MODERN SLAVERY COMPANY STATEMENT 2025-2026

airmaster

This Modern Slavery Statement is made jointly by Airmaster Australia Pty Ltd ATF Airmaster Australia Unit Trust, Airmaster Fire Services Pty Ltd, Airmaster Australia (VIC) Pty Ltd, Airmaster Australia Pty Ltd, Airmaster Mechanical Services Pty Ltd T/As i2F Engineering Services, Airmaster Australia (QLD) Pty Ltd, Airmaster Corporation Pty Ltd t/as Specialised Fire Protection, Airmaster Corporation Pty Ltd t/as Fire2U, Airmaster Corporation Pty Ltd t/as Celsius Fire, Optimum Air Ltd, Optimum Air Ltd T/As ControlCo Automation

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 manage the risks that of 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 seeks to identify, assess and address the risk of modern slavery practices in our operations and supply chains. Airmaster is 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 people 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 is a wholly owned subsidiary of Daikin Australia Pty Ltd (ABN 62 000 172 967), the 'Higher Entity'. As the parent company, Daikin Australia Pty Ltd has submitted a separate modern slavery statement, which includes Airmaster as subsidiary.

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 t/as I2F Engineering Services	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%
Airmaster Corporation Pty Ltd t/as Fire2U	26 133 652 749	Australia	100%
Airmaster Corporation Pty Ltd t/as Celsius Fire	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 the 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 and 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 the 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 and continues to assess modern slavery risks in accordance with a risk-based due diligence approach.
Airmaster recognises that modern slavery risks can exist in all industries and jurisdictions, regardless of their perceived prevalence. While Airmaster's direct workforce is employed under applicable Australian and New Zealand employment legislation and is subject to established recruitment, payroll, and governance controls, modern slavery risks may arise through indirect business relationships and extended supply chains.

Our nature of business is commercial HVAC-R service, maintenance, technical solutions provider & fire systems maintenance. Areas of potential exposure include imported products, labour-intensive manufacturing, contracted service providers, and suppliers operating across multiple jurisdictions. Airmaster adopts a risk-based approach that considers supplier location, industry sector, workforce characteristics, sourcing practices, and the nature of goods and services supplied.

The Airmaster Board of Directors understand the modern-slavery risk and relevant risk factors within our supply chain and contractor supply chain. It should be noted that 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

Airmaster continues to strengthen its modern slavery risk management framework through the following initiatives:

- Application of controlled procurement processes across all entities and business units.
- Modern slavery due diligence incorporated into supplier onboarding and creditor approval processes.
- Modern slavery assessment questions integrated into subcontractor and third-party compliance systems.
- Annual review and reissue of supplier questionnaires to assess compliance, identify emerging risks, and monitor changes in supplier practices.
- Inclusion of modern slavery risks and mitigation actions within the corporate risk register.
- Delivery of awareness training and e-learning programs for employees, managers, and contractors.
- Ongoing internal and external audit activities to verify the effectiveness of controls and identify improvement opportunities.
- Escalation and investigation processes aligned with Airmaster's Whistleblower and Ethics frameworks to ensure concerns can be raised safely and confidentially.

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

Airmaster measures the effectiveness of its modern slavery program through a combination of leading and lagging indicators. These measures support continuous improvement and provide assurance that risks are being actively managed.
Key effectiveness indicators include:

- Completion rates for employee induction and refresher training programs relating to modern slavery awareness.
- Percentage of new suppliers and subcontractors assessed through onboarding and due diligence processes.
- Review outcomes from internal audits, compliance assessments, and management reviews.
- Monitoring of reported concerns, investigations undertaken, corrective actions implemented, and closure of identified issues.
- Assessment of supplier responses to modern slavery questionnaires and implementation of additional controls where elevated risks are identified.

During the reporting period, 947 existing employees completed refresher or awareness training, and 344 new employees completed modern slavery training as part of the induction process. Airmaster will continue to monitor participation rates and expand reporting metrics to better evaluate program effectiveness over time.

EVALUATION OF EFFECTIVENESS

Oversight of modern slavery risk management is provided by the Executive Leadership Team and the Board of Directors. Management is responsible for implementing the Company's modern slavery framework, monitoring compliance activities, reviewing emerging risks, and reporting significant matters to senior leadership.

Modern slavery risks are reviewed through established risk management and compliance processes, with escalation pathways available for actual or suspected breaches. The Board receives periodic updates regarding the effectiveness of modern slavery controls, key risk areas, and improvement initiatives undertaken during the reporting period.

All employees, contractors, suppliers, and business partners are expected to uphold Airmaster's ethical standards and support the prevention, identification, and reporting of modern slavery risks.

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 28/09/2026 and signed on their behalf by:



Wayne Bover
Group Managing Director
Airmaster Corporation Pty Ltd

Dated: 28th September 2026



Hideaki Furihata
Managing Director
Daikin Australia Pty Ltd

Dated: 28th September 2026