



MODERN SLAVERY STATEMENT

INTRODUCTION

This joint statement is made by Ellis Air Group Pty Ltd (ABN 80 666 957 473), Ellis Air Conditioning Pty Ltd (ABN 13 004 601 790), and Ellis Air Conditioning (QLD) Pty Ltd (ABN 36 603 148 170). The purpose of this statement is to outline our approach to minimise the risk of modern slavery in our business operations and supply chain. The statement is made pursuant to the Australian Modern Slavery Act 2018 and covers the period ending 31st December 2025.

OUR BUSINESS

Established in 1964, Ellis Air Conditioning has a long history of successfully completed high quality mechanical services installations. Ellis Air Conditioning has completed a wide range of projects including offices, sporting facilities, high rise apartments, clean rooms & labs, education facilities and hospitals. The ability to deliver projects successfully, on time and on budget is why Ellis Air Conditioning has remained at the forefront of the industry for over 50 years.

Ellis is proud of our industry reputation and our trusted partnerships with our clients. We have our people and performance to thank for getting us to this well-respected position. We understand that the importance of respecting and improving human rights is critical to this continued success.

OUR STRUCTURE OPERATIONS & SUPPLY CHAIN

As noted below are details of our business and associated supply chains.

AREA	MAIN OPERATIONS	SUPPLY CHAIN
Ellis Air Group Pty Ltd Ellis Air Conditioning Pty Ltd Ellis Air Conditioning (QLD) Pty Ltd	• Provide HVAC (Heating, ventilation and cooling) contracting solutions to the construction industry) • Provide servicing and maintenance of HVAC assets • Support services (Finance, IT, HSEQ)	• HVAC equipment and materials for installation service and maintenance work • Office Consumables • Labour hire and subcontractors that perform work for Ellis Air • Uniforms and PPE attire

RISK MANAGEMENT AND DUE DILLIGENCE

Ellis does not tolerate slavery, human trafficking, forced or child labour or child exploitation. We have policies and procedures that demonstrate our approach to identifying and addressing modern slavery risks, these include:

- New Supplier / Subcontractor Form
- Workplace Anti-Bullying and Anti-Harassment policy
- Code of Conduct
- Speak Up Policy (Whistle-blower)

Following an assessment of our operations and supply chain, identified risk are being removed or mitigated via a range of methods including:

- Only approved Suppliers can be engaged to provide goods / service to Ellis.
- An approval process for our Suppliers is in place to ensure only suitably qualified and experienced organisations are engaged.
- All approved Suppliers must complete and submit a declaration of their compliance to the Modern Slavery Act prior to engagement.

MEASURING EFFECTIVENESS

Due diligence within our subcontractor and supplier pre-qualification and onboarding processes provide us with a mechanism to identify modern slavery risks with our supply chain and therefore contributes to measuring our effectiveness in relation to modern slavery.

In addition, by remaining vigilant capturing and reporting on modern slavery occurrences minimises the risk of modern slavery within our business.

We are continually reviewing our internal processes and procedures, conducting internal audits on randomly selected suppliers and subcontractors.

We will report any deficiencies that arise and ensure corrective action plans are implemented to maintain continuous improvement.

The effectiveness of our processes demonstrates our performance in this area.

FUTURE ACTIONS

Over the next financial year, our key aims will be to:

- Remain vigilant to any occurrences of modern slavery by capturing any reported incidents of modern slavery withing Ellis's supply chain and investigate.
- We will capture and address any reported change to the risk profile of our suppliers in relation to modern slavery, as required by our Supplier / Subcontractor code of conduct.
- Continue our engagement with our supplier and subcontractors in regard to their compliance with the Modern Slavery Act and conduct formal reviews of our suppliers and subcontractors.
- Ongoing monitoring of internal policies and procedures for managing risks of modern slavery practices throughout out supply chain and assessing its effectiveness of our risk control strategy and associated operational procedures,
- We will look for opportunities to improve our performance when measuring the effectiveness of our actions in relation to modern slavery.
- Continue to facilitate appropriate modern slavery awareness training sessions to relevant team members and
- Produce and publish our next 'Modern Slavery Statement' for the 2026 reporting period in accordance with statutory obligations.

CONSULTATION PROCESS & STATEMENT OF APPROVAL

This statement was prepared by Ellis Air's HSEQ team in consultation with our Commercial and Procurement teams that actively oversee and participate in the process of this risk management approach to Modern Slavery.

This Modern Slavery Joint Statement has been reviewed and approved by the Board of Directors of the Ellis Air Group Pty Ltd, and, by the Sole Director of Ellis Air Conditioning Pty Ltd and Ellis Air Conditioning (QLD) Pty Ltd, Mr Adam Langford on 22/06/2026.

Approved by: **ADAM LANGFORD** Signature:  Date: **22/06/2026**
(PRINT NAME)