



Synnex Australia Pty Ltd

ABN 40 052 285 882

Modern Slavery Statement

1. Introduction and Reporting entity

This is the sixth Modern Slavery Statement (“Statement”) submitted by Synnex Australia Pty Ltd (ABN 40 052 285 882) (“Synnex”) pursuant to the Australian Modern Slavery Act 2018 (Cth). This Statement covers the reporting period from 1 July 2024 to 30 June 2025.

At Synnex, we understand that modern slavery constitutes serious violations of human rights, including forced labour, child labour, debt bondage, servitude, forced marriage, deceptive recruitment, and human trafficking. We are committed to maintaining the highest ethical standards of ethical conduct and fostering a business environment that prioritises human rights across all aspects of our operations and supply chains.

Through robust policies, due diligence processes, and partnerships with stakeholders, we strive to identify, mitigate, and address risks of modern slavery. Our commitment to ethical sourcing practices reflects our dedication to promoting fairness, dignity, and respect for all individuals – both within our internal workforce and across our broader supply chain.

This Statement addresses seven mandatory reporting criteria outlined in section 16 of the Modern Slavery Act, highlighting our continued efforts to prevent modern slavery and human trafficking within our sphere of influence.

2. Our Structure, Operations, and Supply Chains

Synnex Australia, incorporated in 1997, is a leading ICT services provider and trusted industry partner. As at 30 June 2025, we employ 454 people across Australia, with headquarters in Melbourne and offices in Sydney and Perth. As Synnex has no subsidiaries, this Statement pertains solely to our activities.

Our principal activities during the reporting period continued to focus on the distribution of electronic technology products and software, with no significant changes to the nature of our operations. In May 2025, Synnex officially opened our AUD 150 million headquarters and purpose-built logistics facility in Oakleigh South, Melbourne. This state-of-the-art facility reflects our ongoing investment in technology, sustainable growth, and our commitment to supporting employees and the Australian market.

Our supply chain includes:

- **International and local ICT, software and cloud vendors**, supplying products and solutions for resale.
- **Operational support services**, including logistics providers, courier services, facilities management, utilities, rental services, and professional consultants.
- **Employee support and office-related suppliers**, such as travel services, uniforms, consumables and promotional materials.

3. Risk identification and assessment in our operations and supply chains

In this reporting period, Synnex continued to assess modern slavery risks across both our internal operations and our external supply chain, building on the approach adopted in previous years. Our assessment framework remained consistent and focused on three key areas:

1. Internal Risk Assessment - Human Resources Practices
2. External Supply Chain - Trade Supplier in the Distribution Business Segment
3. External Supply Chain – Non-Trade Suppliers and Service Providers

3.1 Internal risk assessment – HR practice

As in previous years, our workforce is entirely based in Australia and employed directly by Synnex under formal employment contracts. Given the regulated employment environment and our established HR processes, the risk of modern slavery within our internal operations remains low to minimal. We maintain a consistent framework of controls, including:

Fair and lawful employment

All employees—permanent, contract and casual—are engaged under documented employment agreements aligned with Australian workplace laws. Our HR team continues to conduct pre-employment screening, including visa checks for overseas passport holders, police checks where relevant, and reference verification.

Onboarding and policy awareness

New employees undergo a formal induction covering key policies such as the Employee Manual, Code of Conduct and Fair Work obligations. These practices remain unchanged and continue to support transparency and ethical employment conditions.

Ongoing compliance and capability building

All staff participate in regular compliance training, including Code of Conduct and workplace behaviour requirements. Leaders receive additional training on Equal Employment Opportunity (EEO), bullying and harassment prevention, and their responsibilities in maintaining a safe workplace.

Employee wellbeing

We continue to provide access to our Employee Assistance Program (EAP) and wellbeing initiatives. These programs support mental health, promote a safe work environment, and reduce vulnerabilities to potential exploitation.

In this reporting period, no issues were identified that would elevate internal modern-slavery risk. Synnex therefore concludes that modern-slavery risk within its direct workforce remains low and effectively managed.

3.2 External Supply Chain - Trade Supplier in the Distribution Business Segment

Overview of Our Assessment Approach

Building on the comprehensive risk assessment conducted in the previous reporting periods, we continued to strengthen our understanding of modern-slavery risks within our supply chain. Our assessment considers three key dimensions of risk:

- (1) industry and product characteristics,
- (2) supplier geographic locations, and
- (3) the maturity of supplier governance and human-rights frameworks.

In this reporting period, we expanded our review to include all suppliers above a defined procurement threshold, covering approximately 99.82% of total trade spend, allowing for a consistent year-on-year comparison of risk exposure.

Industry and Product Risk

Our trade suppliers fall into two broad categories; each associated with differing levels of inherent modern-slavery risk.

a. Traditional manufacturers (higher inherent risk)

These suppliers manufacture electronics, hardware and components within labour intensive global supply chains. Consistent with last year's findings, elevated inherent risks remain due to offshore production, complex multi-tier supply chains, and exposure to regions with weaker labour protections. The Global Slavery Index 2023 identifies electronics as the highest-value at-risk import for many G20 countries, reinforcing this risk profile.

b. Software and digital service providers (lower inherent risk)

These suppliers do not engage in physical manufacturing and therefore present a significantly lower modern-slavery risk. Nevertheless, we continue to assess their governance frameworks, human-rights policies and modern-slavery disclosures to ensure any residual risks are appropriately managed.

Geographic Risk

In the previous reporting periods, we conducted comprehensive assessments of the geographic risks associated with our supply chain, recognising that suppliers located in jurisdictions with weaker labour protections may present a higher inherent risk of modern slavery. In this reporting period, we continued and expanded upon that work by refreshing our analysis to include all suppliers with material levels of trade spend.

Despite the broadened supplier base, our findings remain broadly consistent with last year’s results. The geographic distribution of our suppliers—and the overall risk profile associated with their headquarter locations—has not materially changed. As was the case previously, majority of our procurement spend continues to be concentrated in regions generally considered lower risk due to strong regulatory frameworks, including the United States, Europe, and Australia. A smaller segment of our suppliers remains concentrated in higher-risk regions across Asia, where supply chain complexity and varying labour standards may elevate inherent risks.

The refreshed supplier distribution for this reporting period is summarised below and remains consistent with the patterns identified in the prior year:

Region	% of Total Spend	No. of Suppliers
Australia	0.24%	2
China, Taiwan and Hong Kong	27.47%	15
Europe	8.15%	3
Japan	1.29%	3
Singapore	0.67%	1
South Korea	2.03%	2
United States	60.15%	21
Total	100.00%	47

Supplier Governance and Policy Frameworks

To complement the geographic analysis, we undertook a governance review of the same 47 trade suppliers. Assessing both dimensions across a single supplier set ensures consistency in our understanding of risk exposure. This governance assessment examined publicly available modern-slavery statements, CSR policies and human-rights disclosures. The figures below reflect different governance attributes and are not mutually exclusive; a single supplier may appear in multiple categories.

- **33 suppliers** have published Modern Slavery Statements or equivalent modern-slavery disclosures publicly, either in Australia or internationally.
 - This includes **17 suppliers** that have formally lodged Modern Slavery Statements on the Australian Government Modern Slavery Statements Register in accordance with Australian legislation.

- **43 suppliers** have issued Corporate Social Responsibility (CSR) Statements, demonstrating their commitment to responsible business practices, human rights, and environmental protection.
- **22 suppliers** are members of the **Responsible Business Alliance (RBA)**, the world's largest coalition dedicated to corporate social responsibility in global supply chains. The RBA regularly updates best practices for identifying and mitigating modern slavery risks.

For suppliers without formal disclosures, we requested agreement to Synnex's Supplier Code of Conduct, reinforcing expectations around labour rights, ethical conduct and responsible sourcing.

Large global suppliers continue to demonstrate stronger governance maturity, while smaller suppliers show less developed structures. We remain committed to increasing engagement with these suppliers to uplift standards.

Identified Issues and Residual Risks

Across the reviewed disclosures, we observed that some suppliers reported non-conformances identified through their internal and third-party audit programs.

- excessive working hours
- recruitment-fee risks for migrant workers,
- gaps in health and safety practices, and
- non-conformant smelters in conflict-mineral supply chains.

These matters were not linked to goods or services supplied directly to Synnex. Suppliers reported undertaking corrective actions such as worker-remediation processes, strengthened audit procedures, improved recruitment practices, and updated supplier codes of conduct.

No supplier reported any confirmed instance of modern slavery connected to Synnex during the reporting period.

We also noted that suppliers continue to mature their governance and transparency practices, with some publishing enhanced human-rights policies, strengthening supplier codes of conduct, and issuing their first dedicated disclosures on forced and child labour. These developments indicate gradual improvement in visibility and oversight across global electronics supply chains.

Overall Conclusion

While inherent risks remain present within the global electronics and technology sector, particularly in offshore manufacturing and raw-material supply chains, our assessment indicates that:

- the risk profile of our supplier base remains consistent with last year,

- governance frameworks continue to strengthen among major suppliers, and
- no substantiated instances of modern slavery were identified in connection with our procurement activities.

We will continue engaging with emerging and smaller suppliers to improve governance maturity and ensure alignment with the Modern Slavery Act 2018 (Cth).

External Supply Chain – Non-trade suppliers and service providers

Consistent with the previous reporting periods, we also assessed the modern-slavery risks associated with the non-trade suppliers and service providers that support our daily operations. This group, which includes professional services, logistics providers, utilities, rental and maintenance services, cleaning services and office-supply vendors, represented approximately 1.6% of total purchases in this reporting period (excluding inventory and IT service purchases).

As in prior years, most non-trade suppliers remain based in Australia, where strong regulatory frameworks reduce inherent modern-slavery risk. The overall risk profile for this supplier group continues to be low, although certain sectors such as cleaning and logistics may still carry elevated vulnerabilities.

In line with our established procurement practices, all suppliers are required to acknowledge and agree to Synnex's Supplier Code of Conduct, ensuring consistent expectations regarding ethical conduct, labour standards and compliance with relevant legislation. This ongoing requirement supports a stable and transparent governance foundation across our non-trade supply chain

4. Our Actions, Policies and Procedures

During this reporting period, Synnex continued to implement the established governance policies that underpin our ethical sourcing and modern-slavery risk-management framework. These policies remain central to our commitment to integrity, professionalism and the prevention of human-rights violations across our operations and supply chain. No material changes were made to these frameworks, and they continue to guide our practices in line with international standards and industry's best practice.

Supplier Onboarding and Code of Conduct

Our Qualifying Supplier Program remains a key control in managing supply-chain risks. All new suppliers are required to complete our established onboarding process, which includes receiving and formally acknowledging Synnex's Supplier Code of Conduct (SCC).

The SCC reinforces expectations regarding ethical conduct, labour standards and zero tolerance for modern slavery.

Whistleblower Policy

Synnex's Whistleblower Policy continues to provide secure, confidential channels for reporting misconduct. Its protections and structure remain unchanged and continue to support a culture of integrity and accountability.

Employee Professional Code of Conduct

All employees are required to acknowledge and comply with Synnex's Professional Code of Conduct as part of their onboarding. This policy reinforces our expectations around ethical behaviour, integrity and compliance with company values. The Code remains unchanged from previous years and continues to underpin our internal governance and cultural standards.

5. Assessing the effectiveness of our actions

Our approach to evaluating effectiveness has remained consistent with previous years, focusing on continuous improvement and alignment with evolving regulatory expectations. During the reporting period, no instances of modern-slavery breaches were identified within Synnex's own operations, and no significant incidents were reported by suppliers in relation to the goods or services provided to us.

As in previous years, many of our major vendors continued to demonstrate strong maturity in modern-slavery governance, supported by established policies and due-diligence frameworks. A small number of suppliers do not yet have publicly available modern-slavery or human-rights policies; however, all have acknowledged and agreed to comply with Synnex's Supplier Code of Conduct. We remain committed to ongoing engagement with these suppliers to encourage the development of formal policies and to strengthen transparency across our supply chain.

Synnex recognises that assessing the effectiveness of our actions is an ongoing process. While our existing policies and procedures remain appropriate and effective, we continue to refine our assessment methods to ensure they align with emerging standards, stakeholder expectations and regulatory updates. This commitment ensures that our approach remains responsive and effective in managing modern-slavery risks across our operations and supply chain.

6. Consultation process

Synnex Australia does not own or control any other entities, and as such, we are not required to consult with any external parties in the preparation of this statement.

7. Our FY25/26 commitment

In the next reporting period, Synnex will continue strengthening its approach to identifying and managing modern-slavery risks across our supply chain. Our key priorities include:

- **Further engagement with smaller and emerging suppliers**, particularly those without formal modern-slavery or human-rights policies.
- **Enhancing our internal monitoring and assessment processes** to better track emerging risks and supplier remediation efforts.

Synnex remains committed to working collaboratively with our suppliers and stakeholders to improve transparency and ensure our systems continue to effectively identify, assess and mitigate modern-slavery risks across our operations and supply chain.

8. Approval

Preventing modern slavery and human rights abuse aligns with Synnex's core values.

This statement was approved by the Board of Directors of Synnex Australia Pty Ltd on 15th Dec 2025.



Bob Sun Chung Tang

Director - Synnex Australia