

Modern Slavery Statement 2024 - 2025

Reporting entity

This Modern Slavery Statement is prepared by Zenviron Pty Ltd (ABN 87 612 344 313) for the reporting period 1 July 2024 to 30 June 2025, in accordance with the requirements of the Commonwealth Modern Slavery Act 2018. It outlines our structure, operations, supply chains, the risks of modern slavery practices, actions taken to address those risks, and how we assess the effectiveness of these actions.

Business structure operations and supply chains

Zenviron Pty Ltd is headquartered in Newcastle, New South Wales, and operates as a specialist engineering, procurement, and construction contractor in the renewable energy sector. Our operations during the reporting period included a Battery Energy Storage System construction site in the Latrobe Valley, Victoria, a wind farm construction project in Queensland and our head office in Newcastle, NSW. All staff are directly employed by Zenviron or its parent companies.

Our supply chains during this reporting period primarily consisted of high-voltage transformers, and high, medium, and low-voltage electrical cables, sourced from reputable suppliers who comply with our ethical standards.

Modern Slavery Risks

We acknowledge that modern slavery risks may exist within global supply chains, particularly in the procurement of electrical components and raw materials. While Zenviron does not have high inherent risks within its direct operations, we recognise potential exposure in lower tiers of our supply chain and remain vigilant in identifying and mitigating these risks.

Actions Taken to Reduce Modern Slavery Risks

Zenviron is committed to ethical business practices and has implemented the following measures to prevent and eradicate modern slavery:

- Conducting audits and risk reviews to identify and exclude suppliers from high-risk jurisdictions.
- Providing modern slavery training and education programs integrated into operations, supported by resources from the Supply Chain Sustainability School.
- Ongoing review and analysis of operations, supply chains, and expenditure to identify potential exposure to modern slavery.
- Regular updates to Business Management System forms and procedures related to modern slavery compliance.
- Supporting customers in their due diligence processes and promptly addressing any identified areas for improvement.
- Maintaining a Code of Conduct that enables employees to report suspected unethical or unlawful conduct without fear of reprisal, consistent with whistleblower protections.
- Investigating all concerns raised and rectifying any wrongdoing to the extent practicable, ensuring fairness in all investigations.

Assessing the effectiveness of actions

Our approach is regularly scrutinised by customers and external certification bodies. We conduct internal audits of procurement and supplier registration practices, including modern slavery assessments, to ensure compliance and address deficiencies. Policies and procedures are systematically reviewed, and employee training participation rates are monitored and reported to senior management. We benchmark our program against guidance from human rights advocacy groups and industry best practices to ensure continuous improvement.

Consultation

Zenviron does not own or control any other reporting entities and does not jointly prepare statements under section 14 of the Modern Slavery Act. This statement constitutes the Modern Slavery Statement of Zenviron Pty Ltd for the year ended 30 June 2025. It has been prepared in consultation with relevant internal stakeholders and approved by the Zenviron Board of Directors.



Nicholas Perrott – Director

December 2025