

Modern Slavery Company Statement

COMMITMENT

Modern slavery has no place in Airmasters business or extended supply chains. We have welcomed Australia’s modern slavery reporting initiative, which we believe will play an important role in risk reduction. We are committed to a continuous improvement approach to ensure that we are not directly or indirectly participating in unacceptable labour practices.

Airmaster respects human rights and is committed to preventing modern slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Airmaster has a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all activities and business relationships. We expect our supply chain, contractors, employees, and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

STATEMENT

All Airmaster workers are responsible for the detection, reporting and prevention of modern slavery in our own business operations, and supply chain.

Workers are encouraged to raise any concerns regarding instances of possible modern slavery. If it is suspected or believed that a breach of this policy has occurred, contact the Branch Manager as soon as possible.

If unsure about whether a particular act or conditions represents any of the identified forms of modern slavery, raise concerns with your manager in the first instance or the Branch Manager.

Airmaster has a no-blame policy regarding modern slavery reporting, all reports regarding modern slavery are treated in accordance with the Whistle-blower Policy. The Company will support all persons raising genuine concerns in good faith. No workers will suffer detrimental treatment (e.g. dismissal or disciplinary action) as a result of reporting their concerns in good faith.

REPORTING ENTITY

The reporting entity is Airmaster Corporation Pty Ltd (ABN 26 133 652 749) with its Head Office located at 52 Rocco Drive, Scoresby VIC 3179

Airmaster reports to Daikin Australia Pty Ltd (**‘Higher Entity’**) and is a wholly owned subsidiary of Daikin Australia Pty Ltd.

Below is a list of subsidiaries that Airmaster controls. Control exists where Airmaster has the power to govern the financial and operating policies of the entity to obtain benefits from its activities.

Name of entity	ABN / NZBN	Country of Incorporation	Ownership percentage
Airmaster Australia Pty Ltd ATF Airmaster Australia Unit Trust	62 618 982 426	Australia	-
Airmaster Fire Services Pty Ltd	18 617 448 736	Australia	100%
Airmaster Australia (VIC) Pty Ltd	98 064 735 459	Australia	100%
Airmaster Australia Pty Ltd	62 618 982 426	Australia	100%

Airmaster Mechanical Services Pty Ltd	45 007 360 858	Australia	100%
Airmaster Australia (QLD) Pty Ltd	46 100 241 478	Australia	100%
Airmaster Corporation Pty Ltd t/as Specialised Fire Protection	26 133 652 749	Australia	100%
Optimum Air Ltd	9429 046 990 747	New Zealand	100%
Optimum Air Ltd T/As ControlCo Automation	9429 046 990 747	New Zealand	100%

STRUCTURE, OPERATIONS & SUPPLY CHAINS

Airmaster is a full-service technical solution, heating, ventilation, air conditioning, building automation specialist, & Essential Safety Measures provider. We employ our own technicians who are specialists in their individual areas of expertise including Refrigeration/Chiller Mechanics, Electricians, Plumbers, Pneumatic and Analogue Control technicians, DDC Control technicians, Mechanical Fitters and Boiler Mechanics. This enables us to handle most maintenance and ad-hoc repairs in-house.

Airmaster is a leading service provider in the Mechanical Services field. We employ experienced technical staff as well as managerial and supervisory personnel qualified to carry out duties outlined in our offer.

Airmaster has a diverse workforce that come from a multiple disciplined background with a variety of skills, experience, qualifications and values, which ensure the Company's success. This ensures having a strong human resources team that addresses the needs, risks and issues within our employee base, and ensures that we comply with our employment conditions for occupational health and safety, minimum wages, hours of work, leave entitlements and employee support. We also offer several employee incentives, benefits, goodwill gestures and support for the mental and physical health of our employees.

Airmaster has a recruitment process to ensure all new employees align with our culture, values and are the most competent and qualified people to provide the highest level of performance in the relevant role. We also complete criminal record checks for all roles, and there may be additional background checks for certain jobs of seniority.

The process adopted by the Airmaster is applied fairly across the company and for each service line. We ensure that our recruitment practices ensure diversity and inclusion for all demographics, which enriches our company and involvement within the community.

Airmaster has long supported reciprocal business practices as well as the local communities in which it operates through offering a variety of apprenticeships, sponsorships, scholarships and donations. An engineering program has been established for mutual benefit.

Airmaster has several selected sub-contractors that are specialists in their fields. This greatly simplifies our management processes as we always require a single point of contact and account management within any sub-contractor that we appoint.

Our materials suppliers supply products such as refrigerant gas, air conditioning filters, etc. Most products we are purchasing are for maintenance of existing plant. When replacement of components or new installations are required, the client generally specifies these through their engineering consultant or by origin of the existing installed plant.

MODERN SLAVERY RISKS

Airmaster operates in Australia & New Zealand, which has a low prevalence for Modern Slavery from the 2018 Global Slavery Index. The risk for Airmaster of Modern Slavery practices is low as Airmaster and advised entities employs staff in line with the applicable Country & State legislations/Acts/Awards. Our nature of business is commercial HVAC-R service, maintenance, technical solutions provider & fire systems maintenance.

The risks within our supply chain and contractor supply chain are low, as our contractors are providing maintenance, service and installation works and the products from our supply chains are predominantly manufactured within Australia. Only a small quantity of parts/products are sourced from overseas, from countries that are also listed as low prevalence for Modern Slavery from the 2018 Global Slavery Index.

ADDRESSING THE RISKS

- Ensuring implementation and maintaining controlled procurement procedures for all entities
- Training – training awareness program – source training awareness video for inductions and existing employees
- Supply Chain – suppliers - to encompass Modern Slavery during creditor application process and set up internal approval process
- Supply Chain – subcontractors - 3rd party compliance – we are currently working with providers to improve on current Modern Slavery systems and implement appropriate questions within the onboarding systems
- Risk Register – Airmaster’s Risk Register detailing mitigation process e.g., policy, training, audit
- Modern Slavery questionnaire issued to all suppliers, this will provide greater understanding of external compliance and risk factors.

EMPLOYEE ENGAGEMENT

Airmaster has implemented several processes to ensure compliance with the requirements of the Modern Slavery Legislation, all subsidiaries and their employees are also included. The processes consist of:

- Modern Slavery Policy, read and acknowledged by all employees. This is also included as part of new employee and contractor induction
- E-Learning modules focused on Modern Slavery for all employees and included as part of inductions
- Scheduled annual review process via internal and 3rd party audits

EVALUATION OF EFFECTIVENESS

We assess the effectiveness of our actions in respect to modern slavery risks through several measures:

- We are committed to capture any reported incidents of modern slavery within Airmaster as well as within our supply base and prioritise investigation and remediation processes as appropriate.
- We monitor the number of people who have completed internal training on modern slavery and continue to provide this training to new members of our team as a part of the induction process. During the last twelve months, 89 internal staff, completed specific training on preventing modern slavery and human trafficking either as a refresher training or a part of the Induction process and 238 members of our supply chain completed our Modern Slavery questionnaire which provides Airmaster with further insight of the risk factors externally.
- We review our policies and processes with regards to modern slavery on a regular basis, and these are also subject to internal audits.

CONSULTATION PROCESS

All entities listed under the subsidiaries heading have acknowledged that they are both aware that a joint Statement is being made and each entity has had an opportunity to participate in the statement's process.

This process is carried out via email communications and meetings.

Approval has been granted by the Higher Entity of Airmaster.

This statement was approved by the Board of Directors of Airmaster and all listed entities on 15/08/2023 and signed on their behalf by:



Wayne Bover
Group Managing Director
Airmaster Australia Pty Ltd



Isao Tsumura
Managing Director
Daikin Australia Pty Ltd

Dated: 15 / 08 / 2023

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