Supplier Code of Conduct (see further below).

These policies articulate our zero-tolerance approach to modern slavery and outline mechanisms for raising concerns.

Monitoring and Effectiveness

We continue to measure the effectiveness of our actions through:

- Monitoring supplier compliance and engagement;
- Operation of grievance mechanisms such as our anonymous Integrity Helpline; and
- Conducting audits of our supply chain, in addition to internal audits and responding to supplier feedback.

We are committed to continuous improvement and recognise the need to evolve our practices over time. This may include surveying employees for their understanding of the issues surrounding modern slavery risks.

Consultation and Collaboration

This statement has been developed through structured consultation with key business units across Convergint Australia, including Legal, Procurement, HR, and Compliance, as well as our wholly owned subsidiaries, Prosys Services and POMT (who are now fully integrated into Convergint Australia).

Our Legal and Compliance team leads this process and ensures alignment across all entities under our control through regular communication and oversight mechanisms. This team continues to maintain ongoing oversight of best practices in this area,



ensuring our policies, procedures, and risk controls remain current and effective. This includes regular reviews of industry guidance, government resources, and peer benchmarks to inform continuous improvement.

Progress Against Previous Commitments and Ongoing Initiatives

During the 2025 reporting period, Convergent Australia made meaningful progress against the commitments outlined in its inaugural Modern Slavery Statement.

Modern Slavery Committee

We have successfully established a Modern Slavery Committee, governed by a formal Charter and comprising relevant senior executives. The Committee has commenced bi-annual meetings and is responsible for overseeing our modern slavery risk framework, including monitoring the effectiveness of actions taken across the business.

That Committee has also developed and implemented a Modern Slavery Charter, which formalises our organisational commitment to identifying and addressing modern slavery risks and provides a governance foundation for our ongoing initiatives.

Supplier Code of Conduct for Oceania

During the reporting period, Convergent Oceania reviewed its earlier commitment to develop an Oceania-specific Supplier Code of Conduct. As part of this process, Convergent Oceania identified and assessed the Convergent Global Supply Chain Code of Conduct, implemented globally in March 2025.

The Global Supply Chain Code of Conduct establishes supplier expectations regarding ethical business practices, anti-bribery compliance, human rights, workplace standards, ethical sourcing, and the prohibition of slavery, servitude, forced labour, compulsory labour, and human trafficking throughout supplier supply chains.

Following review, Convergent Oceania determined that continued adoption and reinforcement of the global framework presently represents the most effective and consistent approach in support of the organisation's broader "One Convergent" governance and operating model. Accordingly, Convergent Oceania does not presently intend to implement a separate standalone regional supplier code unless future regional operational or regulatory requirements indicate supplementary local measures are necessary.

This position remains subject to ongoing oversight by the Oceania Modern Slavery Committee.



Supplier Risk Assessments

In addition to the above, we have commenced enhancements to our supplier risk assessment processes and are continuing to explore more robust and scalable supplier due diligence and audit mechanisms, consistent with the broader global business. This work will continue into the next reporting period as part of a broader uplift of our procurement framework.

Colleague training on Modern Slavery Risks

Convergent Oceania also continued exploring opportunities to strengthen colleague awareness and training relating to modern slavery risks. During the reporting period, certain senior leadership personnel in Oceania undertook and reviewed modern slavery risk training modules available through Convergent's existing online learning platform.

While organisation-wide deployment has not yet occurred, Convergent Oceania considers online training an appropriate mechanism to support broader awareness of modern slavery risks and related compliance obligations. Further rollout opportunities will continue to be assessed during the next reporting period, as well as appropriate tracking of employee online training participation rates.

Approval and Sign-off

This statement was approved by the Board of Convergent Australia on 16 June 2026, in accordance with the *Modern Slavery Act 2018* (Cth).

Signed:



Name: Dean Monaghan
Title: Managing Director – Convergent Australia
Date: 16 June 2026