



PEXSYS

STATEMENT

Modern Slavery
Statement
2026

Contents

1. Overview
2. Our business and supply chains
3. Modern slavery risk areas
4. Governance and accountability
5. Supplier engagement and due diligence
6. Policies and supporting controls
7. Training and awareness
8. Reporting concerns
9. Continuous improvement
10. Approval and review

1. Overview

NexSys IT Pty Ltd is committed to operating ethically, responsibly and transparently. We recognise that modern slavery, including forced labour, human trafficking, debt bondage, deceptive recruitment practices and exploitative working conditions, can exist within global supply chains, technology manufacturing, logistics, outsourced services and labour hire arrangements.

As an Australian technology integrator and managed services provider operating across the architectural, engineering, construction and manufacturing sectors, NexSys IT understands its responsibility to assess and address modern slavery risks within its operations and supplier network.

2. Our business and supply chains

NexSys IT provides IT infrastructure, software, cloud, managed services, consulting, cyber security, hardware procurement and technology support services throughout Australia and the Asia Pacific region.

Our supply chain includes:

- global software vendors and distributors;
- hardware manufacturers and technology suppliers;
- cloud and hosting providers;
- telecommunications and data centre providers;
- logistics, freight and warehousing services;
- contractors, recruitment providers and professional services; and
- operational suppliers supporting business activities.

We recognise that some sectors connected to technology manufacturing, electronics production, global logistics and offshore labour markets can present elevated modern slavery risks.

3. Modern slavery risk areas

NexSys IT has considered potential risk areas relevant to its industry and operations. These risks may include:

- indirect exposure to exploitative labour conditions within global electronics manufacturing;
- risks associated with offshore support, subcontracting or outsourced services;
- vulnerable migrant or temporary labour arrangements in parts of global supply chains;
- limited visibility into lower-tier suppliers;
- unethical recruitment practices or underpayment risks; and
- labour exploitation risks associated with warehousing, freight or logistics providers.

While NexSys IT does not currently identify any known incidents of modern slavery within its direct operations, we recognise the importance of ongoing due diligence and proactive risk management.

4. Governance and accountability

Responsibility for modern slavery risk management sits with NexSys IT leadership and management teams. Modern slavery considerations are incorporated into broader governance, procurement, legal, compliance and risk management activities.

NexSys IT expects all personnel and business partners to uphold ethical conduct, comply with applicable laws and support fair and lawful labour practices.

5. Supplier engagement and due diligence

NexSys IT seeks to work with suppliers and partners that share our commitment to ethical business practices. As part of supplier engagement and procurement activities, NexSys IT may:

- review supplier policies, statements and ethical commitments;
- consider supplier reputation, governance and compliance history;
- prioritise reputable and established technology vendors and distributors;
- include contractual expectations relating to lawful and ethical conduct;
- raise concerns where unethical conduct is identified; and
- reassess supplier relationships where material risks are identified.

Supplier reviews may be prioritised based on geography, service type, labour intensity, outsourcing arrangements and the nature of goods or services provided.

6. Policies and supporting controls

NexSys IT's approach to ethical operations is supported by internal policies and business practices, including:

- workplace conduct and employment standards;
- procurement and supplier engagement processes;
- information security and governance controls;
- whistleblower and incident reporting pathways;
- contractual confidentiality and compliance obligations; and
- workplace health, safety and anti-discrimination obligations.

NexSys IT does not tolerate unlawful, exploitative or unethical labour practices.

7. Training and awareness

NexSys IT supports awareness of ethical business practices, compliance obligations and responsible supplier conduct. Personnel involved in procurement, supplier management or operational decision-making may receive additional guidance relevant to modern slavery risk awareness and escalation.

8. Reporting concerns

Employees, contractors, suppliers and business partners are encouraged to report suspected unethical conduct, human rights concerns or potential modern slavery risks. Reports may be escalated through management, compliance or appropriate internal reporting channels.

NexSys IT will treat concerns seriously and, where appropriate, investigate and respond proportionately.

9. Continuous improvement

NexSys IT recognises that modern slavery risk management is an ongoing process. During 2026 and beyond, NexSys IT intends to continue strengthening its approach through:

- ongoing review of supplier and procurement practices;
- improved supplier engagement and risk awareness;
- monitoring developments in Australian modern slavery regulation and guidance;
- aligning practices with evolving ESG and governance expectations; and
- continuing to promote ethical, transparent and responsible business conduct.

This statement reflects NexSys IT's commitment to acting responsibly and contributing to the prevention of modern slavery within the communities, industries and supply chains in which we operate.

10. Approval and review

This statement will be reviewed periodically and updated where required to reflect changes in operations, supply chains, legal obligations, supplier arrangements or risk profile.

Policy owner	CEO / Senior Management
Applies to	Employees, directors, officers, contractors, consultants, suppliers, agents, resellers, implementation partners and anyone performing services for or on behalf of NexSys IT
Jurisdiction	Australia, with specific application to the State of Victoria; global application to NexSys IT business dealings
Effective date	15 May 2026
Version	Modern Slavery Statement 2026
Replaces	Modern Slavery Statement 2024
Approved	Sean Zare CEO 14 May 2026

NEXSYS

1300 733 010
INFO@NEXSYSIT.COM.AU
NEXSYSIT.COM.AU

LEVEL 27
101 COLLINS STREET
MELBOURNE

LEVEL 29
2 CHIFLEY SQUARE
SYDNEY

LEVEL 19
10 EAGLE STREET
BRISBANE

LEVEL 28
140 ST GEORGES TERRACE
PERTH

LEVEL 24
91 KING WILLIAM STREET
ADELAIDE

LEVEL 31
48 SHORTLAND STREET
AUCKLAND