FY2025
Modern Slavery Statement

Cash Converters International Limited (ABN 39 069 141 546)

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1. About this Statement

This is our third joint Modern Slavery Statement (**Statement**) made under section 14 of the *Modern Slavery Act 2018* (Cth) (**Act**) for the reporting period 1 July 2024 to 30 June 2025 (**Reporting Period**) on behalf of Cash Converters International Limited ABN 39 069 141 546 and its subsidiaries in Australia, New Zealand and the United Kingdom (together, referred to as "Cash Converters" or "the Group").

These include: -

- Cash Converters Personal Finance Pty Ltd ABN 42 110 275 762.
- Cash Converters (Stores) Pty Ltd ABN 43 127 343 293.
- Cash Converters Cash Advance Pty Ltd ABN 69 127 866 308.
- Cash Converters Pty Ltd ABN 75 009 288 804.
- Green Light Auto Group Pty Ltd ABN 39 131 507 474.
- Cash Converters UK Holdings Ltd Company No. 03228113.
- Cash Converters New Zealand Pty Ltd ABN 71 167 264 280.

This Statement sets out the actions taken by Cash Converters to identify, assess and address modern slavery risks across the Group's operations and supply chains for the 2024/2025 financial year. Cash Converters adopts a group-wide approach to identifying and managing modern slavery risks in its operations and supply chains.

This Statement has been approved by the Board of Cash Converters International Limited on behalf of the Group. The Group has zero tolerance for any form of modern slavery and in line with the United Nations Guiding Principles on Business and Human Rights, the Group recognises it's duty and responsibility to respect and protect human rights.

2. Overview of the Cash Converters Group

About us

Cash Converters was founded in 1984 as a family owned and operated pawnbroking business based in Western Australia. Today the business has grown to become the largest second-hand goods retailer in Australia and is a diversified business, with operations in Australia, New Zealand and the United Kingdom and generating revenue from franchising, consumer retail store operations, personal finance, and vehicle finance.

Cash Converters is listed on the Australian Securities Exchange (CCV) and is supported by a corporate head office in Perth, Western Australia. The Personal Finance assessing contact call centre (**Assessing Centre**) is based in Toowong, Queensland and is supported by the corporate head office.

Cash Converters employs 980 people in Australia. Of those, 93.2% are permanent employees, 6.1% are casual employees, 0.1% fixed term and 0.5% are contractors.

Cash Converters employs 144 people in New Zealand. Of those, 99.3% are permanent employees.

Our United Kingdom business employs 385 people of which 100% are permanent employees. Cash Converters UK has their own Modern Slavery Statement available to meet obligations under the UK Modern Slavery Act 2015 and can be found here Modern Slavery Statement | Cash Converters.

Our Vision and Values

At Cash Converters, our vision is to be one, customer centric, purpose driven global organization – **We Are All for: 1**.

In October 2024, Cash Converters launched a refreshed set of organisational values designed to reflect the behaviours and attributes we prioritise today and that align with our future strategic direction. This refresh was informed by key principles, including the role we play within the broader community and our responsibility to represent the interests of our diverse stakeholders - shareholders, customers, employees, regulators, suppliers, and creditors.

All team members are encouraged to embrace these values which underpin a culture of responsibility, equity, and community. These values support our commitment to ethical conduct, including the importance of identifying and addressing misconduct or behaviours that may give rise to modern slavery risks.

Throughout the reporting period, Cash Converters continued to promote and embed its core values across the organization. These values are:

- Responsibility
- Perseverance
- Equity
- Potential
- Community

Together, these values guide our decision-making, shape our culture, and reinforce our commitment to doing the right thing – for our people, our customers, and the communities we serve.

Operations

The Cash Converters Group operates across Australia, New Zealand, and United Kingdom, with an extended international presence through a franchise network spanning 15 additional countries.

The table below outlines the primary activities by the Group across its core markets.

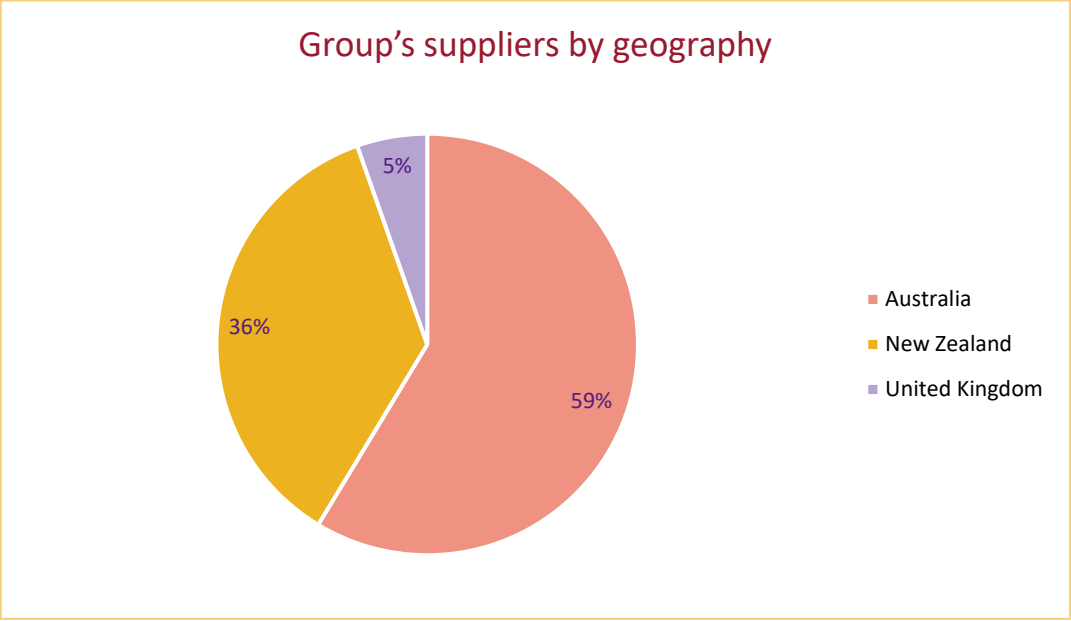
Division	Description
Corporate owned stores	Cash Converters operates a network of corporately owned and managed stores across three key markets: • Australia - 92 stores • New Zealand – 11 stores • United Kingdom – 58 stores Revenue from these stores is derived from a combination of activities, including: • Retail sales of new and second-hand goods, both in-store and online • interest income from pawnbroking loans • Commissions earned on personal loans products

	These stores form a core part of the Group's operational footprint and contribute significantly to its retail and financial services offering.
Franchise operations	Cash Converters maintains a global franchise network comprising 496 stores, distributed as follows: • Australia – 59 franchised stores • New Zealand – 11 franchised stores • United Kingdom – 135 franchised stores • Rest of Europe – 176 franchised stores • Other international markets – approximately 115 franchised stores Franchise stores operate in a diverse range of countries, including Belgium, France, the Netherlands, Martinique Island, Réunion Island, Switzerland, Malaysia, Nigeria, Namibia, Portugal, Singapore, South Africa, Spain, and the United Arab Emirates. It is important to note that franchisees within this network are independently owned and operated entities. They are not controlled by the Cash Converters Group and operate under arms-length commercial arrangements governed by trademark licensing or master franchise agreements.
Personal finance	Cash Converters' personal finance operations are conducted through three dedicated entities: • Cash Converters Cash Advance Pty Ltd (Australia) • Cash Converters Personal Finance Pty Ltd (Australia) • Cash Converters (NZ) Personal Finance Ltd (New Zealand). These entities provide unsecured consumer loans, which are originated either online or in-store through the Group's corporate and franchise networks. Loan applications are supported by Assessing Centres located in Perth (Western Australia), Toowong (Queensland) and Auckland (New Zealand). In **Australia**, personal finance products are categorized into two key offerings: • **Cashies Loan** (Revolving Line of Credit): credit limits range from $2,050 to $5,000 with existing customers eligible for limits up to $10,000 • **Medium Amount Credit Contracts (MACC):** Loans between $2,050 - $4,600 with terms of up to 24 months In **New Zealand**, personal loans range from $500 to $5,000,

	also with terms of up to 24 months. Cash Converters does not offer personal finance products through its UK operations. Until 30 September 2025, the Group offered **Small Amount Credit Contracts (SACC)** – loans up to $2,000 for terms of up to 12 months. These products were formally discontinued as of that date.
Vehicle finance	The Cash Converters Group stopped offering vehicle financing through its business Green Light Auto Group Pty Limited ABN 71 050 495 095 (Australia) in June 2024.

Supply chain

In the 2024/2025 financial year, the Cash Converters Group procured goods and services from approximately 612 suppliers.



Procurement activity across the Group spans a diverse range of categories, broadly grouped as follows:

Information Technology: Software, professional IT services, infrastructure, telecommunications, support, and maintenance.
Corporate Services: Advisory, finance and legal services, insurance, office supplies, and records management.
Marketing: Advertising, media production, and promotional services.
Property and Facilities Management: Leasing, air-conditioning maintenance, electricity, internet, pest control, cleaning, and security services.
Currency, lending, and collection services: Currency handling, debt collection, and credit checking.

Travel and Transportation: Venues, air travel, accommodation, and ground transportation.

The Group's supply chain is primarily based in Australia and New Zealand, with 56 suppliers located in other low-risk jurisdictions, including Hong Kong, France, Iceland, Germany, Portugal, Czech Republic, Israel, the United States, United Kingdom, South Africa, and Ireland. One supplier is based in Bangladesh which is classified as a medium-risk jurisdiction for modern slavery.

In the United Kingdom, Cash Converters has continued to build on previous supplier assessment, conducting risk evaluations based on geographic risk, vulnerability, and country-level governance related to modern slavery. As a result of this assessment, **three suppliers** were identified as operating outside the UK in jurisdictions rated as low risk.

3. Identifying and Assessing Modern Slavery Risks

During this reporting period, Cash Converters undertook a comprehensive review of modern slavery risks to enhance its understanding of how such risks may manifest within the Group's operations and supply chains.

The Group has adopted a conservative approach to identifying potential exposure to modern slavery, prioritizing caution in its assessments. To date, the focus has been primarily on Tier 1 and Tier 2 suppliers, however this scope will be broadened in future reporting periods to include deeper layers of the supply chain.

Cash Converters continued to assess risks within its corporate and head office operations across Australia, New Zealand, and the United Kingdom. Suppliers operating outside these jurisdictions were also evaluated, with consideration given to geographic risk factors, vulnerability indicators, and the strength of country-level governance frameworks addressing modern slavery.

Additionally, the Group maintains ongoing screening of all new and existing third parties and suppliers against modern slavery special interest categories using a commercial database. This process has further informed the Group's understanding of risk exposure and will serve as a foundation for future mitigation strategies.

Cash Converters recognises that a robust assessment of modern slavery risks requires deep and sustained engagement across its supply chains and reaffirms its commitment to this approach in future reporting periods.

Modern Slavery Risk in Direct Operations

Cash Converters considers the risk of modern slavery within its direct business operations to be low. This assessment reflects the highly regulated nature of the industry in which the Group operates, as well as the relatively skilled profile of its workforce.

The majority of employees are engaged on a permanent basis, with only 6.1% employed casually and 0.5% as contractors. Casual staff are primarily engaged to support operational flexibility during peak periods particularly within the Assessing Centre. Contractors are predominantly utilised within the Information Technology function and for longer-term consultancy or project-based work, mainly at the corporate head offices in Perth and High Wycombe (UK).

All employees are engaged under written employment agreements that clearly outline terms of employment, including remuneration and working hours. Where roles are not covered by

enterprise bargaining agreements, employees are engaged under common law contracts that comply with applicable award requirements.

Cash Converters' operations in Australia, New Zealand and the UK are focused on second-hand retailing, pawnbroking and the provision of regulated consumer lending. These products and services are not considered high risk in relation to modern slavery, and the Group does not operate in jurisdictions identified as high risk by the Walk Free Global Slavery Index.

Given the nature of its financial products and target customer base, Cash Converters assesses its exposure to modern slavery risks through lending practices as low.

Modern Slavery Risk in Supply Chain

Cash Converters has adopted a risk-based approach to assessing modern slavery risks across its tier 1, 2 and 3 suppliers. This builds on prior work undertaken with existing suppliers and incorporates insights from a range of benchmarking tools.[1] Assessments has been conducted with reference to geographic risk, vulnerability indicators, and country-level governance frameworks related to modern slavery.

As noted, the Group has 60 suppliers located outside Australia, New Zealand, and the UK, all operating in jurisdictions rated as low risk, with one supplier in a medium risk jurisdiction. These suppliers primarily provide software-related products. All domestic and international suppliers have been screened against modern slavery watchlists, with no adverse findings. Jurisdictional risks have been determined according to the Walk Free Global Slavery Index.

Cash Converters has identified the four supply chain categories that present inherently higher risks of modern slavery:

Cleaning and security services

These sectors are characterised by low-skilled, labour-intensive workforces, often comprising migrant workers in informal or insecure employment arrangements. Documented instances of exploitative practices, particularly in the cleaning industry, heighten the risk profile.

Electronic products

The electronics sector is associated with hazardous working conditions, extended hours, and inadequate remuneration. The use of migrant labour, casual employment, and labour agents further increases the risk of modern slavery.

Marketing services

Marketing activities may involve supply chains or outsourced services in regions vulnerable to exploitation. Risks arise from the use of third-party providers for promotional merchandise, print media, digital advertising, content creation, and call centre services outside Australia, New Zealand, and the UK.

[1] This includes: the Walk Free Global Slavery Index (2023); Verite "Strengthening Protections Against Trafficking in Persons in Federal and Corporate Supply Chains: Research on Risk in 43 Commodities Worldwide" (2017); Commonwealth of Australia, Hidden in Plain Sight, Final Report of the Inquiry into Establishing a Modern Slavery Act in Australia (2017); US Department of Labor's 2020 List of Goods Produced by Child Labor or Forced Labor (2020).

Travel and Transportation

The Group engages travel and accommodation providers to support business operations. There is a risk of linkage to modern slavery practices through providers operating in high-risk jurisdictions or employing vulnerable workers within their supply chain.

Cash Converters acknowledges that its supply chain may expose the business to modern slavery risks, either directly or indirectly. Mapping the supply across multiple tiers is essential to identifying areas where the business that may cause, contribute to, or be directly linked to modern slavery.

Throughout the reporting period, the Group continued to assess risks across its suppliers, corporate store operations, franchise network, and corporate head offices.

This mapping exercise reaffirmed that the overall risk of modern slavery within Cash Converters' operations and supply chain remains low.

The Group remains committed to the ongoing development of its risk assessment program and continuous monitoring to identify and address any emerging risks.

4. Controls to mitigate modern slavery risks

Cash Converters continued to implement and maintain a structured program of controls aimed at identifying, managing, and mitigating modern slavery risks across its direct operations and supply chain. These controls are organized into four key focus areas:

- **Values and Culture:** Cash Converters is guided by a set of core values that foster a culture of integrity, equity, and social responsibility. These values underpin the Group's commitment to ethical conduct and doing the right thing.
- **Strengthening supplier controls:** the Group has embedded modern slavery provisions into supplier agreements to ensure appropriate protections are in place. These contractual measures support the identification and management of risks within supplier relationships.
- **Enhancing policy frameworks:** Cash Converters continues to review and refine its internal policies to ensure they adequately address modern slavery risks. This includes uplifting existing frameworks to incorporate modern slavery-specific provisions and protections where necessary.
- **Raising Employee Awareness:** the Group has introduced modern slavery training modules to improve employee understanding of the issue and to promote vigilance across the organization. These initiatives aim to build internal capability and foster a proactive approach to risk identification.

Further detail on each of these control areas is provided below.

Supplier Controls	**1. Modern Slavery contractual clauses** Suppliers are required to enter into formal written agreements with Cash Converters. Recognising the importance of embedding modern slavery protections, the Group has

	developed a suit of contractual clauses specifically addressing modern slavery risks. The clauses are progressively implemented into new supplier agreements and incorporated into existing contracts upon renewal, particularly in Australia. Expansion of this approach into New Zealand and the UK remains a priority for future reporting periods.

	2. Supplier due diligence and risk assessment
	
	Cash Converters is committed to continuously improving its supplier engagement processes and associated due diligence practices.
	
	The Group has a dedicated Procurement Manager to lead these efforts and ensure robust risk management across procurement activities.
	
	During the reporting period, Cash Converters conducted risk assessments of both domestic and international suppliers. As part of its due diligence, the Group undertakes comprehensive supplier screening, which includes:
	
	• Evaluating human rights and modern slavery risks across operations, supply chains and business relationships.
	
	• Assessing suppliers using Cash Converters' risk matrix to determine the likelihood and impact of potential modern slavery risks. Suppliers identified as high risk are subject to ongoing monitoring and enhanced due diligence.
	
	• Conducting risk-based assessments of suppliers operating in both domestic and International jurisdictions.
	
	• Screening all suppliers against modern slavery-related watchlists, including:
	  ○ Exploitation of children
	  ○ Forced and slave labour
	  ○ Human rights violations
	  ○ Human trafficking
	  ○ Sexual exploitation
	  ○ Smuggling
	
	• Screening for any criminal or civil proceedings involving suppliers in Australia.
	• Requesting suppliers to provide their modern slavery statements (where available) or complete Cash Converters' modern slavery questionnaire, which is reviewed internally. This process will be further expanded in New Zealand and the UK in future reporting periods.
	
	Based on the assessments and screening conducted, Cash Converters has concluded that the overall modern slavery risk

	within its operations and supply chains remains low. This reflects the Group's presence in jurisdictions with strong governance frameworks - Australia, New Zealand and the UK and its engagement with suppliers providing low-risk products and services.
Policy Framework	Cash Converters maintains a comprehensive policy framework that applies to all employees and suppliers, supporting its commitment to ethical conduct and the mitigation of modern slavery risks. Key polices include: • ***Global Modern Slavery Policy*** – this policy reaffirms Cash Converters commitment to respecting and promoting human rights across its operations, business relationships, and supply chains. It outlines expectations for employees, directors, officers, contractors, consultants, and third-party representatives to uphold human rights principles and avoid complicity in human rights abuses. All parties engaged with the Group are expected to familiarise themselves with the policy and to act in accordance with its values. • ***Code of Conduc***t – this public-facing Code of Conduct sets clear expectations for all employees to maintain the highest standards of personal and professional integrity, ethics, and compliance with applicable laws and regulations; • ***Third Party Governance Policy*** – this policy outlines the procedures and legal requirements for engaging third-party suppliers, including onboarding and ongoing due diligence processes. It ensures suppliers meet financial, legal, and ethical obligations. • ***Purchasing and Invoicing Policy (Australia)*** - This policy defines standardised procedures for purchasing and invoicing, ensuring compliance with legal requirements and adherence to ethical principles such as transparency, fairness, and accountability • ***Whistleblower Policy*** – Cash Converters is committed to fostering a culture of honesty, ethical behaviour, and good governance. The Whistleblower Policy provides a safe and confidential mechanism for individuals to raise concerns or report misconduct without fear of retaliation • ***Anti-Bribery and Corruption (ABC) Policy*** – This policy sets out the Group's zero-tolerance stance on bribery and corruption. It emphasises the serious consequences of breaches, including reputational damage and potential civil or criminal penalties. • ***Anti-Money Laundering and Counter Terrorism Financing***

	Policy - This policy outlines the Group's obligations and procedures for reporting suspicious transactions or behaviours that may constitute criminal offences in Australia, New Zealand, or the UK. • ***Diversity and Inclusion Policy*** – Cash Converters is committed to maintaining a diverse and inclusive workplace that reflects the communities it serves. The policy supports recognition and appreciation of individual differences—such as ethnicity, gender, sexual orientation, age, disability, family status, religious beliefs, and language—and reinforces the Group's belief that diversity enhances customer service and shareholder value.
Employment Practices	Cash Converters maintains robust human resources controls that govern all aspects of employment across its operations. These practices are designed to ensure fair, lawful, and ethical treatment of all employees, and to mitigate the risk of modern slavery. All employees are engaged under written employment agreements that clearly outline terms and conditions, including remuneration and working hours. Employment arrangements include: • Permanent employees - Engaged under common law employment agreements or, where applicable, agreements aligned with relevant awards or enterprise bargaining agreements. • Casual employees – Typically engaged under the applicable, providing flexibility during peak operational periods. • Fixed-term contractors - Engaged under common law agreements or award-base contracts, depending on the nature of the role. From time-to-time Cash Converters may employ non-resident workers in Australia, New Zealand, or the UK. In such cases, employment is contingent upon the individual holding appropriate work rights and authorisation. The Group ensures that foreign workers are engaged on the same terms and conditions as citizens and permanent residents of the respective jurisdictions. To support awareness and understanding of modern slavery risks, Cash Converters has developed an online training module, which forms part of its mandatory annual e-learning program. This initiative reinforces the Group's commitment to ethical employment practices and helps build internal capability to

	identify and respond to potential risks.

5. Assessment of effectiveness

During this reporting period, Cash Converters continued to strengthen its understanding of modern slavery risks across its operations and supply chain, building on insights gained in previous years and refining controls where necessary.

Key activities undertaken during the period include:

- **Ongoing Training**

  Continued delivery of mandatory annual modern slavery training modules, enabling the Group to monitor completion rates and ensure employees are equipped to identify and respond to potential risks.

- **Policy and Procedure Enhancements**

  Updated internal policies and procedures to reflect modern slavery considerations, reinforcing the Group's commitment to ethical practices.

- **Strengthened Supplier due Diligence**

  Maintaining a dedicated Procurement Partnership Manager in Australia and procurement team members in New Zealand and the UK to enhance supplier engagement and oversight.

- **Global Supplier Screening**

  Maintained comprehensive screening of domestic and international suppliers against modern slavery indicators and watchlists.

- **Risk-based Supplier Assessments**

  Continued risk assessments of new suppliers at onboarding, ensuring early identification of potential modern slavery risks.

- **Employment Practices**

  Maintained robust human resources controls and ethical employment practices across all jurisdictions.

- **Contractual Protections**

  Review Tier 1 supplier agreements across the Group's supply chain to ensure inclusion of appropriate modern slavery provisions and protections.

- **Supplier Code of Conduct**

  Establish a formal Supplier Code of Conduct outlining expectations for suppliers, their employees, agents, and subcontractors in relation to ethical behaviour and human rights.

- **ESG Framework Development**

  Initiated the development of an Environmental, Social and Governance (ESG) framework with a focus on integrating ESG standards into business operations and supply chain management to support human rights protections over time.

Cash Converters remains committed to continuous improvement and will continue to explore

and report on measures to assess the effectiveness of its modern slavery risk management approach in future reporting periods.

6. Consultation and Approval

In preparing this Modern Slavery Statement, Cash Converters engaged in consultation with senior management across the Group, including representatives from core business operations and subsidiaries. These stakeholders provided input to ensure the statement reflects the Group's operational realities and risk profile.

It is noted that Cash Converters franchisees operate as independently owned and managed entities and were not included in the consultation process.

This statement was formally approved by the Board of Directors of Cash Converters International Limited.

Sam Budiselik
Managing Director

Cash Converters International Limited

01 December 2025