

Modern Slavery Statement

2025 - 2026

Omni Executive Pty Ltd
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INTRODUCTION

This statement relates to Omni Executive Pty Ltd (Omni) ABN 31 160925413.

Omni has one fully owned entity, Omni Aerospace Pty Ltd (ABN 22159736320). Omni Aerospace is managed entirely by Omni staff and does not employ staff of its own. It operates in accordance with all Omni policies and procedures, including adherence to the Modern Slavery Act 2018 (Cth). In relation to Section 16(f) of the Act, Omni Aerospace is considered part of Omni in every regard and therefore independent consultation cannot occur.

Omni is a privately owned Australian company headquartered in Canberra with offices and facilities in New South Wales, Queensland, Western Australia and South Australia.

At Omni, we place a high emphasis on conducting business with the highest standards of integrity. Whether we are engaging with customers, suppliers, employees, industry groups or the communities where we operate, the elimination of modern slavery in all its forms is embedded within our mission and company values.

Modern slavery encompasses various forms of exploitation, including forced labour, human trafficking, and other severe human rights abuses. At Omni we recognise the importance of actively monitoring and preventing such occurrences. It is our duty to ensure every individual involved in our business, directly or indirectly, is treated with dignity and respect, free from any form of coercion or exploitation. Omni is committed to fostering a culture that values diversity and inclusivity, where every person's rights are safeguarded and upheld.

This statement is guided by the requirements of the Modern Slavery Act 2018 (Cth) and outlines Omni's initiatives to actively detect, assess, prevent, and respond to modern slavery within our operations and supply chains.

It has been endorsed by the Executive Leadership Team and approved by the company CEO/owner.

Locations



BUSINESS STRUCTURE

Structure. Established in 2012, Omni now has a workforce of 400+ personnel drawn primarily from intelligence, military, law enforcement, emergency services, engineering, and aviation backgrounds. We pride ourselves on our integrity, excellence and innovation across a variety of disciplines, all of which support and contribute to sovereign capability and the national interest.

The Omni headquarter staff are based in Canberra and the five operational divisions are distributed across the country. The company is led by the CEO (owner) and each division is led by a General Manager. The Executive Leadership Group consisting of the CEO, five General Managers, the Chief Operations Officer, the Chief People Officer and the Chief Finance Officer, is the primarily decision-making body within the company.

Operations. The five operational divisions are briefly described as follows:

- **Technology Division and Services Division** deliver critical and bespoke support to Defence and government agencies across the land, sea, maritime and cyber domains. Staff specialise in cyber, project management, test and evaluation, logistics and engineering.
- **Assurance Division** delivers security vetting, psychological vetting and protective security services, primarily to federal agencies and state law enforcement bodies.
- **Development Division** focuses on new business ideas and innovative emerging concept to assess their potential for Omni and our clients.

- **Aerospace Division** provides a comprehensive coast-to-coast aviation capability. Services include charter, surveillance and reconnaissance, search and rescue, as well as aerial photography, survey and spotting. We also offer helicopter and fixed wing maintenance and overhaul services as well as engineering design and manufacturing through one-off production.

All Omni staff are Australian citizens, and the majority hold an Australian Government security clearance. Omni's single subsidiary (Omni Aerospace) does not have staff.

Supply Chains. The Omni supply chain is primarily domestic apart from aviation equipment and parts which are sourced globally. Across the business Omni has over 100 suppliers from a range of sectors and industries:

- ICT services including software & equipment
- Property and security services
- Logistics, travel and courier services
- Specialist consulting
- Aircraft and aviation equipment and parts
- Agriculture and livestock services
- Clothing and protective equipment
- Marketing and promotional services
- Aviation and bulk fuel supplies
- Marketing and promotional goods
- Office suppliers and cleaning services
- Professional services including accounting, finance, engineering, legal and insurance.

The supply chain of Omni's single subsidiary (Omni Aerospace) reflects that of Omni's as detailed in the list above.

We prioritise partnerships with suppliers who align with our values and place emphasis on ethics, social responsibility, and sustainability.

OPERATIONS & SUPPLY CHAIN RISKS

Omni considers the following categories as potential risk areas for modern slavery within its operations and supply chain.

Sector and Industry: Omni primarily employs a white-collar professional services workforce to deliver its operational services and to manage and administer the company. Employees in aviation and agriculture roles that are not traditionally categorised as white-collar are highly skilled and valued. Their employment conditions are closely monitored and regularly assessed against industry standards. Omni does not assess there are any modern slavery risks or the potential for such risks arising within its operational workforce.

Product and Services: While caution is still exercised, the majority of Omni's domestic supply chain comprises professional services and they are not assessed to contain modern slavery risks. Omni does assess certain aspects of its international supply chain to be more vulnerable to modern slavery, in particular the offshore manufacture of low value

Geography: Omni does conduct occasional business in foreign countries and does source foreign manufactured products. The risk of modern slavery is heightened for products manufactured in lower value economies and in countries with ineffective laws governing employment and working conditions. Modern slavery risks are also heightened for Omni when staff are operating overseas in lower value economies. There is potential to inadvertently exploit local opportunities with the comparative strength of the Australian dollar, and the willingness of locals to work for under conditions well below Australian standards and for considerably lower reward.

Entities: There are no entities in Omni's supply chain assessed to have a heightened modern slavery risk.

Indicators of Modern Slavery: Omni recognises that a convergence of indicators may place an individual in a situation of modern slavery. Specific groups, including women, migrant workers and those with poor English are assessed to be more vulnerable. In Omni's supply chain, companies providing cleaning services have been flagged for increased attention due to the prevalence of these factors.



ASSESSING MODERN SLAVERY RISKS

To identify and assess modern slavery risks in operations and supply chains Omni utilises questionnaires, direct supply chain engagement, site visits, Modern Slavery Statements, onboarding procedures, contractual requirements, staff training and industry engagement. Omni also uses its Defence Industry Security Program membership and access to ASIO reporting to stay abreast of trends and maintain awareness of current intelligence reporting relevant to its supply chain.

Omni's supplier questionnaire is one of its most effective tools for assessing modern slavery risks. It includes:

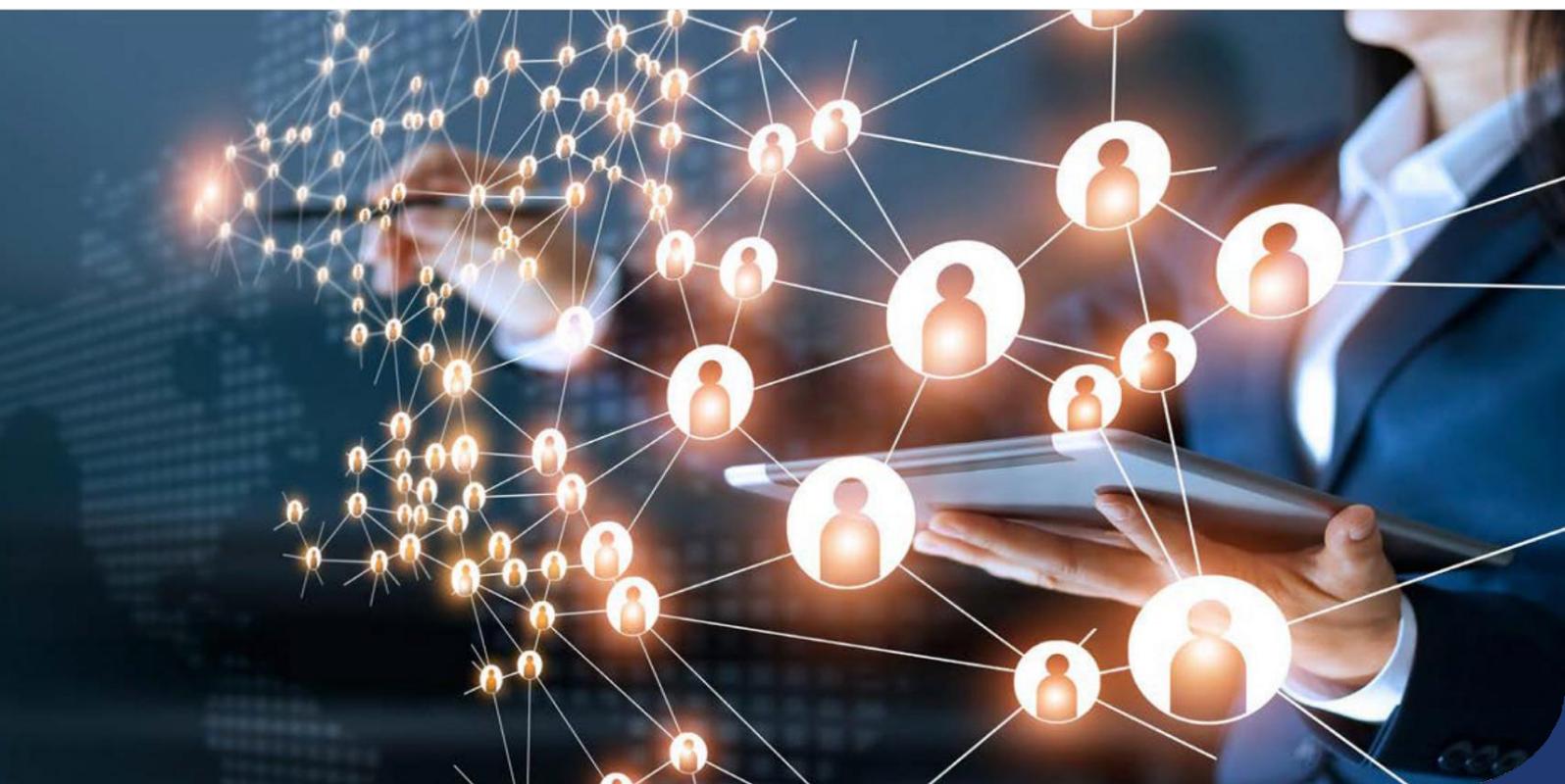
Supplier Background Questions: These questions gather fundamental details about the supplier.

Workforce Profile Questions: This section offers an overview of the supplier's workforce composition, encompassing aspects such as the number of employees, the number of contract and non-permanent workers, and the number of employees employed outside Australia.

Policy and Practices Inquiry: These questions assess whether suppliers are required to report under the Modern Slavery Act (Cth 2018), whether they have modern slavery policies in place, and the level of visibility suppliers have on their workforce.

Higher Risk Categories: This section gathers details regarding supply chain characteristics that are known to have higher risk factors for modern slavery practices. These include countries and locations, involvement of low-skilled or migrant workforce, and the type of product or service that is supplied.

Supply Chain Management: These questions focus on the supplier's strategies and procedures for identifying and managing Modern Slavery risks within their supply chain, emphasising proactive risk assessment and mitigation measures.



ADDRESSING MODERN SLAVERY RISKS

To quantify the modern slavery risks in operations and supply chains, Omni uses its formal risk management framework. This systematic approach ensures a common language, prioritisation, continuous visibility and regular opportunities for review and discussion at Executive Leadership level. Additionally, Omni actively monitors the external business landscape to anticipate and respond to any changes that could potentially impact its exposure to modern slavery risks.

CURRENT INITIATIVES

- Omni has reviewed and updated its supplier questionnaire regarding modern slavery. The objective is to assess supplier ongoing suitability as well as identifying and managing risks.
- Standardising supplier onboarding procedures aiming to identify high-risk areas for potential slavery practices.
- Modern slavery awareness training aims to increase awareness and improve Omni's ability to identify and manage associated risks.
- Assign specialist risk management and compliance staff to oversee supplier engagement and company processes.
- Improving internal whistleblowing processes to ensure employees have every opportunity to report instances of modern slavery.

Continuous vigilance is essential to address and mitigate modern slavery risks. Omni's focus for the upcoming reporting period includes the following initiatives:

- Re-issuing the updated Modern Slavery Questionnaire to our existing supply chain in order to update our risk assessment and capture any new supply chain risks.
- Strengthening procurement processes to introduce company-wide requirements and criteria.
- Providing modern slavery training to a greater percentage of employees with a specific focus on procurement and managerial staff.
- Assessing the efficacy of our governance structures around modern slavery.



ASSESSING THE EFFECTIVENESS OF MODERN SLAVERY RISK MANAGEMENT

Omni evaluates the efficacy of its measures against modern slavery by employing robust risk management and oversight practices. This has recently been enhanced by assigning specialist staff to oversee company procedures and compliance.

To date, Omni has not identified any actual instances of modern slavery within its operations or supply chain. Furthermore, we are pleased to report that no grievances or whistleblowing incidents related to Modern Slavery have been raised.

We affirm our dedication to maintaining open channels for reporting and encourage all employees and suppliers to utilise these avenues should concerns arise.

An area Omni has identified where improvements could be made is to increase the percentage of suppliers that return our Modern Slavery Questionnaire. Omni has recently reviewed and updated its questionnaire as part of this improvement objective.



DECLARATION

Omni Executive Pty Ltd and its fully owned subsidiary company, Omni Aerospace, hereby affirms its commitment to applying rigorous due diligence across operations and supply chains in relation to modern slavery detection, risk mitigation, and ultimately elimination.

This statement is issued in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and serves as the Modern Slavery Statement for the fiscal year ending 30 June 2025. It was endorsed by the Omni Executive Leadership Team on 22 September 2025.

This statement is signed by Jon Hawkins on 08 January 2026 as an authorised signatory, CEO and owner of Omni Executive Pty Ltd.

Signed

A handwritten signature in blue ink, appearing to read 'Jon Hawkins', with a long horizontal flourish extending to the right.

Jon Hawkins

Chief Executive Officer of Omni Executive Pty Ltd
08 January 2026

