



FLUENCE®

A Siemens and AES Company

FLUENCE ENERGY PTY LTD
(ACN 627 071 461)

Modern Slavery Act Statement

For the reporting period
to 30 september 2022

Modern Slavery Statement

1 Reporting Entity

This Modern Slavery Statement (**Statement**) is made in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) by Fluence Energy Pty Ltd (ACN 627 071 461) with its office at Office 10, Level 19, 485 La Trobe Street Melbourne, Victoria, 3000.

This Statement sets out the steps Fluence undertakes to ensure compliance with applicable legal requirements pertaining to modern slavery risks. This document describes our current policies and due diligence processes that we implement to help identify and address any potential risks in our business operations and supply chain. This Statement covers the reporting period ending 30 September 2022.

2 Structure, Operations and Supply Chain

Fluence Energy Pty Ltd is incorporated in Australia and is a wholly owned subsidiary of Fluence Energy, LLC (a Delaware, US corporation formed on 30 June 2017). On 1 November 2021, Fluence completed an initial public offering. Fluence's listed entity, Fluence Energy, Inc, conducts its business operations through Fluence Energy, LLC and its direct and indirect subsidiaries which includes Fluence Energy Pty Ltd.

Fluence Energy Pty Ltd is part of the Fluence group of companies which has approximately 20 sites based in the Americas, EMEA and APAC. Currently Fluence has over 1100 employees globally on a mission to *transform the way we power the world*. As at the date of this Statement, Fluence Energy Pty Ltd employs around 45 employees in Australia.

Fluence has a presence in over 40 markets globally and offers an integrated ecosystem of products, services, and cloud-based software across a range of energy storage and renewable use cases. Our solutions are integral to the energy transition and the global effort to combat climate change through the modernisation of

our clean energy networks. Our battery-based energy storage products are designed for the most demanding industrial applications and are backed by more than 15 years of experience designing, deploying, and operating energy storage systems.

In addition, Fluence maintains supply chain partnerships worldwide, including more than 1200 direct material suppliers. We categorise them according to type of material and service that is being provided, in addition to the country of origin and operations. As of the date of issuance of this Statement we have >40 staff responsible for helping to ensure that our supply chain partners comply with our values, expectations, and contracted agreements.

3 Risks of Modern Slavery Practices in the Operations and Supply Chain

Globally, the risks of modern slavery practices are well-publicised. General risks within an organisation may include work or operations conducted in high-risk geographies, and short-term projects performed by external vendors. Of course, Fluence is not immune to such potential risks; however, as described in this Statement, Fluence has implemented due diligence processes that help assess such risks, as well as policies and procedures that reasonably manage such dangers. We recognise the risks associated with slavery practices and have created a framework to lower those risks in our operations and supply chain. If we were to discover potential non-compliance, we would take immediate steps to implement remedial measures. In addition, we conduct regular training courses with our staff to ensure they are aware of our commitments and requirements as to how we monitor and expect compliance with our core values. Lastly, we use internal software mechanisms and external auditors to help us reduce and identify these potential risks.

4 Actions taken by the Fluence to assess and address modern slavery risks

I. OUR POLICIES

Our commitment to respecting and promoting human rights applies to all Fluence locations and business operations worldwide. We also recognise that our policies, procedures, training, and monitoring may need to evolve, as needed. In addition, we expect our business partners—including suppliers and customers—to share our commitment to respecting and promoting human rights. All suppliers must comply with our Supplier Code of Conduct, which sets forth our expectations as to business practices. Processes are already in place to identify and manage risks associated with our supply base. In addition, we have also established the following processes to help evaluate and monitor compliance with applicable requirements:

Fluence Code of Conduct & Ethics

All applicable team members are required to comply with our conduct guidelines and requirements as outlined in our Code, which includes respect for personal rights of every individual, as well as the requirement to act with integrity and in accordance with the law.

Code of Conduct for Fluence Suppliers and Third-Party Intermediaries

We expect all our suppliers to abide by the principles set forth in our comprehensive Code of Conduct which is specially designed to set clear expectations. The Code specifically prohibits the use of forced labor and child labor by our suppliers, requires our suppliers to respect the employment rights of their workers, and to use necessary efforts to promote compliance within their organisations.

Responsible Sourcing Playbook

Our Responsible Sourcing Playbook serves as our “one stop” for all supplier related queries that may relate to responsible supply base operations. We support all our suppliers through our “Sustainability in the Supply Chain” and miscellaneous guidelines, which serves as the basis of all our supplier relationships. In addition, we explicitly encourage our suppliers to extend these values further into their own supply chain to create a network of interactions and business relations that are built on trust as well any applicable laws regarding slave labor.

II. HUMAN RIGHTS IN OUR SUPPLY BASE

We strive to work with suppliers who share our values and commitment to operating responsibly and ethically. Our ESG (Environmental, Social and Governance) Department takes care of Responsible Sourcing and Social Compliance and works actively within the company to ensure compliance and accountability through transparency. The Fluence Responsible Sourcing Playbook outlines our expectations of supplier business conduct. Where necessary, Fluence will work with suppliers to identify agreed upon actions and timelines to achieve improvement as a condition of initial or ongoing engagement.

III. RESPONSIBLE SUPPLY BASE AND SUPPLIER ENGAGEMENT

Before selection and onboarding, suppliers undergo various due diligence checks including submitting a Corporate Responsibility Self-Assessment (CRSA). This questionnaire enables suppliers to assess whether they meet our requirements. This process raises awareness of these requirements, identifies potential risks in connection with sustainability at an early stage, and ensures that appropriate steps are taken. Post-selection, suppliers are continually monitored and subject to periodic risk assessments based on multiple risk factors. Suppliers for whom certain potential risks have been identified would be subject to a variety of potential additional due diligence steps, including in-depth assessments conducted by on-site external auditors.

5 How we assess the effectiveness of actions being taken to assess and address modern slavery risks

Fluence continually assesses the effectiveness of actions being taken to assess and address modern slavery risk, including tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes. For example, third parties and suppliers are subject to due diligence screening, which is performed during onboarding via the use of a due diligence screening application. The due diligence screening includes two levels of restricted party screening (first level screening is conducted by onboarding teams; any escalations are reviewed by Compliance for approval). Lastly, screened parties are also subject to continuous monitoring.

In addition, if we were to discover potential evidence of non-compliance in our supply chain (for example, if sustainability self-assessments or audits reveal infringements), Fluence will evaluate appropriate remedial actions. We expect our suppliers to remedy any material violations within a reasonable period. Besides follow-up audits carried out by our external audit partners, the responsible procurement units and the suppliers involved will agree on the corrective actions as defined during our audits. Lastly, we reserve the right to terminate the supplier relationship in the event of serious infringements or violations of law relating to slavery, servitude, human trafficking and forced labor. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

6 Process of consultation with any entities Fluence Energy Pty Ltd owns or controls

Fluence Energy Pty Ltd does not own or control any entities.

7 Our Commitment

As noted, Fluence will not tolerate any violations of applicable laws pertaining to forced labor and modern slavery. In addition, Fluence will continue to adhere to a zero-tolerance approach to violations of law in our supply chain.

Signed in accordance with a resolution of the Board of Directors dated 29 March 2023:

Fluence Energy Pty Ltd (ACN 627 071 461)



Name: Achal Sondhi

Position: Director



Fluence (Nasdaq: FLNC) is a global market leader in energy storage products and services, and digital applications for renewables and storage. Fluence provides an ecosystem of offerings to drive the clean energy transition, including modular, scalable energy storage products, comprehensive service offerings, and the Fluence IQ Platform, which delivers AI-enabled digital applications for managing and optimising renewables and storage from any provider. The company is transforming the way we power our world by helping customers create more resilient and sustainable electric grids.