



# diversified

Create the unforgettable

## MODERN SLAVERY STATEMENT

2024/2025



## Introduction

This is One Diversified (Aust.) Pty Ltd's ("Diversified") statement pursuant to the Modern Slavery Act 2018 which outlines the approach taken by Diversified and its related entities to review its supply chains and operations to eliminate risks of modern slavery within its operations and in compliance with reporting obligations for the 2024/2025.

Diversified is committed to providing the best Audio-Visual services possible to our clients by sourcing products and labour from suppliers and labour providers who adhere to strict ethical standards.

Diversified chooses not to support any company known to engage in slavery, human trafficking, forced labour and underage labour. We assess the risk of modern slavery taking place by identifying and managing any areas of concern within our own business operations and external suppliers.

Products used and distributed by Diversified are purchased direct from the manufacturer or the authorised distributor wherever possible to ensure compliance with Australian Standards and local legislative requirements.

Diversified is committed to transparency in its supply chain. For the 2024/25 reporting period, we have analysed our supplier base and spend to ensure our modern slavery risk management is focused where it matters most.

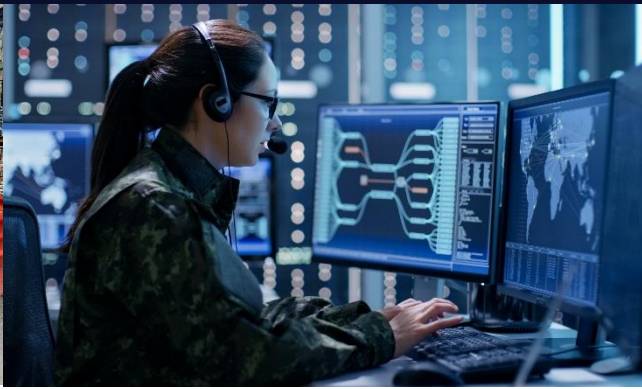
At Diversified, we are committed to improving our practices to combat slavery and human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection including staff inclusion and diversity.

### **Reporting Entities:**

One Diversified (Aust.) Pty Ltd (trading as Diversified)  
ABN 66 006 415 229

This statement is endorsed by the directors of One Diversified (Aust.) Pty Ltd on 25 September 2025.



## Our structure, operations and business

At Diversified, we leverage the best in technology and ongoing advisory services to transform businesses. Our comprehensive suite of solutions is engineered to help our clients build connections that make a difference – whether by inspiring viewers, engaging associates, motivating audiences, or streamlining and safeguarding operations.

We connect people, technology and experiences, where and when it matters most. Our solutions reach millions every day.

Diversified does not manufacture or produce any equipment. All Audio-Visual products are sourced from local and authorised Australian Distributors.



Diversified is committed to ensuring that the delivery of our enterprise solutions across 60+ countries is conducted ethically, responsibly, and in full compliance with local laws and international standards. Through our global locations, network operations centres, and 200+ PSNI Global Alliance technology partners, we not only provide services in local languages and in line with regulatory requirements, but also uphold strict standards that prohibit modern slavery, forced labour, and human trafficking within our operations and supply chains.

## Policies and governance

- **Employee Induction** (provided to all new employees) includes references to our Modern Slavery Statement, Anti-Corruption and Bribery Policies, and Fair Competition Policy. These documents are shared with new employees at the commencement of employment to ensure awareness and familiarisation
- **Code of Conduct and Ethics** - The Code of Conduct is designed to assist employees in understanding what is acceptable and what is unacceptable behaviour in the workplace and provides a framework of principles for conducting business and dealing with customers, colleagues, and other stakeholders. Diversified's Ethics and Compliance

Handbook also sets out the organisation's policies for addressing modern slavery and other forms of unethical conduct in a responsible manner.

- **Diversified Ethical Policy** – Diversified strives to maintain the highest standards of ethical conduct and corporate responsibility. All employees undertake Compliance and Ethics training at commencement of employment.
- **Grievance & Complaints Procedure** – through this procedure Diversified provides a guidance framework that employees can use should they have a grievance that relates to their employment. The procedure supports confidential lodgement and covers grievances relating to unethical decisions or behaviours.
- **Whistleblower Policy** – Diversified has established this Policy to ensure employees and other Disclosers can raise concerns regarding any misconduct or improper state of affair or circumstances (including unethical, illegal, corrupt or other inappropriate conduct) without being subject to victimisation, harassment or discriminatory treatment.

Diversified continues to review and update its policies and procedures in accordance with legislative requirements, updates and its own internal ongoing assessment.

## Risk Identification

Diversified undertakes a yearly review of its top 30 suppliers. In the 2024/2025 financial year, these suppliers consisted of 67% of Diversified spending. Suppliers are requested to complete a questionnaire requesting information on their business practices.

This concentration of spend highlights the importance of robust engagement and due diligence with our largest suppliers, who represent a significant proportion of our procurement activity. By focusing our risk assessment and compliance efforts on these key partners, we aim to maximise the effectiveness of our modern slavery risk management.

Information is requested on the below subjects:

- Modern Slavery and Human Trafficking Policies
- Policy Implementation (how is it implemented)
- Risk Assessment in their supply chain (has the company completed risk assessments)
- Supplier Due Diligence (what measures does the company take to assess the risk)
- Employee Training (does the company provide any employee training)
- Supplier Engagement (does the company raise awareness among suppliers and subcontractors)

- Incident Reporting (has the company received any reports or allegations related to modern slavery or human trafficking)
- Transparency in Reporting (does your company disclose information about its efforts to address modern slavery and human trafficking in its annual reports)

This questionnaire helps to regularly assess the potential risks of modern slavery practices across its operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location.

Using this information, Diversified is able to allocate its spend into categories of equipment and services sourced from globally recognised communications technology suppliers that comply with Diversified's standards as they relate to Modern Slavery and associated matters.

## Risk Management and due diligence

To manage the risks of modern slavery in the supply chain, Diversified has also undertaken the following measures:

- introduced a Modern Slavery Statement and other Anti-Slavery Policies as part of the employee induction program.
- developing a training program for employees involved in procurement, sales and supplies to educate on Diversified Modern Slavery Policies and Procedures.
- introduced a mandatory questionnaire to new suppliers to enable initial risk assessment.
- reviewed Supplier Code of Conduct.

## Ongoing assessment of risk

In 2025, and the years to come, Diversified will work to increase collaboration with internal and external stakeholders to prevent and address any contribution that Diversified may have to the global issue of modern slavery. Given that nearly two-thirds of our supplier spend is concentrated among our top 30 suppliers, Diversified will continue to prioritise engagement, risk assessment, and compliance activities with these suppliers. This targeted approach enables us to address the highest areas of potential risk and ensure alignment with our modern slavery policies. Diversified will achieve this by focusing on raising awareness of the forms of modern slavery among our employees and suppliers, continuing to evolve our due diligence processes to aid in the identification of risks, expanding the scope of our supply chain risk assessment, reviewing existing processes and exploring ways to improve identification and action on risks throughout our supply chain.



## Ongoing

At Diversified, we endorse wholeheartedly the principles of the Modern Slavery Act and recognise that respect for human rights is foundational to how we do business. Our commitment extends across every part of our operations and supply chain, with the purpose of ensuring that modern slavery, human trafficking, forced labour, and any other forms of exploitation are neither present nor tolerated.

We commit to:

- **Preventing, identifying and mitigating risks** of modern slavery and human trafficking across all jurisdictions in which we operate. This includes conducting appropriate due diligence, ongoing risk assessments, and applying heightened scrutiny where our suppliers, partners or operations are in regions or sectors with higher inherent risk.
- **Engaging only with suppliers and partners** who share our values of fairness, dignity and transparency, and who have policies, systems and practices in place to uphold labour and human rights standards.
- **Implementing clear contractual and procurement requirements**, including modern slavery clauses, to ensure our expectations are understood and enforceable.
- **Providing training, awareness and escalation mechanisms** for our employees, contractors, and relevant stakeholders so that indicators of risk are recognised early, concerns are raised safely, and remedial action is taken promptly.
- **Maintaining strong governance, oversight and accountability**, with senior leadership responsible for modern slavery risk across our enterprise, and reporting regularly on progress, challenges and improvement opportunities.

Diversified is committed to continuous improvement. We will periodically review our policies, practices and supply chain to ensure our efforts remain rigorous, effective and responsive to evolving human rights risks.

## Consultation and Approval

Diversified has prepared this report in consultation with its Operations and Procurement teams, and taking into consideration policies and procedures that apply to Diversified global and Australian operations.



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James Berry  
Managing Director – APAC  
One Diversified (Aust.) Pty Ltd

This statement was approved by the Managing Director of One Diversified (Aust.) Pty Ltd. 25 September 2025

