

# Macropod *Dynamics*

SOVEREIGN SALTATORIAL COMBAT AUTONOMY · CANBERRA · MMXIX

PURSUANT TO S.13 · MODERN SLAVERY ACT 2018 (CTH)

# Modern *Slavery* Statement · FY25

Filed with the Australian Border Force in respect of the financial year ended 30 June 2025. Documents the Group's structure and supply chain, the modern-slavery risks identified, the actions taken to address those risks, and the effectiveness measures applied.

DOCUMENT REFERENCE

MD-MSS-FY25

REPORTING PERIOD

1 Jul 2024 - 30 Jun 2025

FILED

14 December 2025

REPORTING ENTITY

Macropod Dynamics Pty Ltd

ABN

47 982 314 651

EXTERNAL ASSURANCE

Ernst & Young (limited)

## 1 · The reporting *entity*

This Statement is made by Macropod Dynamics Pty Ltd (ABN 47 982 314 651), a privately held Australian company headquartered at 17 Brindabella Circuit, Canberra Airport ACT 2609, in accordance with section 13 of the *Modern Slavery Act 2018* (Cth). It covers the Group's reporting period from 1 July 2024 to 30 June 2025.

The Group has one wholly-owned operating subsidiary (Macropod Integration Pty Ltd, ACN 651 384 027) which is the contracting entity for the Eveleigh Integration Facility. No other subsidiaries, joint ventures or controlled entities meet the consolidated reporting threshold under the Act for FY25.

## 2 · Structure, operations & *supply chain*

### 2.1 Operations

The Group designs, integrates and sustains the MK-VII autonomous saltatorial combat platform and the JOEY sub-15 kilogram dismounted-reconnaissance variant, with associated synthetic-environment products under the KOOLABEAR programme. Operations are conducted across nine sites in five Australian states and territories. The Group employs 681 people on a full-time-equivalent basis as at 30 June 2025.

### 2.2 Supply chain

The Group's supply chain in FY25 consisted of 412 active suppliers, of which 187 are Australian small-to-medium enterprises and 14 are Supply Nation Certified Indigenous suppliers. Total supply-chain spend in FY25 was A\$398.4 million, of which A\$312.0 million (78.3%) was domestic.

CATEGORY	SUPPLIERS	SPEND (A\$M)	ORIGIN FOCUS
Sub-system & integration	68	187.4	Australia · United States · United Kingdom
Component & parts	194	112.6	Australia · United States · Japan · Republic of Korea
Professional services	86	52.1	Australia (substantially)
Facilities & corporate	64	46.3	Australia (substantially)

## 3 · Modern-slavery *risks*

The Group has applied the United Nations Guiding Principles on Business and Human Rights and the Australian Border Force's *Commonwealth Modern Slavery Act Guidance for Reporting Entities* in identifying risks of modern slavery in our operations and supply chain.

### 3.1 Operations risk

The Group assesses the risk of modern slavery in our direct operations as **low**. All Group employees are engaged in Australia, are paid at or above the relevant Modern Award or industrial instrument, and are subject to the protections of Australian work health & safety, fair work and migration legislation. The Group does not engage labour through international labour-hire arrangements.

### 3.2 Supply-chain risk

The Group assesses heightened residual risk in the following supply-chain segments:

- **Electronic components** originating in or transiting through high-risk jurisdictions for forced labour in the production of polysilicon, semiconductors and battery-grade minerals.
- **Textiles & soft goods**, including operator load-carriage equipment, where origin opacity in the global garment supply chain is known to elevate exposure.
- **Construction & facilities services** at Group sites, where labour-intensive cleaning, security and grounds-maintenance functions can present exposure.

RISK SEGMENT	INHERENT RISK	CONTROLS	RESIDUAL RISK
Electronic components	High	Origin attestation; supplier audits; substitution to certified sources where practicable	Medium
Textiles & load-carriage	Medium-High	Bluesign / SA8000 certification preferred; on-site verification at Tier-2	Medium
Facilities labour	Medium	Supplier Code of Conduct; right-to-audit clauses; on-site programme audits	Low
Direct operations	Low	Australian employment; collective agreements; whistleblower protections	Very Low

## 4 · Actions *taken*

1. The Supplier Code of Conduct was revised in October 2024 to include explicit references to the *Modern Slavery Act 2018* and to require modern-slavery attestations at contract award and at each anniversary thereafter.
2. All Tier-1 suppliers (per the Industry Partnering Charter) were re-attested in the period 1 January – 31 March 2025.
3. A focused supplier audit programme was conducted across nine Tier-1 and Tier-2 suppliers in segments identified as elevated risk; eight closed without findings, one was issued a corrective action plan.
4. The Group's Whistleblower Policy was extended to receive disclosures concerning modern slavery in any tier of the supply chain, including from non-employees, with disclosures triaged by the Office of the General Counsel.

5. An internal training module on modern-slavery indicators was deployed to all procurement and contracting staff (n = 47) with a 100% completion rate.

## 5 · *Effectiveness* measures

The effectiveness of the Group's actions in addressing modern-slavery risk is monitored through the following indicators, reported quarterly to the Audit & Risk Committee of the Board:

TIER-1 ATTESTATION COVERAGE	100% achieved at 30 Jun 2025 (target: 100%)
AUDIT CLOSURE RATE	9 audits commenced; 8 closed without findings; 1 closed on completion of corrective action
WHISTLEBLOWER DISCLOSURES	3 received in FY25; nil substantiated as modern-slavery findings
PROCUREMENT-STAFF TRAINING	100% completion at 30 Jun 2025

## 6 · *Consultation* & external assurance

This Statement was developed in consultation with the Group's wholly-owned subsidiary (Macropod Integration Pty Ltd) through the Audit & Risk Committee of the Board. Limited external assurance was provided by Ernst & Young Australia in respect of the procedural elements of the Group's modern-slavery framework.

## 7 · *Approval*

This Statement was approved by the Board of Macropod Dynamics Pty Ltd on 28 November 2025, by Resolution MD-25-082.

Geoffrey Halworth AM

CHAIRMAN

Dr Hugh Garwood

FOUNDER & CHIEF EXECUTIVE · RESPONSIBLE OFFICER