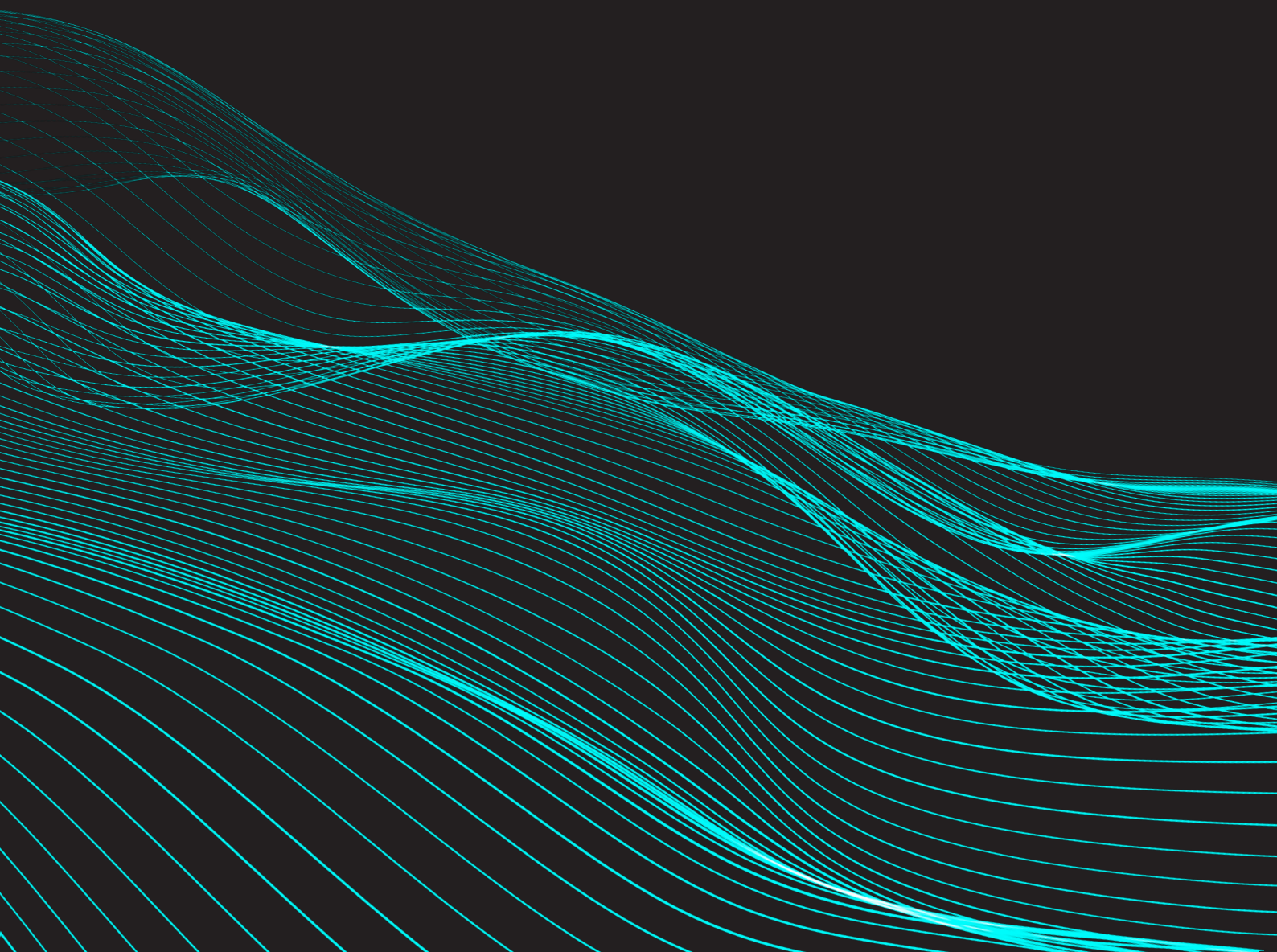
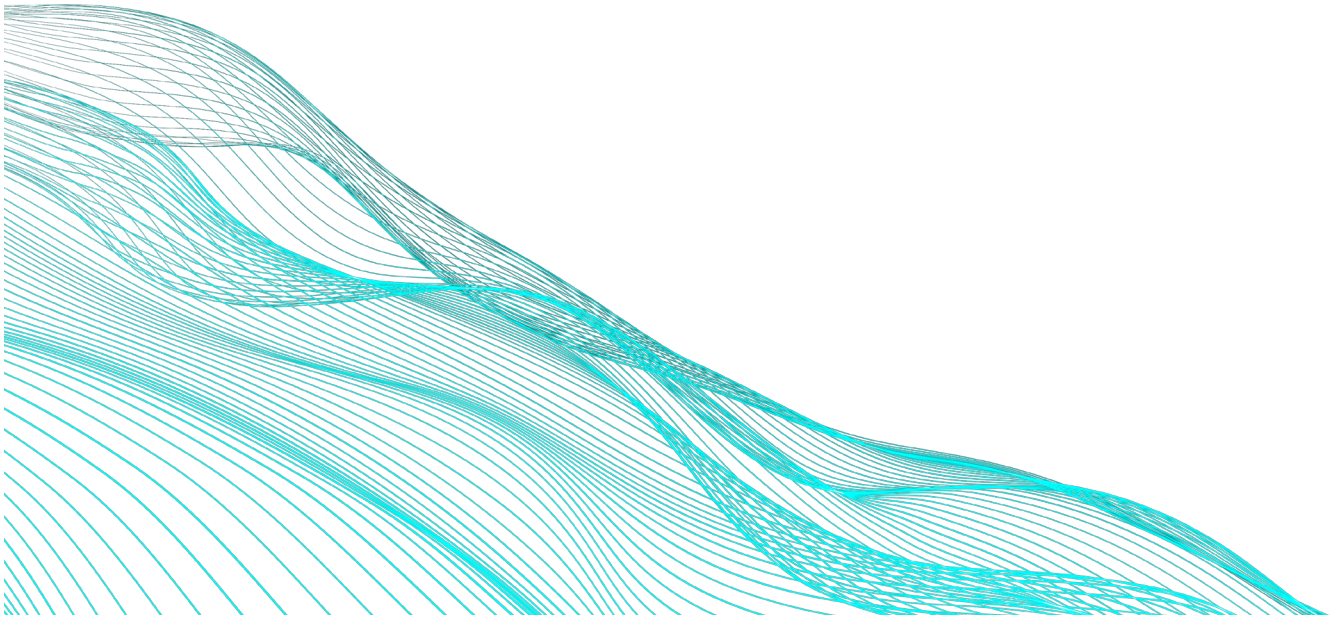
PMY.

MODERN SLAVERY STATEMENT

2024





1. INTRODUCTION

PMY Group Pty Ltd (ACN 137 167 821) (**PMY**) is a full-service technology solutions company that supports global venues and major events to enhance their infrastructure, experience and intelligence.

PMY is committed to conducting its business in a moral and ethical way. It understands and recognises the need for corporate governance policies and business practices which not only reflect PMY's core values but also comply with relevant legal and regulatory frameworks. In support of this commitment, PMY continuously improves its approach to addressing modern slavery risks, including implementing, and enforcing effective systems and controls.

This statement has been approved by the board of PMY Group Pty Ltd on behalf of all reporting entities covered by this statement.



Paul Yeomans
Chief Executive Offficer

PMY Group Pty Ltd
Level 3, 2 Russell Street
Melbourne, Vic 3000, Australia

SCOPE

This statement is prepared and issued by reporting entity PMY Group Pty Ltd and covers all Controlled Entities across the group for the purpose of reporting requirements for the Australian Modern Slavery Act 2018 (Cth) and section 54 of the UK Modern Slavery Act 2015 (UK) for the financial year ended 30 June 2024. It has been prepared as a joint statement.

OUR BUSINESS

PMY is headquartered in Melbourne and employs approximately 430 staff located across three regional hubs, APAC, EMEA, and the USA. PMY is a full-service technology solutions provider, specialising in enhancing the way people operate and experience public venues, places, and major events. From its origins in stadium technology, PMY has broadened its scope, now servicing over 1,000 clients in 15 countries, across a diverse array of sectors.

OUR SUPPLY CHAIN

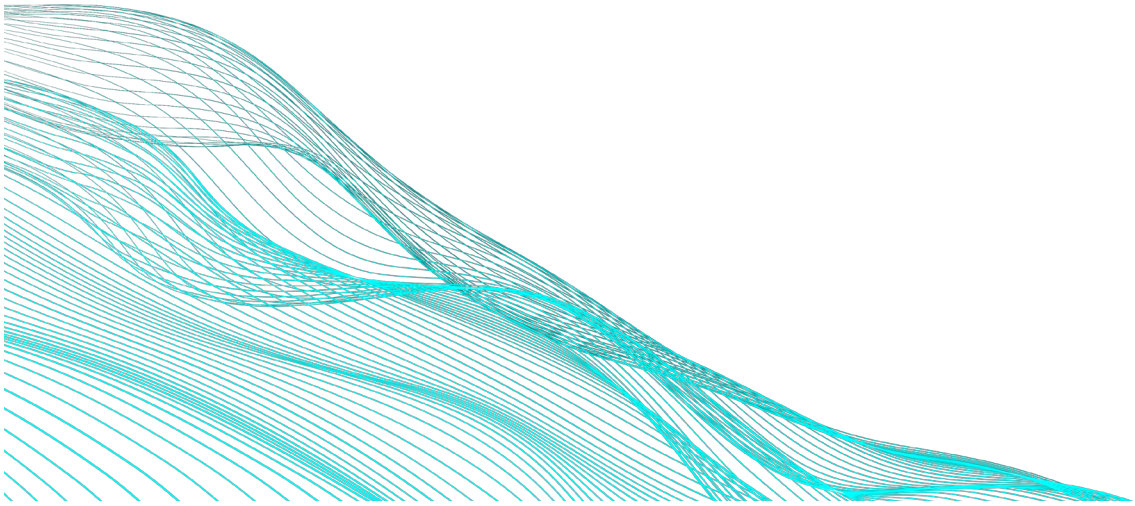
Our business model includes the delivery of services and solutions across strategy, design, implementation, operations and data relating to venue technology. Our clients procure hardware and software technologies across the following primary areas:

- Digital signage; (LED, LCD and displays)
- IPTV;
- Network;
- Production;
- Software licenses; and
- Supporting implementation services such as electrical, engineering, and maintenance contractors.

PMY also utilises third party services to support our day-to-day operational needs such as external legal, marketing, cleaning, IT, and financial services.

RISKS OF MODERN SLAVERY

The supply chains supporting PMY are diverse in both category and location however, the risk of modern slavery activity in our direct business and supply chains has been assessed as low. PMY has close working relationships with our major suppliers and has high expectations for them to have robust processes, to match our own and ensure compliance with the relevant legislation.



OUR PROCESSES

PMY's commitment to identifying and eradicating modern slavery in its operations and supply chain is reflected in several policies and processes implemented by the group during the reporting period as outlined below.

a. Modern Slavery Policy

PMY implemented a modern slavery policy in 2023 whereby every employee or contractor of PMY must take all reasonable steps to ensure the business is not engaging in modern slavery practices. The policy has raised awareness of the existence of modern slavery in business practices and how to report and act on any observations of potential modern slavery operations. All new and existing employees are required to acknowledge and agree to abide by this policy.

b. Procurement Policy

PMY have a controlled procurement process which includes undertaking supplier due diligence including vendor risk assessment where suppliers are assessed against an internal criterion. A supplier prequalification form is required to be completed for all our major procurements. This includes checking for a modern slavery policy and statement where applicable. As part of this process, we have identified a shortlist of suppliers who we will not engage with as they do not meet our strict internal compliance and quality guidelines. This procurement process has been externally audited and successfully ISO certified in 2024 by Citation Group for the applicable Australian entities.

c. Global Code of Conduct

PMY has implemented a global code of conduct which outlines how our workforce approaches social issues including human rights. At PMY, we aim to only work with business partners and suppliers who embrace standards of behavior consistent with those of PMY. PMY has a zero tolerance policy against all forms of human trafficking, modern slavery and related activities.

d. Training and Awareness

All new employees are educated about the Modern Slavery Act and made aware of the important role they play in identifying signs of breaches of the Act within our operations and supply chain. Employees are actively encouraged to report concerns via our workforce participation and feedback platform and our whistleblowing policy.

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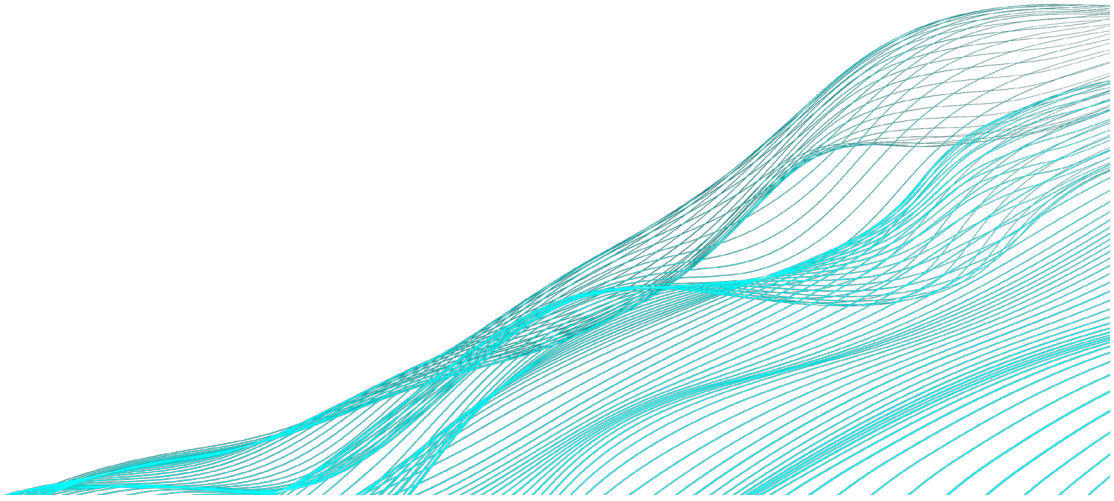
EFFECTIVENESS OF OUR ACTIONS

PMY's Australian operations have an Integrated Management System (**IMS**), which integrates various management systems, policies, objectives, and processes, ensuring that we meet our goals effectively.

The IMS is independently audited on an annual basis with any identified areas of risks flagged to address and improve. The IMS acts as an efficient mechanism to monitor the effectiveness of our processes to reduce any risks in our supply chains, including modern slavery. As part of PMY's corporate governance process and objective for continuous improvement, our policies are continually updated and reviewed to ensure they remain relevant as we diversify and scale our operations.

We are looking to apply the learnings from our IMS system in Australia across our EMEA operations in 2025.



PMY GROUP PTY LTD ENTITIES

The table below lists all PMY Group controlled entities which are covered by this statement, the country of operation and the % ownership interest.

SUBSIDIARIES	COUNTRY OF INCORPORATION	% OWNERSHIP INTEREST CONSOLIDATED 2023	% OWNERSHIP INTEREST CONSOLIDATED 2022
PMY (ANZ) Pty Ltd	Australia	100	100
PMY Solutions (HK) Limited	Hong Kong	100	100
PMY Solutions (NZ) Limited	New Zealand	100	100
PMY Technologies (Ireland) Ltd	Ireland	100	100
TechMedia Digital Systems Pty Ltd	Australia	100	NA
PMY UK Holdings Limited	England	100	100
PMY Solutions (UK) Limited	England	100	100
PMY Information Technology Consultants LLC	UAE	100	NA
PMY Technologies (UK) Limited	England	100	100
C3i Group Limited	England	100	100
Etherlive Limited	England	100	100
Spindlewood Limited	England	100	100
Sports Data Services Limited	England	100	100
PMY USA Holdings, Inc	USA	100	100
WJHW, Inc	USA	100	100
PMY ETS (USA), Inc	USA	100	100
True North Consulting Group, LLC	USA	100	100
PMY Capital Holdings Pty Ltd	Australia	100	100
PMY Capital Pty Ltd	Australia	100	100
PMY Capital (NZ) Limited	New Zealand	100	100
PMY Capital (UK) Limited	England	100	100
PMY Capital (USA), Inc	USA	100	100
Vision S&E Holdings Pty Ltd	Australia	75	75
Vision (ANZ) Pty Ltd	Australia	75	75

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