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Olex Australia Pty Limited (ABN 61 087 542 863)

## Modern Slavery Statement



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## Introduction

As the Australian division of the global Nexans Group, a participant of the United Nations Global Compact since 2008, Olex Australia is committed to supporting and implementing the ten universally accepted principles that the *Modern Slavery Act 2018* has adopted. Modern Slavery is defined in the *Modern Slavery Act 2018* as a serious exploitation situation where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Olex Australia believes business plays an important role in respecting and promoting human rights and eradicating modern slavery. We recognize that modern slavery is a growing and complex problem, best tackled by collective commitment and responsibility to bring it to an end and we are committed to working with all our stakeholders to fulfil this common goal.

While the Modern Slavery Act does not require entities report on their Customers, we value the engagement with our key Customers that has occurred throughout 2020 and ongoing that further supports the underlying principles of the Act.



## Entity

The reporting entity under the Act is Olex Australia Pty Limited, ABN 61 087 542 863, a company incorporated in Australia having sales revenues exceeding \$100 Million in the 2020 calendar year reporting period. This entity includes Nexans Olex and Nexans Australmold and is covered by this statement.

Nexans Olex is an Australian manufacturer of electrical cables with more than 75 years of experience servicing the Australian markets in building and construction, infrastructure, energy resources, renewable energy and electricity supply industries.

Nexans Australmold is an innovator, manufacturer, and distributor of low, medium, and high voltage cable accessories, and is a leading supplier to power utilities, OEM's, contractors, approved service providers, renewable energy, resources, transportation, and infrastructure markets.

## Our Structure, Operations and Supply Chains.

Nexans Olex and Australmold manufacture, test, sell and distribute electrical cables and accessories nationwide. The majority of cable and accessories are manufactured within the Nexans Group, with some outsourcing of specialist products.

Head quartered in Melbourne CBD, Nexans Olex operations include our Manufacturing Facility in Lilydale Victoria, Warehousing in Forrestfield Western Australia and Geebung Queensland, with Sales Office in Wetherill Park New South Wales. Nexans Australmold is based in Thomastown, Victoria.

The team includes 133 White Collar employees in Management, Sales, Technical, Commercial Operations, Procurement, Finance and Administration roles, and 179 Blue Collar workers in Engineering, Production and Distribution roles.

	Blue Collar	White Collar
Nexans Olex	163	115
Nexans Australmold	5	13
Subcontractors	16	
<b>Total</b>	<b>179</b>	<b>133</b>



## Modern Slavery Risks in our Operations

Employment with Olex Australia is freely chosen and entirely voluntary, with the right of representation. White Collar remuneration is determined through a formal process using Mercer for grading and salaries and is reviewed on an annual basis. In this process they are assessed against modern awards, and shortfalls are paid to the employee within 14 days. Blue Collar employees are generally covered by EBAs which are reviewed every 1-3 years, dependent on the negotiated term of the award.

The following summary outlines our Training, Compliance and Policies relevant to the Modern Slavery Act.

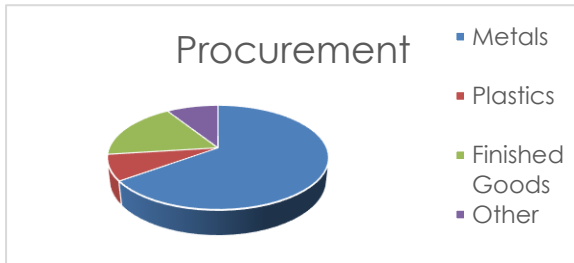
Training
<ul style="list-style-type: none"> <li>The Company provides training with the aim of educating all Employees and Contractors on signs that could indicate modern slavery, due diligence practices for engaging Suppliers, auditing existing Suppliers and what action an Employee or Contractor can take if they have a concern in relation to modern slavery.</li> </ul>

Compliance
<ul style="list-style-type: none"> <li>All Suppliers and Vendors are required to sign the Nexans CSR Charter, and to respond to annual audits and questionnaires</li> <li>Employees are required to complete an Anti-Bribery and Corruption declaration on employment and annually thereafter.</li> </ul>

Policies
<ul style="list-style-type: none"> <li>Anti-Slavery</li> <li>Anti-Bribery and Corruption</li> <li>Diversity and Inclusion</li> <li>Discrimination, Harassment and Bullying</li> <li>Domestic and Family Violence</li> <li>Indigenous Participation</li> </ul>

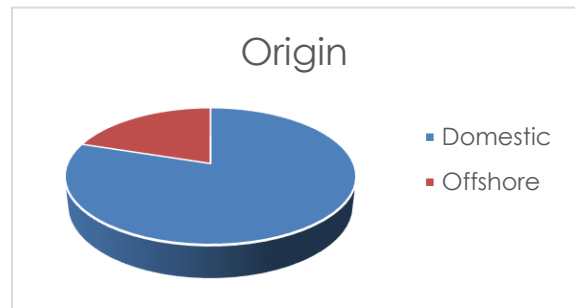
## Modern Slavery Risks in our Supply Chains

Olex demands its Suppliers to have similar values to ours in relation to modern slavery and engages with Suppliers to promote and support anti-slavery practices throughout the supply chain. We are committed to introducing anti-slavery obligations in all Supplier contracts. As part of their contractual obligations, Suppliers will agree to undertake a process in order to gauge their ongoing commitment to eradicating modern slavery within its own business and those of its own suppliers.



In 2020, our Supplier Qualification and Audit process was updated to include relevant aspects of the Modern Slavery for continued review and monitoring. Further analysis was conducted in 2021 to establish a high-level map of our Procurement activities and the associated risks of Modern Slavery by origin, industry, and product category.

Country of origin has been cross checked with the Global Slavery Index and Corruption Perception Indexes. Of 357 Suppliers, 5 country of origins representing 5% of annual procurement ranked below the GSI average, 55% of annual procurement out of China with ranking 111/167, 32% of annual procurement originating in countries with high rankings from 136/167 to 165/167.



Further analysis of the top 20 suppliers by spend were issued further questionnaires in relation to their Supply Chains and compliance with the principles of the Modern Slavery Act. Similarly, Cleaning Services were identified as the highest risk Industry represented in our Supply Chain, and further auditing has been undertaken.



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## Evaluation

Extending on the underlying principles and practices of Nexans CSR and governance, implementation of the specific policies, training and auditing has established a broad awareness of the risks associated with Modern Slavery in our Operations and Supply Chains and provides an effective foundation for continuous improvement. While no breaches or instances of Modern Slavery were identified, we acknowledge continuous vigilance is essential.

## Consultation

In addition to consultation and collaboration with our Human Resources, Procurement and Supply Chain teams, the broader Executive Leadership Team of Nexans Olex and Nexans Australmold have been consulted and confirms Olex Australia's commitment to the Modern Slavery Act.

This Statement has been approved by the Board of Directors for Olex Australia Pty Limited on the 24th January 2022.

Signed



Greg Stack  
Director and Chief Executive Officer  
Olex Australia Pty Ltd

