

DOCUMENT NAME: MODERN SLAVERY POLICY

DOCUMENT CODE: VIS - WHS - 108

DOCUMENT CATEGORY (QSE): Safety

DOCUMENT TYPE: Policy

DOCUMENT VERSION: V4

DOCUMENT CREATED BY: Carmilla Clarke

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Modern Slavery Policy

At Visa Executive, we are committed to upholding the highest standards of ethical conduct and human rights in our operations and supply chains. This policy outlines our commitment to preventing modern slavery and human trafficking in all aspects of our business activities.

1. Scope

This policy applies to all employees, contractors, suppliers and business partners associated with Visa Executive, both domestically and internationally. It encompasses all aspects of our operations, including procurement, production, distribution and partnerships, and extends to our supply chains, from supplies sourcing to finished product or service delivery.

2. Responsibilities

Management:

- Management is responsible for establishing a culture of zero tolerance towards modern slavery and human trafficking within the organisation.
- They must ensure that appropriate policies, procedures and training programs are in place to identify, prevent and address instances of modern slavery.
- Management should provide leadership and resources to support the implementation of this policy and promote transparency and accountability throughout the organisation.

Procurement and supply chain:

- The procurement and supply chain teams are responsible for conducting due diligence on suppliers and business partners to assess their compliance with anti-slavery and human trafficking laws and standards.
- They must incorporate contractual provisions and supplier codes of conduct that prohibit modern slavery and require suppliers to uphold ethical labour practices.
- The procurement and supply chain teams should work collaboratively with suppliers to address any instances of modern slavery identified within the supply chain and support remediation efforts.

Employees:

- All employees are responsible for familiarising themselves with this policy and understanding their role in preventing modern slavery within the organisation and its supply chains.
- They must report any concerns or suspicions of modern slavery to management or the designated compliance officer promptly.
- Employees should participate in training and awareness programs to recognise the signs of modern slavery and understand their responsibilities in upholding ethical labour practices.

3. Policy principles

Zero Tolerance: Visa Executive has a zero-tolerance policy towards modern slavery and human trafficking in all its forms. We will not knowingly engage in or support any activities that involve modern slavery, forced labour or human trafficking.

Due Diligence: We are committed to conducting due diligence on our operations and supply chains to identify and address risks of modern slavery. This includes assessing the labour practices of suppliers, subcontractors and business partners, and taking appropriate action to mitigate risks.

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Transparency and Accountability: We will maintain transparency in our operations and supply chains regarding efforts to prevent modern slavery. We will hold ourselves and our suppliers accountable for upholding ethical labour practices and complying with relevant laws and standards.

Continuous Improvement: We are committed to continuously improving our policies, procedures and practices to prevent modern slavery. We will regularly review and update this policy to ensure its effectiveness and alignment with Australian legislative requirements and international best practices.

4. Reporting and compliance

Any instances of modern slavery or human trafficking identified within Visa Executive, or its supply chains must be reported immediately to management or the designated compliance officer. Reports will be investigated promptly, and appropriate remedial action will be taken in accordance with applicable laws and regulations.

Employees concerned about potential Modern Slavery law breaches are provided with external methods of reporting, such as the 000 emergency line or justice department contacts in the respective states.

5. Training and awareness

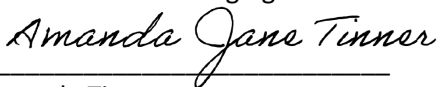
Visa Executive will provide training and awareness programs to employees, contractors and suppliers to educate them about modern slavery, its signs and indicators, and their responsibilities in preventing it. Training will be conducted regularly to ensure that all relevant stakeholders are equipped with the knowledge and tools to address modern slavery effectively.

6. Review and updates

This policy will be reviewed periodically to ensure its effectiveness and compliance with Australian legislative requirements and international standards. Updates may be made as necessary to reflect changes in laws, regulations or best practices related to modern slavery and human trafficking.

Approved by:

Visa Executive Managing Director



Amanda Tinner

Date:
