Modern Slavery Statement – Financial Year 2026

This Modern Slavery Statement (Statement) is made pursuant to the Modern Slavery Act 2018 (Cth) (Modern Slavery Act) by RMS Global Pty Ltd ACN 127 910 856 (RMS). Throughout this Statement, RMS and its subsidiaries and related entities are collectively referred to as "we" or "our" or "us".

Although we do not yet meet the threshold for mandatory reporting under the Modern Slavery Act, we are on a growth pathway toward this milestone and have chosen to publish this voluntary statement to demonstrate our proactive stance.

This is our first Statement, which outlines the steps we have taken during the financial reporting year ended 30 June 2026 to understand and address the modern slavery risks in our operations and supply chains.

We are committed to identifying , assessing and eliminating modern slavery risks in our business operations and supply chain.

1. Statement by Chief Executive Officer

At RMS Global Pty Ltd ("RMS"), our purpose is to empower hospitality businesses worldwide through innovative, cloud-based property management solutions that streamline operations and enhance guest experiences. This purpose is grounded in a deep commitment to care — for our people, our clients, and the broader communities in which we operate.

Modern slavery in any form is fundamentally incompatible with our values. As Chief Executive, I affirm our zero-tolerance approach to modern slavery, forced labour, and human trafficking within our operations and supply chains.

We understand the importance of proactive leadership in this space. Our commitment extends beyond compliance — it is embedded in how we conduct business, select partners, and assess risk. We continue to evolve our practices to identify and address vulnerabilities, and we remain focused on promoting responsible and ethical conduct across every level of our organisation.

The eradication of modern slavery requires sustained effort, continuous learning, and collaborative action. I am proud to lead RMS Global Pty Ltd on this journey and reaffirm our unwavering commitment to protecting human rights and ensuring dignity for all.

Adam Seskis
Chief Executive Officer
RMS Global Pty Ltd
30 November 2025

2. Introduction to RMS Global Pty Ltd

RMS Global Pty Ltd is an Australian-based provider of cloud-based Property Management System (PMS) software tailored for the hospitality industry. We specialise in solutions that automate operations, manage reservations, process payments, and enhance guest experiences for hotels, resorts, serviced apartments, and other accommodation providers.

We operate globally, supporting over 7,000 properties worldwide.

3. Our Commitment

RMS Global Pty Ltd is committed to upholding human rights and eliminating all forms of modern slavery from our operations and supply chains.

This voluntary statement aligns our efforts with international standards, including the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) conventions, to ensure ethical practices across our global footprint.

4. Our Key Focus Areas

Our key focus areas include:

- **Supplier Engagement** – strengthening our processes for engaging with new and existing suppliers, including updated questionnaires and contractual commitments to ethical labour standards.
- **Risk Assessment** – refining our approach to identifying and assessing modern slavery risks within our technology and service-based supply chain, particularly in IT hardware, cloud services, and third-party APIs.
- **Awareness and Training** – developing awareness across our teams by introducing targeted training on modern slavery risks and the role of staff in upholding ethical practices.
- **Policy Development** – developing and enhancing our internal policies and frameworks to embed human rights considerations into everyday business decisions.
- **Continuous Review** – regularly assessing the effectiveness of our due diligence activities and making improvements where needed.

5. Financial Year Reporting Period

In 2025, RMS has taken foundational steps to establish a robust framework to address modern slavery within our operations and supply chains. We have established a dedicated governance structure tasked with overseeing the development of policies and risk assessment procedures related to modern slavery. As part of our initial efforts, we will commence mapping to identify areas of potential risk across our supply chains.

While still early in implementation, these foundational steps represent our commitment to continuous improvement and transparency in combatting modern slavery risks.

6. Our Structure, Operations and Supply Chains

RMS Global Pty Ltd is a technology company headquartered in Australia with a global presence. We design, develop, and support cloud-based property management software used by hospitality providers across more than 70 countries.

Our clients include major hotel chains, serviced apartment operators, and workforce-accommodation managers. RMS has approximately 200 employees globally, with around 100 based in Australia.

We engage suppliers both locally and internationally, with procurement focused in the regions where we have a base of operations where possible. RMS has minimal involvement in physical goods or high-risk commodities, with our supply chain primarily comprising digital and IT providers (e.g., cloud hosting and software tools), which inherently reduces exposure to common modern slavery risks like forced labour.

7. Our Modern Slavery Risk Areas

While our operations and supply chains are largely service- and technology-based—and therefore present fewer of the traditional high-risk factors associated with labour-intensive industries—we recognise that modern slavery risks are still present and merit vigilant management.

Internal Operating Factors

- **Recruitment and employment**: Though direct employment is the norm, risks may arise when engaging contractors or remote teams; we continuously verify work rights, fair pay, and absence of recruitment fees paid by employees.
- **Remote work**: Our distributed global workforce introduces the possibility of undetected exploitation, particularly in remote or hybrid arrangements. We stay alert to the possibility of under-visibility of working conditions and counter this with regular virtual check-ins to ensure consistent global standards.

External Operating Factors

- **IT and digital supply chain**: While our core supply chain is principally cloud-hosting, software tools, third-party APIs and hardware from reputable suppliers, some hardware manufacture and data-centre operations may involve higher-risk geographies or labour practices.
- **Client-industry linkage**: Although our clients include major hotel chains, serviced apartment operators and workforce-accommodation managers—not inherently high-risk industries—their supply chains may involve migrant labour or subcontracted services. While RMS does not control client supply chains, we remain aware of these potential risks when considering indirect exposure.
- **Geographical exposure**: As a global business supporting properties in many countries, we recognise that local labour protections vary; we therefore seek consistent minimum standards and require our suppliers to meet or exceed them.

Incidents and Assurance

No incidents of modern slavery were identified in our operations or supply chains during FY25. However, our approach is one of vigilance: we are building our first baseline data and will report any future findings transparently while enhancing our risk management framework.

8. Actions to Assess and Address Risk

RMS is developing a structured framework to embed modern slavery awareness and protections into the way we operate. These actions are designed to ensure that human rights considerations are integrated into everyday decision-making and reinforced through clear policies and training.

Policies and Procedures

- **Human Resources and Employment Policies**: Incorporating modern slavery awareness and protections into our HR policies to ensure fair recruitment practices, verification of work rights, and safeguards against exploitation.
- **Onboarding Processes:** RMS's onboarding processes include comprehensive background checks, right-to-work verification, and mandatory employee declarations are being designed to flag potential trafficking or exploitation indicators. RMS intends to systematically track the number of cases flagged, the time taken to resolve them, and final outcomes. No incidents were identified during the reporting period.

To strengthen awareness, RMS is introducing a mandatory e-learning module on modern slavery risks and RMS's zero-tolerance stance as part of new hire onboarding. This module will include an assessment to confirm understanding, including awareness of key indicators of modern slavery. Full rollout is expected to cover 100% of new hires.

- **Whistleblower Policy**: Reinforcing safe and confidential mechanisms for employees and stakeholders to report concerns related to unethical conduct, including modern slavery risks.

Supplier and Partner Controls

- **Contractual Prohibitions**: All internal supplier and partner agreement templates will contain explicit prohibitions requiring adherence to ethical labour standards.
- **Supplier Engagement**: New and existing suppliers will be subject, on a risk-assessed basis, to screening where relevant, which may require questionnaires assessing their approach to modern slavery and ethical sourcing.

Training and Awareness

- **Employee Vigilance**: Preparation of targeted training tools to help employees identify potential indicators of modern slavery in operations and supply chains.
- **Procurement and Operations Training**: Specialised training for teams involved in supplier engagement and contract management, reinforcing their role in safeguarding ethical supply chains.

These steps reflect our commitment to building a strong foundation of policies, contractual safeguards, and staff capability to prevent and address modern slavery risks within RMS and its supply chain.

9. Assessing the Effectiveness of our Actions

As this is our first statement, we are establishing baseline metrics. Effectiveness will be measured by:

- **Training completion rates** – tracking the percentage of employees who have completed modern slavery training as part of their annual learning program and evaluating improvements in awareness.

- **Supplier and partner reviews** – recording, on a risk basis, the assessment of new suppliers and partners for expected compliance with ethical employment obligations. Reviews of existing suppliers and partners will be expanded, also on a risk-based and prioritised basis, in future reporting periods.
- **Grievance reports received** – recording and responding to any concerns raised through whistleblower or other reporting channels, with attention to timeliness and resolution.
- **Annual reviews by the Working Group** – assessing overall progress, recommending enhancements to policies, procedures, and risk management, and reporting outcomes to the Board.

We will build on these baseline measures in future statements, introducing both quantitative and qualitative indicators to track the impact of our actions and ensure continuous improvement.

10. Approval

This Statement was prepared in consultation with RMS Global Pty Ltd's subsidiaries and related entities. Consultation included input from management teams across our global offices through the Modern Slavery Working Group, alignment of group HR and procurement policies, and review of local risk considerations. This process ensured that the Statement reflects the operations, supply chains, and risk management practices of RMS Global Pty Ltd and its controlled entities as a whole.
This Statement was approved by the Board of Directors of RMS Global Pty Ltd.

Signed,

Adam Seskis
Chief Executive Officer
RMS Global Pty Ltd
30 November 2025