MODERN SLAVERY STATEMENT

Approved: September 2026

EXCELSIA UNIVERSITY COLLEGE | EXCELSIA PRODUCTIONS — Sydney — | Koorong | Crossroad

INTRODUCTION

Modern slavery is a term used to describe practices such as forced labour, slavery, debt bondage, extreme forms of child labour, forced marriage, deceptive recruitment and human trafficking. It is a serious human rights violation with devastating consequences for the health, safety and dignity of its victims, and describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

This is the inaugural Modern Slavery Statement of Excelsia University College (EUC), and its wholly owned subsidiary, Koorong Books Pty Ltd (Koorong) and Crossroad Distributors Pty Ltd (Crossroad) and Excelsia Productions, together the "Group". This statement sets out our position on modern slavery and our plans to understand and address the risk of modern slavery in our operations and supply chains.

This statement is prepared following EUC's acquisition of Koorong and Crossroad from the Bible Society Australia Group, effective 31 March 2025, which brought the Group's combined consolidated revenue to a level that requires reporting under the Modern Slavery Act 2018 (Cth) (the "Act"). To support the development of this statement, we engaged Unchained Solutions Pty Ltd ("Unchained") to assist in establishing a governance and risk management framework and to guide our initial assessment of risk.

As a faith-based, mission-driven organisation, we see our approach to modern slavery as a natural extension of our values and our commitment to human dignity. We recognise that, as a newly combined Group, we are early in our journey, and we are committed to building our understanding and strengthening our response in the reporting periods ahead. We welcome feedback from our students, staff, customers and suppliers as we do so.

CRITERION 1 — About Excelsia University College Group

Excelsia University College (EUC) (ACN 110 639 435) is a public company limited by guarantee, incorporated in New South Wales, Australia, under the Corporations Act 2001 (Cth). EUC is registered as a not-for-profit charity with the Australian Charities and Not-for-profits Commission (ACNC) and is a Higher Education Provider registered with the Tertiary Education Quality and Standards Agency (TEQSA), approved to offer FEE-HELP and registered to deliver courses to international students under CRICOS Provider Code 02664K. EUC's main campus is located at 1 City View Road, Pennant Hills, New South Wales.

Excelsia Productions Ltd (ABN 11654448263) is a community of artists who are committed to telling stories that express thematic content around the nature of morality, existence, spirituality, philosophy, reality and truth to create awareness and challenge world views. First established in 2021, Excelsia Productions contributes to creating cultural arts that benefits the world through exploration and representation of the beauty and brokenness of life in God's creation. Our vision encompasses the analyses of contemporary visual culture alongside other art forms i.e. music, theatre, film, etc. Working with Excelsia University College students and staff, we create cultural arts that benefits the world through exploration and representation of the beauty and brokenness of life.

Koorong Books Pty Ltd (Koorong) (93 001 583 759) is Australia's largest Christian retailer, operating stores across Australia together with an online store. Founded in 1978, Koorong has served the Christian community in Australia for over 45 years, and was, until 31 March 2025, owned by the Bible Society Australia Group. Effective 31 March 2025, Koorong became a wholly owned subsidiary of EUC.

Crossroad Distributors Pty Ltd (Crossroad) (ABN 40 054 188 135) is a proprietary company incorporated in Australia. Crossroad was acquired by EUC from the Bible Society Australia Group at the same time as Koorong, effective 31 March 2025, and is a wholly owned subsidiary of EUC. Based in Sydney, Crossroad has operated since 1993 as a wholesale distributor of Christian books, music and films, supplying Koorong together with other Christian retailers, schools and educational institutions across Australia and New Zealand. Crossroad also partners with Faith Media in the theatrical distribution of Christian films.

EUC, Excelsia Productions, Koorong and Crossroad are related bodies corporate, connected through common ownership and overlapping board representation, and this statement is given as a joint statement covering all three entities. As the combined consolidated revenue of the Group meets the reporting threshold under the Act, the Group is required to report under the Act, and this statement applies to each of EUC, Excelsia Productions, Koorong and Crossroad.

EUC is governed by a Board of Directors, supported by an Academic Board responsible for academic governance matters. Following the acquisition, Koorong and Crossroad each continue to operate under their own Boards, with reporting lines into EUC's Board and Executive.

CRITERION 2 — Our Operations and Supply Chain

Operations

EUC is a Christian higher education provider delivering undergraduate and postgraduate qualifications in counselling, creative and performing arts, education, social work and business, to domestic and international students from its Pennant Hills campus in Sydney, New South Wales.

Excelsia Productions produced the film “Book of Job”.

Koorong operates a national network of retail stores across Australia, including a store located within EUC's Pennant Hills campus, together with an online retail platform, offering Bibles, Christian books, music, media, gifts and ministry resources.

Crossroad operates as a wholesale distributor from its Sydney base, importing and supplying Christian books, music and films to Koorong and to other Christian retailers, schools and educational institutions across Australia and New Zealand, together with the theatrical distribution of Christian films in partnership with Faith Media.

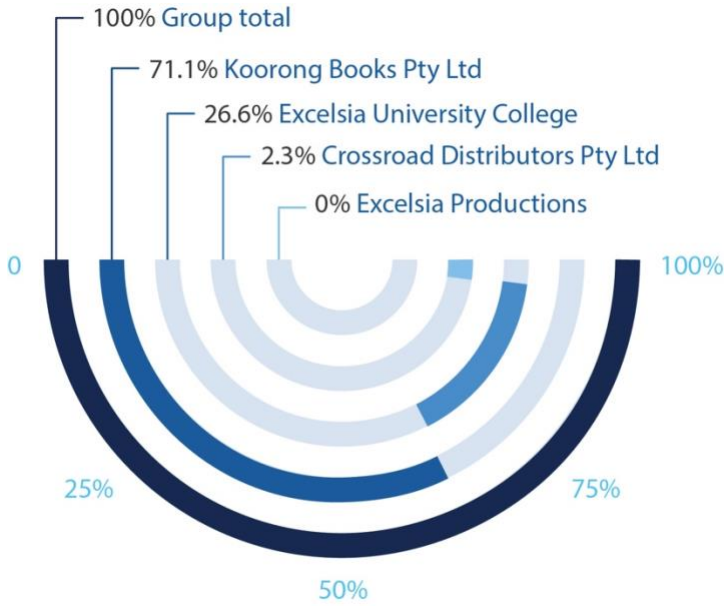
Supply Chain

EUC's supply chain includes the procurement of academic and library resources, campus facilities management, IT infrastructure and software, catering and food services, and professional services including education agents engaged to recruit international students.

Koorong's supply chain includes the procurement of Bibles, books and Christian media, much of which is printed or manufactured overseas, together with giftware, homewares and related merchandise, and the warehousing, freight and logistics services supporting its national store network.

Crossroad's supply chain consists principally of the procurement of Christian books, music and film titles from Australian and overseas publishers, studios and distributors, much of which is printed or manufactured overseas, together with the warehousing, freight, shipping and customs services, supporting its wholesale distribution to retailers, schools and educational institutions in Australia and New Zealand.

Group supplier spends data for FY2025 (year ended 31 December 2025) totalled A$33.74 million across the three entities. Spend is concentrated in Koorong, reflecting its retail inventory purchasing:



By category, spend is dominated by goods for resale, with freight and logistics, IT and software, and outsourced services and labour hire also material. Indicative inherent risk ratings below are category-level starting points used to prioritise the supplier due diligence work described in Criterion 4; they are not the outcome of a completed due diligence process.

The three entities have materially different spend profiles: Koorong's spend is concentrated in goods for resale and inbound freight; Crossroad, though far smaller in absolute terms, is the most heavily weighted to goods for resale at 69% of its spend; and EUC purchases no goods for resale, with it spend weighted instead to property and facilities, marketing, outsourced services and labour hire, and IT.

Spend category	% of Group spend	Indicative inherent modern slavery risk
Goods for resale and café stock	43.7%	High
Marketing, advertising and catalogues	9.0%	Medium-High
Property, utilities and facilities	8.5%	Medium
Freight, logistics and packaging	7.9%	High
IT, software and telecommunications	7.6%	High

Spend category	% of Group spend	Indicative inherent modern slavery risk
Professional and consulting services	7.3%	Low
Outsourced services and labour hire	6.0%	High
Employee costs and training	3.0%	Low
Finance, banking and insurance	2.9%	Low
Academic, library and student services	1.7%	Medium
Other and accounting adjustments	1.2%	Low
Office supplies and printing	0.7%	Medium
Travel and conferences	0.5%	Medium
Total	**100.0%**	**Low**

CRITERION 3 — Identifying Modern Slavery Risk

The Act identifies eight types of exploitation that meet the definition of modern slavery:

1. trafficking in persons
2. slavery
3. servitude
4. forced marriage
5. forced labour
6. debt bondage
7. deceptive recruiting for labour or services; and
8. the worst forms of child labour.

Based on a preliminary review of the Group's operations and supply chains, we have identified the following areas that warrant further risk assessment:

Risk in Supply Chain

- Printing and publishing: a significant proportion of Koorong's and Crossroad's book, music and film inventory is printed or manufactured overseas, including in countries assessed as higher risk for modern slavery practices in the printing and manufacturing sector.
- Giftware, homewares and general merchandise: products such as candles, stationery, jewellery and homewares commonly sourced by Koorong are frequently manufactured in higher-risk sourcing regions.
- International freight, shipping and logistics: Koorong and Crossroad rely on international shipping, customs and freight forwarding to import inventory, together with domestic warehousing and last-mile delivery. Freight, logistics and packaging is the Group's fourth largest spend category, and the shipping and logistics sector is internationally recognised

as carrying elevated risk of forced labour and debt bondage among seafarers and warehouse labour.

- Cleaning, security and facilities services: EUC's campus and Koorong's and Crossroad's retail and warehouse sites engage third-party providers for cleaning, security and facilities maintenance, sectors recognised as higher risk for labour exploitation domestically.
- Outsourced services and labour hire: the Group engages labour hire and temporary staffing providers, principally at EUC, where outsourced services and labour hire is one of the largest categories of spend. Labour hire is recognised as a higher-risk arrangement domestically, as workers are more exposed to underpayment, unclear employment conditions and recruitment fees, and the Group has limited visibility of the labour hire providers' own workforce practices.
- International student recruitment: EUC engages education agents to recruit international students, a sector in which deceptive recruitment and excessive recruitment fees have been identified as an international risk.
- Casual and lower-paid workforce: EUC, Koorong and Crossroad engage a significant casual workforce across retail, warehouse, campus and teaching support functions.

Risk in Operations

The Group has not yet identified specific instances of modern slavery risk within its own operations. However, we recognise that casual and lower-paid roles across EUC's campus, Koorong's stores and Crossroad's warehouse and distribution operations, and the Group's reliance on third-party labour hire and facilities providers, warrant ongoing attention.

CRITERION 4 — Actions Taken

Following the acquisition of Koorong and Crossroad, EUC engaged Unchained to assist in developing the Group's modern slavery governance and risk management framework and to prepare this initial Modern Slavery Statement.

For the remainder of 2026 and into 2027, the Group has committed to the following actions:

1. Formation of a Modern Slavery Working Group, comprising representatives from the Group’s finance, procurement, human resources and executive teams.
2. Executive and Board-level engagement on modern slavery obligations, including a dedicated Executive Roundtable briefing for those authorised to sign off on this statement.
3. Categorisation and analysis of 2025 supplier spend data across all entities to identify key risk categories.
4. Gap analysis of existing human resources and procurement policies, and development of a modern slavery policy position.
5. Development of a supplier due diligence process, prioritising the higher-risk categories identified in Criterion 3.
6. Enterprise-wide awareness training for all business units.

7. Development of impact measurement framework to track the effectiveness of actions taken to identify and address modern slavery as in Criterion 5.
8. Presentation of this draft statement and roadmap to the Group's Governance Committee for review and feedback, ahead of finalisation.

CRITERION 5 — Measuring Effectiveness

As this is the Group's first Modern Slavery Statement, a formal impact measurement framework has not yet been established. Over the coming reporting period, the Group will develop a set of metrics to monitor the effectiveness of the Group's actions.

Action	Metric	Detail
Supplier due diligence	% of key suppliers assessed via due diligence questionnaire	Baseline to be established in 2026-27
Training	% of staff completing modern slavery awareness training	Baseline to be established in 2026-27
Policy development	Number of HR/procurement policies updated to reference modern slavery obligations	Baseline to be established in 2026-27
Reporting	Number of modern slavery concerns reported	None reported

As we implement our action roadmap for the remainder of 2026 and into 2027, we will design a more comprehensive impact measurement framework, incorporating both quantitative and qualitative metrics, to track the effectiveness of our actions over time.

CRITERION 6 — Consultation Process

This is a joint statement covering EUC and its wholly owned subsidiaries, Koorong and Crossroad Distributors. In developing this statement, EUC's executive and finance teams consulted with Koorong and Crossroad, drawing on shared governance arrangements and overlapping board representation between the three entities. Koorong provided operational and supplier information to inform this statement.

The Group’s Board will review this statement, including the accompanying action roadmap, prior to its approval and submission under the Act.

CRITERION 7 — Other Relevant Information

The group operate as faith-based, mission-aligned organisations, and see this work as a natural extension of the Group's shared values and commitment to human dignity.

CONCLUSION

This inaugural Modern Slavery Statement reflects the early stages of the Group's journey to understand and address modern slavery risk. We are committed to building on this foundation, and to reporting transparently on our progress, in future reporting periods.

MODERN SLAVERY ACT 2018 (CTH) — STATEMENT ANNEXURE

Principal Governing Body Approval

Approved by the Excelsia University College Board – September 3rd 2026

Signature of Responsible Member

This Modern Slavery Statement is signed by a responsible member of the Group as defined by the Act:

Peter McKeon
CEO and Managing Director
Excelsia University College

Mandatory Criteria

The table below outlines the page number/s of this statement that address each of the mandatory criteria in section 16 of the Act.

Mandatory criteria	Page no.
a) Identify the reporting entity	2
b) Describe the reporting entity's structure, operations and supply chains	3
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	5
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	6
e) Describe how the reporting entity assesses the effectiveness of these actions	7
f) Describe the process of consultation with any entities the reporting entity owns or controls	7
g) Any other information the reporting entity considers relevant	8

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