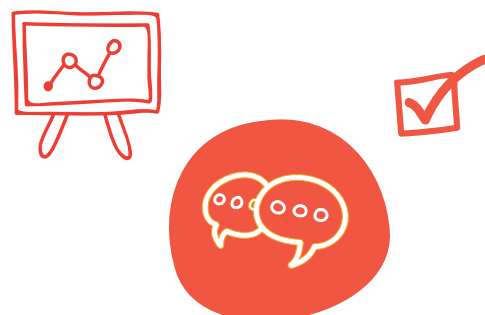




Modern Slavery Statement FY22

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Acknowledgement OF COUNTRY

G8 Education acknowledges the Traditional Owners of the lands on which we operate and pays our respects to Elders past, present and emerging.

We recognise that Aboriginal and Torres Strait Islander peoples have been nurturing and teaching children on these lands for thousands of years.

We are grateful for the opportunity to work, learn and grow connections together as a united community.

A MESSAGE FROM OUR CEO



As one of Australia's largest providers of quality early childhood education and care, we are committed to living out our purpose, creating the foundations for learning for life.

We oppose all forms of exploitation and practices which violate the human rights and dignity of individuals. G8 Education is committed to supporting and promoting human rights, with a view to benefiting our families, employees, shareholders, investors, and the communities in which we live and operate.

Our Statement reflects on our risks, achievements and progress in addressing Modern Slavery in our business for the 2022 financial year. We have improved several processes central to identifying and protecting against Modern Slavery practices, including improvements to our Request for Proposal processes and contract drafting and approval processes. We have also completed the rollout of our new human resources information system to improve the processes and controls safeguarding our workforce.

This Statement also outlines our plans for continual development and improvement in this important area.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Pejman Okhovat'. The signature is fluid and cursive, written over a light-colored background.

Pejman Okhovat

CEO and Managing Director

1.0 INTRODUCTION

1.1 Our Values

G8 Education Limited (ACN 123 828 553) (ASX:GEM) (**G8 Education**) is one of Australia's largest providers of quality early childhood education and care. With more than 430 early learning centres across 21 quality early learning brands, we play an important role in the lives of Australian families.

Regardless of the brand or locality, we are united by our shared purpose, creating the foundations for learning for life and supporting children's lifelong learning and development through innovative and evidence-based teaching methods while our learning environments are designed to engage and support children to discover, grow and learn. Each day, our dedicated team members nurture children's independent and curious minds, by creating inclusive, safe learning environments which meet children's individual needs. We support every child to build a strong sense of identity and are committed to providing children the right to live, play and learn within their culture.

Modern Slavery practices are antithetical to our purpose and mission as an organisation, and we are committed to ensuring that Modern Slavery does not exist within our operations or supply chain.

1.2 Our Statement

This is G8 Education's third Modern Slavery Statement (**Statement**).

This Statement, prepared pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**), contains the activities undertaken by G8 Education to identify, assess and remediate risks of Modern Slavery in our business, operations and supply chain, and reflects on how we can continue to develop and strengthen our response to Modern Slavery over time.

Modern Slavery refers to any situation of exploitation where a person cannot refuse or leave work due to threats, violence, coercion, abuse of power or deception. It encompasses slavery and slavery-like practices, servitude, forced labour, debt bondage, human trafficking, deceptive recruiting for labour or services and the worst forms of child labour. The worst forms of child labour refers to the serious exploitation of children, including enslavement and exposure to dangerous work.

This Statement covers the activities of G8 Education, together with its wholly owned and controlled entities (**Reporting Entities**), for the financial year 1 January 2022 to 31 December 2022 (**Reporting Period**). This Statement describes practices that are common to the Reporting Entities, and references to 'our' and 'we' in this Statement are references to the Reporting Entities.

This Statement was approved by G8 Education's Board of Directors on 28 June 2023 and has been signed by our CEO and Managing Director.



1.3 Key Achievements

During the Reporting Period, G8 Education:

- improved our Request for Proposal (**RFP**) processes, to ensure that these processes provide a better understanding of the Modern Slavery policies and controls of our prospective suppliers;
- reviewed with key suppliers their Modern Slavery policies and controls and our expectations in these areas;
- conducted an analysis of our supplier base to gain a deeper understanding of our suppliers' businesses and to better understand the inherent risks of Modern Slavery practices in our supplier base;
- completed the business-wide implementation of our human resources information system, "Dimensions";
- created standard anti-slavery contract terms, which have been incorporated into all standard contract templates for procurement of goods and services and, wherever possible, into third-party supplier contract terms;
- improved our internal contract approval process, requiring all personnel reviewing or approving contracts to consider whether our standard anti-slavery clauses have been appropriately incorporated into each supplier contract;
- updated our Code of Conduct to reflect and reiterate our commitment to ensuring our operations and supply chains do not engage in Modern Slavery practices, and to remedy any human rights violations that are reported to or identified by us; and
- implemented an education strategy inclusive of our Sustainable Development Goals.

2.0 OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

2.1 Our Structure

G8 Education is a public company incorporated in Australia and listed on the Australian Stock Exchange (**ASX**). We own and operate childcare centres and provide early education and care services in Australia, both directly and through wholly owned subsidiaries controlled and managed by G8 Education. We are headquartered at the Gold Coast, Queensland, with our registered office at 159 Varsity Parade, Varsity Lakes, Queensland.

G8 Education's governing structure is through our Board of Directors and Executive Leadership Team, which provide the management and strategic direction of the company and its subsidiaries.

Our subsidiaries operate under twenty-one different brands, being Bambinos, Creative Garden, Great Beginnings, Childcare Saver, Leor, Nurture One, World of Learning, Penguin Childcare, Headstart, Early Learning Services, Pelican Childcare, Kindy Patch Kids, Kinder Haven, First Grammar, Community Kids, Casa Bambini, Pelicans, Jellybeans, Greenwood, The Learning Sanctuary, Buggles, Kool Kids, and Sandcastles.

For further detailed information on G8 Education's structure, please refer to pages 103-107 of our Annual Report 2022.

2.2 Our Operations

As of 31 December 2022, G8 Education:

- operates 438 centres nationally (plus two support offices on the Gold Coast and in Brisbane).
- provides early education and childcare to over 48,000 children in our centres and in home-based care in any given week.
- provides home-based care and allied health services through our subsidiary, Leor.
- directly employs around 9,800 team members in a mix of permanent, part-time, temporary, and casual roles.



Most of our workforce are in-centre childcare workers, and approximately 72% of our staff are on permanent contracts (with the remainder on temporary or casual contracts). Where required, G8 Education engages temporary team members through agency roles.

2.3 Our Supply Chain

G8 Education partners with more than 1,300 suppliers to help us provide quality early childhood education and care to our 438 centres nationally. During the Reporting Period we spent approximately \$200 million with our direct suppliers, ranging from large multinational corporations to small local, community businesses.

Most of our direct suppliers are located in Australia.

During the Reporting Period, our largest procurement categories by spend were:

- property and facilities management (including commercial cleaners, gardeners, and repair and maintenance workers);
- centre resources (including food, nappies, and office supplies);
- education resources (including arts, crafts, and teaching aids);
- technology services (including software licences and IT services); and
- people costs (including agency and casual recruitment and educational development).



3.0 RISKS OF MODERN SLAVERY

In preparing this Statement, G8 Education considered the risk that we are causing, contributing, or directly linked to Modern Slavery practices in our operations and supply chain.

Modern Slavery risk, both within our own labour force and within our supply chain, is incorporated into our Risk Management Framework. Our Risk Management Framework is based on internationally accepted guidance (AS/NZS ISO 31000:2018 Risk Management – Principles and guidelines) for identifying, analysing, evaluating, treating, monitoring, and reporting risks across the business.

3.1 Risks in Operations

The Modern Slavery risks in our operations are risks in relation to employment of our workforce, including our centre-based team members, support office staff and agency workers.

Modern Slavery risks stemming from our workforce are considered as part of labour risks more broadly, being risks that might arise from failure to follow correct recruitment practices and breach of regulations and internal policies. These risks are designated as functional area risks (rather than strategic risks), are owned by the People & Culture team, and are tracked in our Functional People & Culture Risk Register.

There may be risks of Modern Slavery in informal settings within our organisation; for example, if team members were to utilise associates who are not employed by G8 Education to work at our centres without G8 Education’s knowledge. We consider this risk to be very remote, due to our team members undertaking work in environments where there are established policies and processes and oversight by our support office teams.

3.2 Risks in Supply Chain

During the Reporting Period, we conducted an analysis of our supplier base to gain a deeper understanding of our suppliers’ businesses and to better understand the inherent risks of Modern Slavery practices in this supplier base.

We identified the following procurement categories which represent the highest levels of inherent risk for Modern Slavery practices:

Supplier	Industries	Modern Slavery risks/indicators
Services	<ul style="list-style-type: none"> Property and facilities management (including cleaning, trades and maintenance, gardening/landscaping, facility management services, security) 	<ul style="list-style-type: none"> Forced/bonded labour Excessive working hours Underpayment of wages Exploitation of migrant workers
Products	<ul style="list-style-type: none"> Food supplies 	<ul style="list-style-type: none"> Forced/bonded labour Excessive working hours Underpayment of wages Exploitation of migrant workers High-risk geographies
	<ul style="list-style-type: none"> Centre and Education resources (for example, nappies) 	<ul style="list-style-type: none"> Forced/bonded labour Excessive working hours Underpayment of wages Exploitation of migrant workers High-risk geographies
	<ul style="list-style-type: none"> Uniforms 	<ul style="list-style-type: none"> Forced/bonded labour Excessive working hours Underpayment of wages Exploitation of migrant workers High-risk geographies

Property and facilities management services

G8 Education contracts with commercial cleaners, gardeners, and repair and maintenance workers to support its operations. Most contracts with this category of suppliers are arranged by G8 Education's support office, however due to the dispersed nature of our property portfolio, there are also some commercial cleaners engaged at a centre level, representing a higher risk of Modern Slavery.

We are alert to the risks of Modern Slavery in these categories of workforces, particularly the cleaning workforce, which consists of predominantly low-skilled and migrant populations who often have limited understanding of their legal rights and limited English language skills. Such risks may be further elevated due to the opaque operating structures of some providers and sub-contracting arrangements which can result in the human rights of workers being difficult to monitor.

Food

We source most of our packaged food and fresh food ingredients from major Australian supermarket chains and other large foodservice wholesalers.

We are aware of the supply chain risks in the production, processing, packaging and transport of food and fresh produce, including those stemming from the prevalent use of labour hire contractors. Such Modern Slavery risks include passport retention and poor working conditions, among other factors. We acknowledge a particular risk in the quantity of raw fruit and vegetable bought for consumption in our centres, including where our centres acquire this food from smaller providers.

We also acknowledge an elevated risk in other parts of the food supply chain, especially for some types of packaged foods that are sourced offshore.

Because we procure most of our food from major supermarket chains and large foodservice wholesalers, transportation of food is relatively reduced, in turn reducing our Modern Slavery risks associated with transport services. We also note that because much of the food procured for our centres is raw and wholesale, Modern Slavery risks associated with packaging services are reduced.

Centre and education resources

We are alert to the risks of Modern Slavery that arise from the complex multinational supply chains for goods such as nappies, wipes, educational resources, and other centre equipment. We are particularly alert to the Modern Slavery risks within the supply chains for electronic goods.

Uniforms

We are alert to the risks of Modern Slavery that arise from the supply of uniforms for staff and are aware that textiles and clothing is a high-risk sector with known Modern Slavery risks.



4.0 ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

4.1 Our Operations

We believe that the risk of G8 Education causing Modern Slavery in our directly employed workforce is low. This is due to the highly regulated nature of Australian employment laws, the application of the modern awards system to most of our team members, the strict regulation of the early education and childcare services sector and our team members undertaking work in environments where there are established policies and processes.

We are committed to ensuring that our employees are paid in line with market rates and have invested in a human resources information system, Dimensions, to ensure wage compliance with applicable awards. Trials of Dimensions commenced in 2021, however this system was fully implemented across our business within the Reporting Period. Dimensions is updated through approval matrices and produces auditable change records, ensuring that our employment practices are transparent and free from undue influence. This system provides protection from inadvertent wage non-compliance and strengthens our hiring practices.

As part of our recruitment process, we undertake extensive pre-employment checks for prospective employees, including to ensure those we recruit are of legal working age and are choosing to work of their own free will.

The checks we conduct on prospective employees include:

- submission of valid working right credentials, which are cross-checked through immigration services for verification purposes (including sighting passport/visa);
- proof of address check to confirm residency;
- national police history check;
- employment verification;
- qualification verification; and
- resume assessment.



To ensure adherence to Award and legislative requirements are proactively managed, we have implemented a People Support Team to guide leaders in ‘doing the right thing’. The team has developed a suite of people-centric People Policies and Procedures to ensure our team members understand what is and isn’t acceptable practice in the workplace, thereby managing and mitigating situations where Modern Slavery could arise.

Further, functional risk owners complete periodic checks to proactively assess and manage regulatory and personnel changes and compliance with G8 Education policies and practices, including, but not limited to:

- quarterly working rights reviews and audits to verify changes or visa expirations;
- reviews of progression and Award classification changes to ensure fair and compliant wage control; and
- transparent and multi-level approvals of employment changes to promote equality and accountability in decision making processes.

4.2 Our Supply Chain

Supplier selection process

We are aware of the correlation between downward pressure on prices for services and goods and the increased risk of human rights violations and Modern Slavery within the supply chains for those services and goods. Because of this correlation, we do not select providers of services or goods solely based on price, but select suppliers based on various criteria including trade references and a review of policies and practices related to Modern Slavery risks.

For example, as noted above, we source most of our packaged food and fresh food ingredients from major Australian supermarket chains, which we know to have robust anti-Modern Slavery policies and controls.

Any G8 Education employee who engages a supplier is also expected to conduct an initial assessment of the risks associated with their engagement, including, but not limited to, the location of the supplier and their business operations and the type of goods or services being supplied.

As well as assessment of supplier policies and controls, we also conduct site visits prior to engagement of many of our large, key suppliers. These site visits focus on identifying any areas of concern regarding quality, safety, and any indicators of Modern Slavery. We acknowledge that this creates a risk of Modern Slavery Practices in suppliers on which we do not conduct site visits, particularly smaller suppliers.

During the Reporting Period, we improved our RFP process to capture information from prospective suppliers about their Modern Slavery policies and controls for assessment prior to engagement. The management by suppliers of environmental, social, and governance factors, including human rights considerations, now forms part of our RFP evaluation process.

In addition, during the Reporting Period, we developed a “procure to pay” system which went live in early 2023. We expect this new system to help reduce our Modern Slavery risks by improving visibility and implementing further controls over our supplier engagement process. We will report on this system further in our next Statement.

Supplier contracting controls

We have a robust contract approval process in place, pursuant to which all commercial agreements must be in writing and reviewed and approved by G8 Education’s Legal team, irrespective of quantum or term.

In the Reporting Period, we created anti-slavery, anti-bribery, and anti-corruption standard contract terms. These contract terms have been incorporated into all G8 Education standard contract templates for provision of goods and services and purchase order terms and conditions, and we endeavour to adopt these standard contract terms in our engagement of suppliers wherever possible. Where this is not possible, we endeavour to negotiate inclusion of these terms in contracts drafted by our suppliers.

Our anti-slavery contract terms include:

- warranties from suppliers regarding compliance with all applicable laws, statutes, and regulations in relating to Modern Slavery (including the Act);
- warranties that neither suppliers nor their associates have been convicted of any offence involving Modern Slavery;
- requirements that suppliers take reasonable steps to ensure that there is no Modern Slavery in the suppliers’ or their subcontractors’ supply chains or in any part of their businesses, including by implementing appropriate due diligence; and
- requirements that suppliers respond promptly and accurately to all due diligence questions and requests for information issued to it by us from time to time.

In our standard contract terms and purchase order terms and conditions, we also diligently pursue terms that require a prohibition on sub-contracting other than as agreed by G8 Education, and which require legal and regulatory compliance provisions.

We also endeavour to include in all commercial agreements, particularly technology services agreements, a requirement that no offshore services are utilised without our prior written approval.

Approval of all commercial agreements must be obtained in accordance with the Board-approved delegation of authority and must be signed by both the CEO and Chief Legal Officer unless a contract signing delegation has been approved. The relevant approvals for financial spend vary depending on whether there is a central contract in place and whether the spend is budgeted.

We have also improved our internal contract approval process by incorporating into our contract sign off forms a requirement for all personnel reviewing or approving contracts to consider, prior to final approval, whether our standard anti-slavery clauses have been appropriately incorporated into each supplier contract.

Additionally, we require suppliers that undertake work in our centres during business hours to undergo a Working with Children Check, to ensure that supplier personnel hold, where relevant, a clearance to work with children.



Supplier monitoring and management

Many of our suppliers are located in or have an operational base in Australia and are required to comply with the Act within their own supply chains. As such, we expect all our suppliers to make their own commitments to address Modern Slavery risks in their operations and supply chains. We are committed to monitoring the progress of our suppliers in managing those risks and continually engaging with our suppliers in understanding their Modern Slavery processes and controls.

For example, we are aware of the risks inherent in the supply of centre and education goods such as nappies, educational resources, and other centre equipment. On that basis, during the Reporting Period, we focussed on engaging in ongoing conversations with our major suppliers of these types of goods, including in relation to their policies and controls regarding Modern Slavery.

Currently, the relevant business owner within G8 Education is responsible for the day-to-day management and monitoring of our suppliers. This takes the form of ongoing supplier account meetings and site visits, in addition to monitoring service level performance. Due to internal resource capacity, our assessment of supplier Modern Slavery policies and controls is focussed on suppliers that represent the majority of spend within the various procurement categories. We are aware that this creates risk in relation to possible Modern Slavery practices within smaller suppliers.

As referenced earlier in the Statement, during the Reporting Period we conducted an analysis of our supplier base, to gain a deeper understanding of our suppliers and to better understand the inherent risks of Modern Slavery practices in our supplier base. This assessment allowed us to rebalance our supplier portfolio, retaining long term and stable supplier relationships and where possible, engaging new suppliers with a view to improving our Modern Slavery risk profile.

For example, we are aware that clothing and textiles are a high-risk sector for Modern Slavery. Our former uniform supplier was a distributor of many products, including but not specifically uniforms. We considered that this presented heightened risk and because of our analysis, we elected to engage a specialist uniform manufacturer for the provision of our team member uniforms. This has enabled us to be closer to the source of manufacture and ensure more targeted controls are in place with our supplier.

4.3 Governing Policies and Strategies

As a leading provider of early education and childcare services listed on the ASX, we operate in an environment of robust regulatory oversight under the Education and Care Services National Law and the National Quality Standard, and we also comply with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition).

Within this regulatory framework, we have established a set of policies and procedures that govern our operations. The policies and procedures relevant to how we manage potential Modern Slavery-related issues regarding our employees, supply chain and business operations include but are not limited to the following:

- Child Protection Policy;
- Child Protection Statement of Commitment;
- Code of Conduct;
- Managing Team Member Grievances and Disputes Policy;
- Risk Management Policy;
- Risk Management Framework;
- Sustainability Policy; and
- Whistleblower Policy.

These policies are available on the G8 Education intranet and webpage and are re-enforced through internal and external communications as well as training modules.

During the Reporting Period, we updated our Code of Conduct to specifically address our commitment to ensuring our operations and supply chains do not engage in Modern Slavery practices, and to remedy any human rights violations that are reported to or identified by us. We have acknowledged in this document that we recognise and seek to ensure that our practices align with the United Nations Universal Declaration of Human Rights, the United Nations Principles on Business and Human Rights and the United Nations Global Compact.

Grievance mechanisms

While we endeavour to ensure that no incidents of Modern Slavery arise in our operations or supply chain, we appreciate that Modern Slavery risks cannot be fully eliminated. Considering this, we have grievance mechanisms and incident management processes in place so that we can appropriately respond to potential incidents of Modern Slavery if they occur.

Team members are encouraged to raise grievances through the Managing Team Member Grievances and Disputes Policy. Parents are encouraged to raise concerns, make complaints, or provide compliments by:

- speaking in-person with their centre manager, responsible person, or child's educator;
- phoning the dedicated Family Support Team; or
- emailing our centres or Family Support Team.

For key suppliers, there is generally an escalation process in the contract terms and conditions where grievances can be formally communicated by suppliers and their employees.

Whistleblower program

We believe that whistleblowers play an important role in the ability to detect misconduct and to identify, escalate and address potential issues while promoting a culture of openness, honesty, and transparency. We are committed to conducting our business in accordance with the law and good business practice and recognise that our reputation is an essential element of our success.

We reviewed our Whistleblower Policy during the Reporting Period to ensure that it continues to comply with the whistleblowing requirements under the Corporations Act 2001 (Cth) and follows the best practice recommendations released by ASIC. Our Whistleblower Policy applies to suppliers and their employees, who can make use of its provisions to report potential incidents of Modern Slavery.

G8 Education's Whistleblower Policy can be found in the corporate governance section of our website: www.g8education.edu.au/investor-information/corporate-governance.

There were no whistleblower complaints in the Reporting Period related to Modern Slavery matters.

Education strategies

In the Reporting Period, we implemented an education strategy based upon the key pillars of being evidence based, meeting the diverse and inclusive needs of the children, families, and team, reflective of children as competent and capable learners, inclusive of the Sustainable Development Goals (SDGs), based upon innovative and transformative approaches where wellbeing and respectful relationships are prioritised. Pivotal to our education strategy is the development of an organisation Reconciliation Action Plan and the ongoing support of teams to embed Aboriginal and Torres Strait Islander perspectives in their daily practice. Team members capacity and capability build to meet the needs and interests of children resulting from the impacts of the COVID-19 in an ongoing and sustained manner is a key priority along with the embedment of sustainable practices aligning with the SDGs. Innovative and transformative approaches to supporting the appropriate use of digital technologies and child self-regulation development strategies are key differentiators.

4.4 Remediation

There have been no instances of Modern Slavery reported or identified in the Reporting Period, and as such, no examples of remediation.

We have processes in place to investigate potential incidents of Modern Slavery if discovered, either in our own operations or in our supply chain. How the incident is managed and remediated will vary depending on the situation.

5.0 MEASURING EFFECTIVENESS

As indicated above, the Modern Slavery risks stemming from our direct workforce as well as those originating in our supply chain have been designated as part of functional area risks (labour risk and procurement/supply chain risks, respectively). These risks are reviewed in accordance with the provisions of our Risk Management Framework.

More broadly, we monitor and assess risks through feedback from internal and external stakeholders, regulators, industry bodies, and our supply chain partners.

For example, during the Reporting Period, we became aware that there were Modern Slavery concerns raised about a manufacturer of a category of product that is commonly used in childcare centres. Of concern were allegations that the manufacturers' management team were aware of, and complicit in, Modern Slavery in their operations. We promptly undertook an assessment and determined that G8 Education does not acquire this product from the manufacturer of concern then took steps to put controls in place to mitigate the potential for any future product acquisition from this manufacturer.

As noted in this Statement, we have a complex supply chain, which presents challenges in monitoring suppliers, particularly smaller suppliers, across all our centres. We consider measuring effectiveness to be an area for development for our business.

6.0 CONSULTATION WITH OUR SUBSIDIARIES

G8 Education operates through wholly owned subsidiaries which are under the governance of the G8 Education Board and operate in accordance with G8 Education's policies, procedures, and controls. We engaged in internal stakeholder interviews throughout development of this Statement to ensure it reflects the operations and supply chains of all Reporting Entities. As such, no separate consultation was undertaken when preparing this Statement.



7.0 OTHER INFORMATION

7.1 Future Plans

In our 2023 financial year (**FY23**), G8 Education will continue to revise, develop, and strengthen our approach to build capacity in our business to monitor and address Modern Slavery risks in our operations and supply chain. This will include reviewing leading practice guidance and assessing how to continually evolve our practices and reporting.

We have made and are in the process of making further enhancements to the identification and management of Modern Slavery risks in FY23 and beyond as follows:

- We implemented our procure-to-pay platform in early 2023. This platform provides greatly improved oversight over our supplier base and strengthens our contracting controls for new suppliers.
- We have developed and implemented a Procurement Policy to address all aspects of governance and transparency in procurement operations and managing suppliers based on risk levels. This policy reiterates G8 Education's commitment towards ethical sourcing and ensuring that we do not knowingly allow human rights abuses from our suppliers of goods or services.
- We have created a Supplier Portal on our G8 Education website, which provides information to suppliers about our expectations, including providing copies of our Code of Conduct and Whistleblower Policies.
- We are actively progressing a Supplier Code of Conduct, outlining the expectations we have of our suppliers in relation to environmental, social and governance related issues, including Modern Slavery.

7.2 Impacts of COVID-19 Pandemic

We are aware that the COVID-19 pandemic has impacted the vulnerability of workers to Modern Slavery and other forms of exploitation, including due to factory shutdowns, order cancellations, workforce reductions and sudden changes to supply chain structures.

During the Reporting Period, the COVID-19 pandemic affected our ability to conduct site visits to key suppliers, in part due to travel restrictions. This impacted our ability to view and assess our suppliers' operations physically. We are aware and acknowledge that this creates some risk of Modern Slavery across our supplier base.

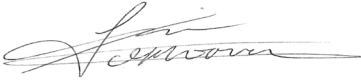
The COVID-19 pandemic also required G8 Education to procure Rapid Antigen Tests in large numbers. Due to the overwhelming demand for these products, we were presented with numerous supply options. Despite these pressures, we endeavoured to ensure this procurement process was undertaken centrally by our support offices and using our recognised suppliers of medical supplies. We acknowledge, however, that pressures on our existing suppliers caused by this increased demand may have resulted in heightened Modern Slavery risks in their supply chains.



8.0 APPROVAL

This statement was approved by the board of G8 Education Limited in their capacity as principal governing body of G8 Education Limited on 28 June 2023.

This statement has been signed by the Chief Executive Officer and Managing Director, Pejman Okhovat, on 28 June 2023.



Pejman Okhovat

CEO and Managing Director

28 June 2023

