

Modern Slavery Statement Financial Year 2026/27

1 July 2026

— FINANCIAL REVIEW BOSS —

MOST INNOVATIVE
COMPANIES

#1 MOST INNOVATIVE HEALTH COMPANY 2020

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Introduction

As a people-passionate organisation committed to making a difference in our Australian and Global Community, Arriba Group strongly supports the goal of eradicating all forms of modern slavery.

Our Modern Slavery Statement and Commitments for 2026-2027 align with our purpose - Empowering Lives Together. We put people first because people are at the core of our business. Our Modern Slavery Statement and Commitments align with our ethical and moral obligations and the growing importance of human rights to our employees, customers, clients and the communities we operate in.

This is our third group-wide Modern Slavery Statement. While we do not have a compliance obligation to report as we do not meet the consolidated revenue threshold under the Commonwealth *Modern Slavery Act 2018*, we are committed to upholding human rights and the prevention and eradication of modern slavery. 'Freedom from slavery' is a fundamental human right and it applies to everyone.

Our approach to modern slavery and human rights is informed by relevant Australian and internationally recognised human rights and labour standards, including:

Modern Slavery Act 2018 (Cth)

Criminal Code Act 1995 (Cth), including Divisions 270 and 271 relating to slavery, slavery-like practices and human trafficking

United Nations Universal Declaration of Human Rights

United Nations Guiding Principles on Business and Human Rights

United Nations Global Compact Ten Principles

International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

Ethical Trading Initiative (ETI) Base Cod

About us

Our Purpose

Empowering lives together



Our Mission

To be Australia's most progressive people-centric company to achieve the best outcomes for all clients.

Our Group Vision

To be the number one nation-wide market leader in occupational rehabilitation, employment, specialist allied health services and provider of choice to our customers and people.

Our Values

 <p>Customer-focused</p> <p>We deliver exceptional customer service for all those we deal with.</p>	 <p>People-passionate</p> <p>Putting people first. People are the core of everything we do.</p>	 <p>Quality-orientated</p> <p>Our solutions measure and deliver proven outcomes.</p>
 <p>Innovation-driven</p> <p>We challenge and disrupt to drive purpose-driven innovation.</p>	 <p>Dynamic and agile</p> <p>Forward-thinking keeps us ahead of the pack; we build fast, learn fast, adapt fast.</p>	

Arriba Group is a national human services group made up of operating companies and shared corporate services that work together to support people to achieve better outcomes. Founded in 1998, the Group includes Rehab Management, LiveBig, OneRedDoor and Arriba Corporate.

People are at the heart of everything we do. We believe that every individual deserves a better future. As a human services organisation, our employees are at the core of everything we do, and their welfare is of utmost importance to Arriba Group. Without our people we will be incapable of providing the high-quality services that we do. Because of this, we strive to provide an environment where our people can flourish.

Our work and outcomes are supported by our skilled workforce. We challenge ourselves to ensure our services truly meet and exceed the needs of our clients and the communities in which we work.

We know that businesses play a fundamental role in eradicating modern slavery in our community. We have implemented a range of mechanisms to ensure the identification of risks and continuous improvement across our business.

At Arriba Group, we hold ourselves to the highest standards of personal and corporate integrity.

Our decisions are driven by:

- Our vision, mission and values
- Compliance with legislation and regulations
- Acting ethically and responsibly
- Meeting community standards and maintaining organisational integrity
- The voice of our clients
- A commitment to diversity and inclusion
- Our organisational risk management framework
- Self-reflection and a growth mind-set for continuous improvement.

Our operations

The work we do goes to supporting people with disability, people with injury or illness and people seeking employment across Australia.

Rehab Management: Rehab Management delivers client-centric rehabilitation, workplace health and return-to-work services for people with injury, illness or disability, and supports employers and insurers with integrated rehabilitation and workplace health solutions.

LiveBig: LiveBig provides specialist allied health and assessment services for people with disability, including people with NDIS plans, with a focus on high-quality, person-centred supports.

OneRedDoor: OneRedDoor provides technology solutions for the health, employment and workplace wellbeing sectors, supporting service delivery, client outcomes and operational efficiency across the Group.

Arriba Corporate: Arriba Corporate provides shared corporate services and governance support across the Group, including functions that help our operating companies deliver safe, effective and compliant services.

Our supply chain

Our supply chain involves the purchase of goods and services needed for our day-to-day operations. Most of our goods and services are sourced from Australia while certain information and communications technology (ICT) services are provided by multinational companies. However, we are aware that even the goods and services sourced from Australia are likely to have supply chain touchpoints in overseas markets.

Categories	Goods and Services
<ul style="list-style-type: none"> Property/Facilities management Fleet Services ICT hardware and software Office suppliers and equipment Travel Food & Catering Contract labour Professional services Service delivery equipment / consumables. Marketing & communications Medical and Assisted Living Equipment Client Service Partners 	<ul style="list-style-type: none"> Builders, office fit outs, cleaning, security, maintenance, electricity, gas and water Vehicle lease and hire, and maintenance Laptops, screens, phones, printers, cabling, software, support and network services Stationery, furniture, white and electrical goods Taxis, accommodation and airfares Events and internal catering Labour for hire Lawyers, auditors and specialist consultants (e.g. Rehab Management consultants) PPE (masks, hand sanitisers, gloves etc.) Promotional merchandise products Mobility aids and equipment Partner employers

Our risks

We acknowledge that fully understanding and considering our relationship with modern slavery is complex and we adopt a continuous learning approach to assessing risk and due diligence.

Service Delivery

Modern slavery can affect anyone from a wide range of backgrounds and socio-economic circumstances. However, some groups are more vulnerable to modern slavery than others including women, children, migrants, people with disabilities, financially disadvantaged and people in occupations with a low level of protections and knowledge of the laws that affect them. We support these people every day in our work, and therefore it is essential that we build internal capability of our people to advocate for individuals and communities vulnerable to human rights abuses and modern slavery.

Supply Chain

Modern slavery affects almost every sector; however, some sectors pose a higher risk for modern slavery. Sub-contracted services relevant to Arriba Group such as cleaning, security services, promotional merchandise and clothing are some of the high exposure sectors. In the so-called informal (black) economy for example, labour may be sourced by migrants, with workers being paid in cash or in kind.

The following categories of higher risk were identified in our supply chain:

- Suppliers that source products from overseas such as promotional merchandise, clothing and ICT hardware
- Suppliers that employ large cohorts of overseas workers with base-skills including cleaning, security, building, transport and maintenance
- Suppliers that source raw materials from conflict zones or high-risk countries; and
- Suppliers that have multiple supply chains with the above risks.

Following an initial evaluation of our supply chain, we intend to classify our supply chain in terms of risk of modern slavery for future reporting periods as follows.

Rating	Category Description and Examples
High Risk	Suppliers where there is a greater likelihood of modern slavery risk due to labour intensity, use of temporary/low-skilled labour, offshore manufacturing, complex subcontracting, high-risk source countries, or limited supply chain transparency. Examples include cleaners, builders, promotional merchandise, office furniture suppliers, medical equipment suppliers.
Medium Risk	Suppliers where some modern slavery risk factors may be present, but the service or product is generally provided through more established, regulated or transparent arrangements. Examples include ICT products, vehicle lease, hire and maintenance,

	office supplies & stationery, furniture, white goods and electrical, bedding and furniture, medical equipment, removalists.
Low Risk	Suppliers where modern slavery risk is less likely due to the professional, regulated or domestic nature of the service, low reliance on manual labour, and clear oversight of the workforce or supply chain. Examples include lawyers, auditors and other professional consultants, utilities, domestic air travel.

Supplier risk ratings are indicative and may change based on supplier-specific information gathered during onboarding, due diligence, contract review, supplier evaluation or ongoing monitoring.

Our current state

Arriba Group has zero tolerance for any form of slavery-like practices. We have established formal policies that promote ethical and legally compliant business conduct within our corporate governance framework. These policies include our Corporate Social Responsibility Policy, Code of Conduct, Risk Management Governance Policy, Quality Policy, Supplier Code of Conduct, Group Purchasing Policy and Procedure, Supplier Management Policy and Equal Opportunity & Diversity Policy.

Modern Slavery Policy

The Arriba Group has a Modern Slavery Policy that outlines our commitment to human rights and the eradication of modern slavery. Our policy outlines key accountabilities, internal training requirements and grievance and reporting mechanisms.

Education and Awareness

The Arriba Group has developed an eLearning module to raise awareness about Modern Slavery and how we manage Modern Slavery risks across our operations and supply chains. All staff are required to complete this training annually. Arriba Group runs an annual communication campaign to build shared awareness and accountability across the Group so our people can recognise modern slavery risks, understand how to respond, and support our commitment to protecting human rights across our operations and supply chains.

ISO Certified (9001:2015)

Arriba Group is ISO certified for our Quality Management System (ISO: 9001:2015), meaning our business meets best practice standards for our services and processes.

ISO 27001 Information Security Management System (ISMS) certification

Arriba Group is ISO certified for our Information Security Management System (ISO 27001). This means our business ensures adequate security controls that maintain confidentiality, integrity and availability (CIA) of information assets.

Risk Management Framework

We have a Risk Management Framework designed to identify and manage enterprise-level risks and support good decision making. The risk of modern slavery is identified on our Enterprise Risk Management Framework and controls for managing and responding to modern slavery risks.

Environment, Social and Governance (ESG) Strategy

Arriba Group's three-year strategic plan includes the development and implementation of a group-wide Environment, Social and Governance (ESG) strategy.

Recruitment Process

Our robust recruitment process safeguards our business by ensuring all legislative and standard requirements are met. On occasion, we may use an external recruitment agency to source workers. All external agencies are vetted and verified prior to engagement, in accordance with our supplier management process.

Code of Conduct

Our code of conduct describes the standards and behaviours we expect from all our employees.

Supplier Evaluations

Our supplier evaluation process requires Tier 1 suppliers to respond to questions and provide evidence about how Modern Slavery risks are managed within their operations and supply chains.

Complaints Mechanism

Arriba Group has an accessible and publicised reporting mechanism for concerns or disclosures, which allows for confidential reporting and provides protection from reprisal. There is a clear process for investigating and reporting on the issues raised through the reporting mechanism.

Our achievements

In 2025-2026 we achieved the following:

Governance

Our Group Modern Slavery Policy was reviewed and updated in 2026. The Policy outlines our commitment to human rights and the eradication of modern slavery, including key accountabilities, internal training requirements and grievance and reporting mechanisms.

Education and Awareness

Modern Slavery has been added to our mandatory Quality & Compliance eLearning induction module for all new starters across the Group. An eLearning module to raise awareness of Modern Slavery risks in our operations and supply chain is assigned to all staff as part an annual communication campaign.

Supplier Evaluations

Our Supplier Evaluation process was updated to include questions and evidence from our key Tier 1 suppliers on Modern Slavery Risk Management.

Our commitments for 2026-2027

Arriba Group is committed to taking the following steps in 2026 – 2027:

Building Awareness of Modern Slavery Risks

Annual communication campaign to raise awareness of modern forms of slavery centred around the International Day for the Abolition of Slavery on 2 December 2026.

Education

Roll out of new Quality & Compliance eLearning Module that includes an introduction to Modern Slavery awareness and our approach to mitigating Modern Slavery risks across the organisation. Review of Modern Slavery eLearning module and roll out as part of annual awareness campaign.

Supply Chain

We recognise the importance of transparency and accountability in our supply chains. Our commitments include;

- **Centralised Supplier Repository**
Establishing a centralised database of all product and service suppliers to enhance visibility and oversight of Tier 1 suppliers.
- **Supplier Risk Evaluation**
Implementing a structured evaluation process for all Tier 1 suppliers, assessing their capacity to identify, manage, and mitigate modern slavery risks.
- **Contractual Commitments**
Developing and embedding a standardised modern slavery clause in all Arriba Group contracts and service agreements. This clause will require suppliers to:
 - Provide a written declaration confirming compliance with the Modern Slavery Act 2018.
 - Commit to the identification and eradication of modern slavery risks within their operations and supply chains.