

## Modern Slavery Statement

Sektor Pty Limited (ACN 140 763 417)

Reporting Period: 1 July 2024 to 30 June 2025

### 1. Introduction

Sektor Pty Limited (**Sektor Pty**) is part of the Sektor group of companies (the “**Sektor Group**”)<sup>1</sup>. Sektor Pty follows the same policies, procedures and governance frameworks adopted by the Sektor Group.

This Modern Slavery Statement (**Statement**) reaffirms our commitment to conducting business in an ethical and responsible manner, describes the steps we’ve taken to assess and address modern slavery risks in our business operations and supply chains, and outlines our planned improvements for future reporting periods.

As a technology distributor operating in global supply chains, we recognise the inherent risks associated with the manufacturing and sourcing of IT hardware, software, and related products. We are committed to identifying and mitigating these risks through due diligence, stakeholder engagement, and continuous improvement of our practices.

During the 1 July 2024 to 30 June 2025 reporting period, we have undertaken meaningful reviews of our modern slavery risk mitigation strategies, strengthened our policies, and enhanced our capacity to identify and respond to modern slavery risks.

This Statement:

- (a) outlines our approach, the actions we have taken, and our ongoing commitment to upholding human rights and ethical business practices;
- (b) improves on our original version 4 submission in 2025, with changes aimed at better reflecting the requirements of sections 13(2), 14, and 16(1) of the Modern Slavery Act 2018 (Cth); and
- (c) has been approved by the Board of Directors of Sektor Group 10<sup>th</sup> February 2026.



**RA Warren**

Director of Sektor Pty Limited, and Chief Executive Officer of the Sektor Group Ltd.

<sup>1</sup> At the date of this statement, the Sektor Group is comprised of: Sektor Group Ltd (New Zealand); Sektor Ltd (New Zealand); Fivus Investments Ltd (New Zealand); Mika Payments Ltd (New Zealand); Mika Paytech LLC (USA); Sektor LP Pty Ltd (Australia); PaySuite Pty Ltd (Australia); Sektor LP (Australia); Sektor Pty Ltd (Australia); PaySuite Ltd (New Zealand); Sektor Distributors SDN BHD (Malaysia); Sektor (Thailand) Co. Ltd (Thailand).

## 2. The Sektor Group's structure, operations, and supply chains

### 2.1 Reporting entity

This Statement is made by Sektor Pty Limited (**Sektor Pty**), which is a reporting entity under the Modern Slavery Act 2018 (*Cth*). It is presented on a consolidated basis covering Sektor Pty and the Sektor Group entities.

### 2.2 Who we are

We are a channel-focused distributor, supplying products to resellers who then implement solutions for end-customers. Our main operations are the distribution of both physical goods and software products to resellers. This includes both:

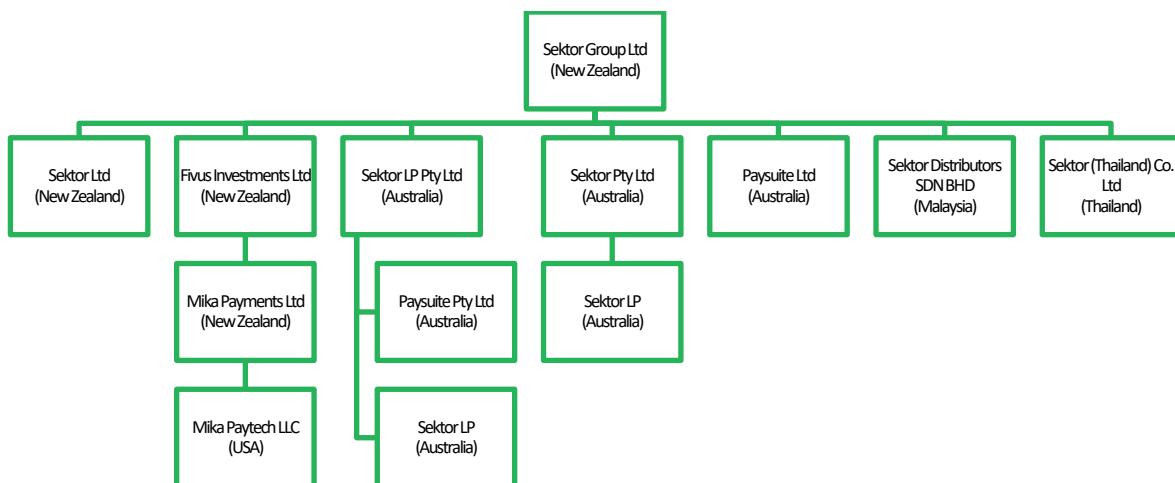
- (a) physical products (including point-of-sale hardware, EftPos terminals, security cameras, healthcare products, ergonomic products and portable mobility products);
- (b) software products (including all software, applications, SaaS services, software licenses, and related digital products); and
- (c) services such as pre-sales consultancy and managed roll-out services.

We distribute products from world-leading technology vendors, including major brands in computing, networking, software, and security. As a vital link in the technology supply chain, we are vigilant about the risks of modern slavery in our operations.

We work with many international vendors who provide the products we distribute. More information about the vendors we work with can be found on Sektor Pty's website: [www.sektor.com.au/brands](http://www.sektor.com.au/brands).

### 2.3 Corporate structure

Sektor Pty is an Australian private company. It is a wholly owned subsidiary of Sektor Group Limited (a New Zealand company). The Sektor Group's corporate structure is set out below:



### 2.4 Location and operations

The Sektor Group operates in Australia, New Zealand, Malaysia and Thailand. We operate in ten cities (five of which have warehouses) across these jurisdictions. Our group headquarters are in Auckland, with Sektor Pty operating from Sydney offices.

### 2.5 Workforce

The Sektor Group employs approximately 230 people in Australia, New Zealand, Malaysia and Thailand. Our workforce comprises skilled professionals in sales, technical support, product management, IT, finance, warehouse operations, and corporate functions. Sektor LP employs employees in Australia. Sektor Pty is the general partner of Sektor LP.

We are committed to maintaining fair employment practices, competitive remuneration, and a positive working environment.

## 2.6 Supply chains

Our supply chain primarily comprises established multinational technology manufacturers with whom Sektor Group has long-standing commercial relationships. These include:

- (a) technology vendors and manufacturers of hardware and software products;
- (b) logistics and freight service providers; and
- (c) facility management and operational support services.

Many of our Tier 1 suppliers are based in Australia, New Zealand, the United States, and Europe - jurisdictions with strong regulatory frameworks and human rights protections. These suppliers are large multinational companies that have robust modern slavery compliance measures already in place. We know that many of them have and are separately reporting on their modern slavery initiatives.

However, we recognise that modern slavery risks exist in our global supply chains, particularly in manufacturing processes and raw material sourcing in Asia.

We have actively engaged with our Tier 1 suppliers for over half a decade and have received their modern slavery statements. This engagement process informs and helps us develop our ongoing strategy for modern slavery compliance.

For example, we strongly encourage all our suppliers to have modern slavery controls in place – such as supply chain mapping, due diligence exercises, policies, procedures and training regarding modern slavery risks and identification. We ask our suppliers to provide details of any actual or suspected occurrence or incident of modern slavery in their supply chains that are connected to us. This includes details of any investigation, inquiry, or enforcement proceedings regarding any modern slavery-related offences or alleged offences that have occurred.

## 3. Identifying the risks of modern slavery

### 3.1 General

As an electronics distributor, we recognise that modern slavery risks are more likely to arise upstream in manufacturing supply chains, particularly where production occurs in Asia (including raw material sourcing such as mining for minerals used in electronic components). These risk factors inform our supplier engagement and due diligence priorities.

### 3.2 Risk assessment methodology

We assess modern slavery risks in our operations and supply chains using a combination of qualitative and quantitative analysis methods, including analysing geographic locations and industry sectors; reviewing modern slavery statements; and evaluating procurement practices and supply chain transparency.

### 3.3 Operational risks

We consider the risk of modern slavery in our direct operations to be low because our operations are primarily in jurisdictions with strong labour law frameworks (for example, Australia and New Zealand). In all jurisdictions, we employ skilled professionals with competitive remuneration, have robust recruitment and onboarding processes, and our employees understand that forced labour, child labour, and other forms of exploitation are strictly prohibited.

### 3.4 Supply chain risks

Our most significant modern slavery risks lie within our supply chains, particularly:

(a) *Geographic risks*

While many of our suppliers are based in low-risk jurisdictions, the manufacturing of some technology products involves supply chains that extend to countries with a higher prevalence of forced labour. Key risk areas include regions involved in manufacturing electronic components and hardware and assembly and production facilities with complex subcontracting arrangements.

(b) *Industry and sector risks*

The technology sector presents inherent modern slavery risks associated with electronics manufacturing and assembly (potential for forced labour, long working hours, poor conditions, etc) and low-skilled manufacturing roles (vulnerable workers, recruitment fees, wage theft, etc).

(c) *Supply chain complexity*

Additional risk factors in our supply chains include visibility beyond Tier 1 suppliers into deeper supply chain tiers; Use of labour hire agencies and subcontractors by suppliers; pressure on suppliers through tight delivery timelines or cost constraints; and large suppliers where our influence is limited.

## 4. Actions to assess and address risks

### 4.1 Governance and policy framework

The Sektor Group has policies in place to promote ethical, open and transparent business conduct for its employees and suppliers.

These policies, which apply to Sektor Pty, support our commitment to preventing human rights violations, including modern slavery. They include general remediation processes that address various adverse human rights impacts, enabling people to raise concerns safely.

Our various policies include the following:

(a) *Code of Conduct*

Our Code of Conduct describes the standards of behaviour and conduct expected from workplace participants in their dealings with customers, suppliers, clients, co-workers, management and the general public.

(b) *Modern Slavery Policy*

Our Modern Slavery Policy outlines our commitment to preventing modern slavery, our expectations of suppliers, and procedures for identifying and responding to modern slavery risks.

(c) *Anti-Bribery & Anti-Corruption Policy*

Our Anti-Bribery & Anti-Corruption Policy describes our zero-tolerance approach to bribery and corruption and commitment to acting professionally, fairly and with integrity in our dealings, wherever we operate.

(d) *Whistleblower Policy*

Our Whistleblower Policy provides employees and stakeholders with reporting channels to raise concerns about modern slavery or other ethical issues without fear of retaliation. Reports can be made via email or directly to management.

#### 4.2 Due diligence processes

During our first reporting period, our focus was on gaining a better understanding of modern slavery risks and how those may be present in our operations and supply chains. We have steadily built on that work since then.

We will continue to review our policies to ensure that they include processes to help address the risk of modern slavery in our operations and supply chains. In addition:

(a) *Supplier assessments*

We track the effectiveness of our actions to identify and address modern slavery risks in our operations and supply chains, including an annual review process. This tracking considers factors such as geographic location and country risk ratings; industry sector and product categories; labour practices; and supplier modern slavery statements.

(b) *Supplier engagement*

We engage with our suppliers to understand their modern slavery risk management approaches, including requesting copies of their modern slavery statements and entering contractual commitments to modern slavery compliance.

(c) *Contractual protections*

Many of our supplier agreements include provisions requiring compliance with all applicable laws (including modern slavery legislation); warranties that suppliers will not engage in modern slavery practices; and rights to request information.

(d) *Awareness*

Employees understand what constitutes modern slavery; recognise red flags and warning signs; have reporting mechanisms and responsibilities; and understand industry-specific risks in our various supply chains and locations.

#### 4.3 Remediation

If a modern slavery risk or incident were identified, we would prioritise the welfare of affected individuals while addressing root causes. Our response may include investigation and assessment; engagement with the supplier to develop corrective action plans; monitoring of improvements; escalation to senior management and, where appropriate, regulatory authorities; or termination of the supplier relationship.

### 5. Assessing the effectiveness of our actions

We assess the effectiveness of our modern slavery risk management through the following:

#### 5.1 Counterparty management

We actively and regularly engage with suppliers, record those who have been assessed for modern slavery risk and have contract clauses with many suppliers incorporating modern slavery requirements.

#### 5.2 Governance Oversight

The Sektor Group Board of Directors and senior management in all jurisdictions are actively engaged in our modern slavery risk management strategy. This work includes reviewing assessments and trends, improving policy effectiveness and implementation, considering training and awareness programs; and approving this Statement.

#### 5.3 Grievance mechanisms

We maintain reporting channels through our Whistleblower Policy. During this reporting period, no reports of modern slavery were received.

#### 5.4 Continuous Improvement

We continue to refine our approach through policy reviews and updates, supplier due diligence, improved understanding of supply chains, and industry collaboration.

### 6. Intra-group consultation

The Sektor Group has consulted with its controlled entities (including Sektor Pty) throughout the preparation of this statement. We have done this through:

- (a) meetings between Board members, executives, and key stakeholders in all subsidiaries;
- (b) consistent application of policies across all entities; and
- (c) centralised, coordinated, and consistent risk assessment and supplier management processes.

This all ensures a consistent, group-wide approach to identifying and addressing modern slavery risks in our operations.

### 7. Other

#### 7.1 Operating Context

During the reporting period, we operated in a challenging environment characterised by:

- (a) supply chain disruptions;
- (b) increased competition;
- (c) shortages of critical technology components;
- (d) geopolitical tensions impacting supply chains (particularly in Asia);
- (e) economic pressures, including interest rate increases and fluctuating currencies

These challenges heightened certain modern slavery risks, particularly in manufacturing and logistics. We consider that we have remained vigilant and worked collaboratively with suppliers to ensure that pressure to meet demand does not compromise our commitment to human rights standards.

#### 7.2 Commitments for the next reporting period (1 July 2025 to 30 June 2026)

We will continue and expand our engagement with suppliers to identify and address modern slavery risks in their operations and supply chains.

Looking ahead, we have set the following priorities for the next reporting period:

- (a) ensuring that new suppliers provide details of the steps they are taking to address potential risks of modern slavery in their supply chain;
- (b) ensuring that all major suppliers have modern slavery policies in place;
- (c) formalising effectiveness measures, including enhanced governance oversight and clearer accountability mechanisms, in future reporting periods;
- (d) including reviews of this Statement (and future statements) as a function within the Sektor Group's risk committee;
- (e) updating our policies and/or adding new ones (for example, a supplier code of conduct); and
- (f) improving employee training programs across all entities.

### 7.3 Approval

This Statement was reviewed and approved by the Board of the Sektor Group and has been noted to, and confirmed by, the Board of Sektor Pty.



**JE Warren**

Director and Sektor Group Chairman

Sektor Group Limited

### 8. Document History

Version	Date	Author	Changes
1.0	Oct 2021	Board	First statement (Apr-2019 to Mar-2020)
2.0	Nov 2023	Board	Second statement (Jul-2022 to Jun-2023)
3.0	Aug 2024	Board	Third statement (Jul-2023 to Jun-2024)
4.0	Aug 2025	Board	Fourth statement (Jul-2024 to Jun-2025)
4.1	Feb-2026	Board	Updated Fourth statement (Jul-2024 to Jun-2025)