



MODERN SLAVERY STATEMENT FY24

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MESSAGE FROM THE CEO



Enviropacific endorses the principles outlined in the Modern Slavery Act 2018, recognising the grave infringements upon individuals' human rights and dignity.

We strongly oppose any exploitative practices such as human trafficking, slavery, servitude, forced labour, and debt bondage.

Our commitment extends to fostering high standards of ethical conduct and social responsibility within both our business and supply chains. This commitment is evidenced through our Annual Modern Slavery Statement.

We affirm our dedication to combating modern slavery and ensuring that our business operations align with the values of integrity, ethics, and social responsibility.

David Tucker
CEO and Director

CREATING SAFER ENVIRONMENTS AND SUSTAINABLE COMMUNITIES

Enviropacific is an environmentally-focussed services business delivering specialist engineering and applied science solutions to make our environments safer and communities sustainable.

We are a trusted, long-term provider to the public and private sectors and manage some of the most complex environmental projects and fuel facilities in Australia.

We challenge conventional thinking and leverage best practices in our design, applied science, engineering and project management. We deliver best in class, value-for-money solutions on time and budget.

Our specialist services include:

- ◆ Environmental remediation of contaminated sites and treatment of contaminated soil
- ◆ Site enabling works including demolition and hazardous waste treatment, asbestos abatement and removal, underground storage tank removal and replacement, and groundwater treatment
- ◆ Design, supply and installation of packaged drinking water and wastewater treatment plants.
- ◆ Treatment of contaminated soils, industrial waste, and liquids at our SOLVE permanent waste facility.



EVERYTHING WE DO IS UNDERPINNED BY OUR CORE PRINCIPLES

PEOPLE FIRST

We invest in our people, their work environment, their personal and professional development and their safety.

CUSTOMER FOCUS

We deliver what we promise. We operate with integrity to provide high-quality, innovative, value-for-money solutions.

TEAM EFFORT

Together, we achieve more. We believe in leadership that builds teams, trust, respect, mutual responsibility, and genuine collaboration.

CREATIVE THINKING

We have the courage to challenge conventional thinking, to innovate and continuously improve.

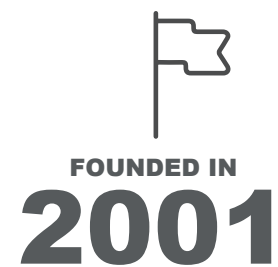


REPORTING ENTITY

The reporting entity is Enviropacific Services Limited (ACN 111 372 064) whose registered office is at Level 5, 123 Epping Road Macquarie Park NSW 2113 (Enviropacific/the company/we/our).

This Modern Slavery Statement covers Enviropacific and all of its Related Body Corporates (as defined by the Corporations Act 2001 (Cth)). This Modern Slavery Statement is made according to the Modern Slavery Act 2018 (Cth).

This statement is approved by the board of directors of Enviropacific Services Limited.



OPERATIONS AND SUPPLY CHAIN

Founded in 2001, EnviroPacific has grown to become a trusted, full-service provider to the public and private sectors. We are focused on providing innovative, safe, and consistent solutions to our clients' projects and challenges. To do this, we engage as early as possible with clients to capitalise on innovative project design. We then successfully execute the project, delivering a positive outcome because of our client-focused solutions.

EnviroPacific is headquartered in Sydney and employs more than 380 people. EnviroPacific operates exclusively in Australia and New Zealand and has a diverse customer base across a range of sectors, including Government, Defence, Mining, Oil and Gas, Property, Infrastructure and Industrial.

We have over 30 industry specific licences, which allow us to deliver our services without compromise or delay. These licences span specialist service areas including demolition, hazardous materials, waste and water treatment. Our projects span from one day emergency response to multi-year transformations.

Our business is divided into three main reporting entities, Remediation, Water, and Resource Recovery overseen by a General Manager reporting through to a Chief Operating Officer and the Chief Executive officer. The divisions are then locally controlled in geographical regions with financial and labour performance accountabilities.

As a business operating in Australia in the construction business, we perform work primarily using employees and subcontractors with limited use of labour hire. Our integrated HSEQ system is locally and globally accredited. Our commitment to making communities healthier and safer is upheld by all staff.

We provide uninterrupted support for customers' complex projects across Australia through our specialty plant and equipment, delivered by our highly experienced team. We are able to rapidly respond to project needs, delivering bespoke solutions across projects of all types, scales, and complexities.

EnviroPacific has a network of suppliers from whom it procures a range of goods and services. EnviroPacific's supplier network is predominantly Australian and highly concentrated, with the top 10 creditors representing almost a third of EnviroPacific's total spend.

EnviroPacific's procurement is largely comprised of the following goods and services;

- Financial services
- Technology products and services
- Marketing and events
- Office management
- Corporate real estate leasing
- Professional services
- Travel and transport services
- Subcontracting services
- Plant and equipment
- Disposal services

UNDERSTANDING OUR MODERN SLAVERY RISKS

We undertook risk assessments of modern slavery risks in our operations and supply chains over the reporting period to consider the risk that we are causing, contributing, or directly linking into modern slavery practices. Following this assessment, we found no activities that engage vulnerable peoples, migrants or base skill workers within our Australian operations and no high-risk business models of season work, labour hire, franchising, or outsourcing.

We found that over 98% of our spending on goods and services were with Australian Suppliers. Australian suppliers are governed by Australian legislation, which affords a high level of protection to Australian workers. In particular, the Australian occupational work, health and safety legislation and employment law place extensive positive obligations on Australian businesses to keep Australian workers safe and ensure that they are treated fairly. EnviroPacific considers that by engaging predominately Australian suppliers, its exposure to modern slavery risks is low.

We did find that risks in procurement may be heightened in some of our group's supply chains and operations as a result of the geographical location of some suppliers.

Our overseas supplier assessment concluded the following mix of regions:

NORTH AMERICA

38%

ASIA PACIFIC

34%

EUROPE

26%

AFRICA

1%

OTHER

1%

In particular, materials like activated carbon sourced from Southeast Asia have been identified as a product whose production carries with it the potential risk of modern slavery. We lack visibility of practices in certain overseas markets and this carries additional risks of modern slavery, especially in secondary levels of our chain of suppliers and source materials used in our services.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Over this reporting period, we have made significant progress in implementing policies and actions to assist in addressing the modern slavery risks associated with our operations and supply chains.

These include reviewing supplier documentation and prequalification of subcontractors and suppliers which we engage. From this assessment, we developed a business case for a more robust supplier and vendor prequalification process to be implemented. The business case was signed off by our board of directors to implement our vendor management software FELIX. Felix will give us the ability to screen vendors based on modern slavery requirements before engagement. Our Vendor management system will go live in FY2025.

In reviewing our supply chain, we prioritised local Australian suppliers to mitigate modern slavery risks associated with international supply chains.

Over the reporting period, we also reviewed our employment practices in detail to ensure compliance with the Australian Fair Work Commission legislation. Enviropacific conducted a third-party wage assessment, reviewing awards, wages, and allowances across the business. This was a significant audit of our employment

practices and payroll functions to ensure no malpractice or errors that could disadvantage our workers. No significant non-conformances were found, ensuring compliance with fair work practices that align with our commitment to eliminating forced or exploitative labour.

During this reporting period, we have continued to maintain and update our current controls and provide more training, awareness, and commitment within our business.

In FY24, Enviropacific continued the rollout of MyKnowledge, an online training platform designed to ensure that all Enviropacific employees possess the necessary compliance and competence in understanding Enviropacific's policies, procedures, and standards. The MyKnowledge program offers a variety of resources and guidance on various aspects of the business.

Mandatory online MyKnowledge refresher training was rolled out to existing staff, and new staff on many topics including the following:

- First Steps Towards a Diverse, Inclusive and Equitable Workplace
- Introduction to Diversity, Inclusion and Equity
- Anti-Bribery and Corruption Policy
- HSEQ - Injury Management and Return to Work
- Information Security Awareness
- HSEQ - Health and Safety Obligations

EFFECTIVENESS ASSESSMENT

While Enviropacific considers its exposure to modern slavery risks to be low, we use key metrics to measure how effective our actions to identify and address modern slavery practices in any part of our operations and supply chains have been. Over this reporting period, we assessed the effectiveness of our actions across four key performance areas:

Governance & due diligence:

- Key policies were reviewed and updated with the endorsement of senior management and our Board of Directors.

Procurement & supply chain:

- We continued to use subcontract agreements which include contractual warranties in which subcontractors and suppliers agree and acknowledge that they will not engage in any modern slavery practices and will take all reasonable steps to satisfy themselves that their supply chains do not involve modern slavery practices.
- We did not receive any disclosures from supplier or subcontractors about modern slavery breaches or findings.

HR practices, training & education:

- We measured our training completion statistics and found greater than 90% internal training completed
- We continued to ensure compliance with fair work practices and procedures.

Grievances and reporting:

- No grievances were received in relation to modern slavery risks or under whistleblower legislation

Over subsequent reporting periods, we will continue to review these KPIs and develop further metrics to assess the effectiveness of our actions, in order to achieve continuous improvement.

PROCESS OF CONSULTATION

Enviropacific's Related Body Corporates do not employ anyone and are not engaged in any operational businesses. During the most recent reporting period, therefore, Enviropacific continued to consider and address modern slavery risks within our operating business of Enviropacific Services Limited.





Head Office
Level 5, 123 Epping Road,
Macquarie Park, NSW, 2113
1300 510 407
www.enviropacific.com.au