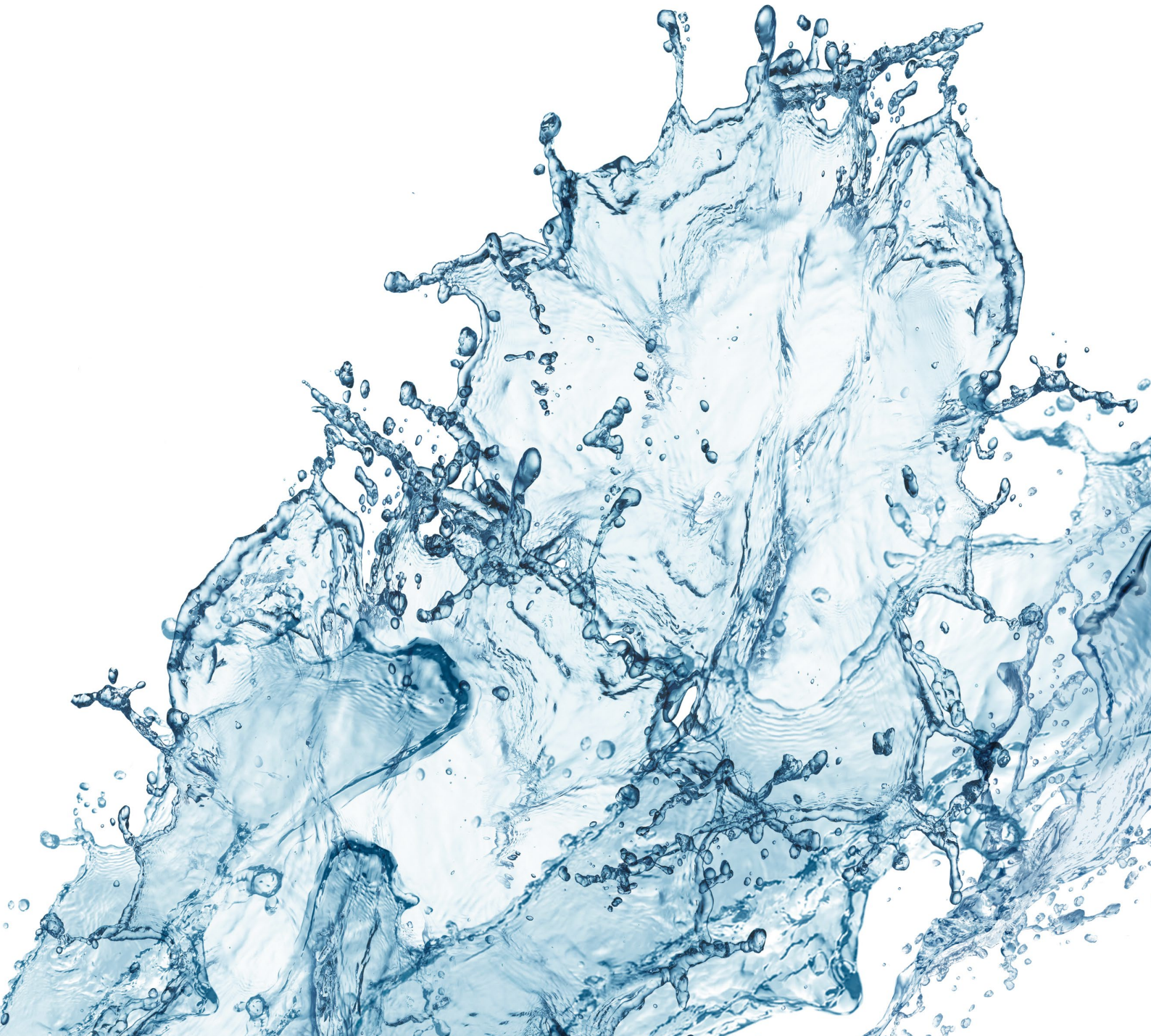




TRILITY

Modern Slavery Statement

June 2025





Managing Director statement

At TRILITY, respecting human rights is inherent in our business operations and is embedded in our core values. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is safe, ethical, open, transparent and trusted.

Preventing modern slavery practices is a complex issue with a global impact and eliminating the potential for it to occur in our operations is key to our commitment. We are also committed to working with our suppliers to identify and tackle the risks of modern slavery throughout their operations and supply chains.

This modern slavery statement reports on the steps TRILITY has taken during the period 1 January 2024 to 31 December 2025 to address the risks associated with modern slavery.

A handwritten signature in black ink, appearing to read 'F. A. Gouws', written in a cursive style.

Francois Gouws
Managing Director



Reporting entity

TRILITY's core business is delivery of water, wastewater and environmental services. TRILITY is involved in the delivery of 100s of water infrastructure projects, currently servicing over 600 facilities. Our solutions are built on our heritage and our expertise, a dedication to do it right, and a passionate commitment to provide our services effectively, efficiently, safely and responsibly.

We work alongside our partners in optimising their facilities, processes and performance – creating value through the full water and wastewater cycle, enhancing their competitiveness and protecting the environment. Our approach and design principles to water management and environmental solutions use our experience, innovation and proven technology to develop a solution to suit each client's needs.

TRILITY plays a vital role in our modern world by providing water, wastewater and environmental solutions which contribute to a better quality of life for those communities we serve, across Australia and New Zealand. We have extensive operations, spanning from the far south of Tasmania to the most northern tip of the country and across the Tasman.

TRILITY has operated in Australia since 1993 and New Zealand since 2015. Previously known as United Utilities, we have a 26-year track record of delivering significant water infrastructure projects and successfully operating them for our clients. Some of our projects have included finance, design, construction, operations and maintenance as a complete service offering, making us a leader of DBFO / BOOT project delivery of water infrastructure.

We have designed, built and / or operate over 70 treatment plants in Australia and New Zealand with a combined capacity of 1,800 megalitres per day through our national workforce of approximately 300 people. These plants fall under 21 operating contracts incorporating DBFO, BOOT, DBO, D&C and O&M contract models. Several of these contracts have included financing of the project.

We have extensive operations, spanning from the far south of Tasmania to the Northern Territory and throughout New Zealand. Our business combines many services, solutions, products, and applications to suit each client's needs. We keep pace with rapidly evolving technology, markets, regulations, and climate conditions. Our solutions are built on our heritage and our expertise, a dedication to do it right, and a passionate commitment to provide our services effectively, efficiently, safely, and responsibly.

TRILITY is broadly a national company, with most of our operations in regional areas of Australia and New Zealand. TRILITY has offices in Adelaide (x2), Melbourne (x2), Gold Coast, Sunshine Coast, NSW Central Coast, Perth, Darwin and Mount Maunganui NZ (x1). TRILITY also has staff permanently based at more than 40 operational locations around Australia and New Zealand.

Corporate structure and operations

In collaboration with our clients, we provide water and environmental services to 1000's of customers



Operating companies



This modern slavery statement is made in compliance with the Modern Slavery Act 2018 (Cth) (the Act) on behalf of:

TRILITY Group Pty Ltd (ABN 39 144 522 565)
TRILITY Pty Ltd (ABN 48 053 122 562)
TRILITY Macarthur Operations Pty Ltd (ABN 17 057 185 421)
TRILITY Australia Investments Pty Ltd (ABN 82 058 387 812)
TRILITY Australia Holdings Pty Ltd (ABN 36 058 388 426)
TRILITY Environmental Investments Pty Ltd (ABN 63 103 804 388)
TRILITY Onkaparinga Pty Ltd (ABN 88 103 804 495)
TRILITY Water Pty Ltd (ABN 94 004 012 873)
TRILITY Victor Harbor Pty Ltd (ABN 65 107 437 258)
TRILITY Australia Operations Holdings Pty Ltd (ABN 58 092 491 944)

TRILITY Berri Barmera Pty Ltd (ABN 37 123 851 356)
Macarthur Water Pty Ltd (ABN 80 058 359 005)
Macarthur Water Holdings Pty Ltd (ABN 24 058 361 130)
TRILITY Services Pty Ltd (ABN 72 155 889 599)
TRILITY Solutions Pty Ltd (ABN 88 009 395 340)
TRILITY Solutions Australia Pty Ltd (ABN 91 101 568 914)
TRILITY Solutions (SA) Pty Ltd (ABN 20 073 532 028)
TRILITY New Zealand Limited (NZBN 9429041665145)
TRILITY Rotorua Limited (NZBN 9429048502849)
Topaq Pty Ltd (ABN 57 108 427 863)

The entities are referred to collectively in this statement as 'TRILITY' and this statement has been prepared in consultation with these entities.

Independent brands



300 plus employees across multiple sites throughout Australia and New Zealand



We operate 365 days



43 Water, wastewater plants and reuse schemes



132 Pumps stations



835 kilometres of pipeline



We process over 60,000 tonnes of biosolids per year



We treat over 1.5 GL/d



Australia

Western Australia

1. Mundaring Water Treatment Project

Northern Territory

2. Energy Resources of Australia Limited Water Treatment Operations Support*

South Australia

3. Adelaide Desalination Plant
4. Berri Barmera Reuse Scheme
5. Adelaide Hills Community Waste Management Scheme
6. Onkaparinga Wastewater Treatment Plant
7. Riverland Water Project
8. Victor Harbor Wastewater Treatment Plant
9. Virginia Pipeline Scheme*
10. Waikerie Wastewater Scheme
11. Wakefield Regional Council community wastewater management scheme (CWMS)

Victoria

12. Barwon Water Biosolids Management Project
13. Campaspe Asset Management Services (CAMS)*
14. Campaspe Water Reclamation Scheme
15. Eastern Irrigation Scheme
16. Grampians Water Operations and Maintenance
17. South East Water Disinfection Contract*
18. Yan Yean Water Treatment Plant*
19. Yarra Park Water Recycling Facility

Tasmania

20. TasWater Regional Towns Water Supply Program*

New South Wales

21. Macarthur Water Filtration Plant
22. Wentworth to Broken Hill (W2BH) Pipeline

Queensland

23. Agnes Water and Seventeen Seventy Integrated Water Project
24. Aratula and Helidon Sewage Treatment Plant free water surface wetlands*
25. Lion Co. Australia Wastewater Recycling Plant*
26. Northern Peninsula Area Water Supply System*
27. Redcliffe Sewage Treatment Plant*
28. Seqwater Field Operations and Maintenance Services*
29. Townsville City Council Water Supply Upgrade Project
30. Yabulu Reuse Plant*

New Zealand

Northland

31. Mangawhai Community Wastewater Scheme*

Rotorua

32. Rotorua Wastewater Services

Central Otago

33. Central Otago District Council (CODC)

Our approach and analysis

For the current reporting period, TRILITY used the Global Slavery Index 2023 to identify industries and geographic regions which potentially present a higher risk of exposure to modern day slavery.

All suppliers of goods or services to TRILITY in both Australia and New Zealand during the 12 months to March 2025, regardless of value, have previously been categorised based on their industry and location.

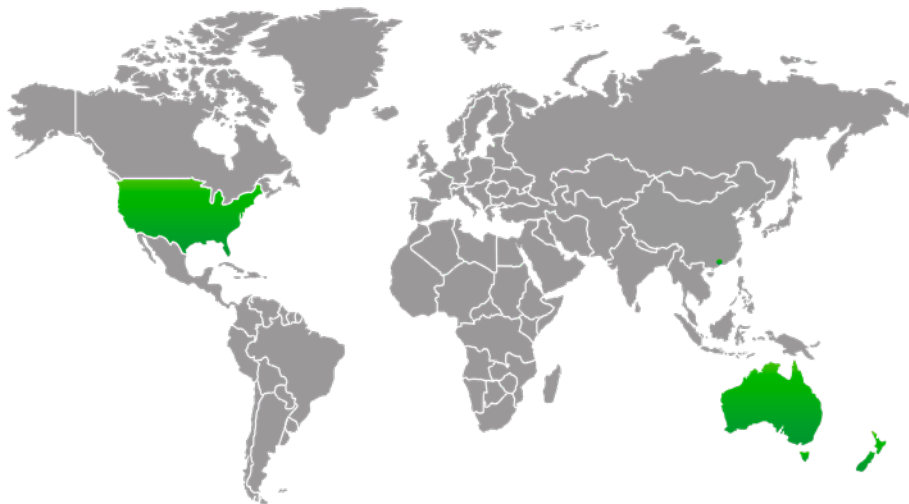
As a result of this analysis, it was found:

- 100% of TRILITY’s direct suppliers continue to be based in low-risk geographic regions

- TRILITY has reduced the percentage of goods purchased from high-risk industries (textiles and IT related equipment) from 2.9% to 2.5% and now represents just 3.19% of TRILITY’s total procurement value for the reporting period

As a result of this analysis, TRILITY’s direct exposure to modern slavery risks is considered to remain low. However, TRILITY recognises that, whilst the direct exposure may be low, indirect exposure may be different due to suppliers sourcing their products from geographic regions at higher risk. As a result, further work has been undertaken in conjunction with these suppliers to fully assess that risk (refer **actions to be taken**).

Actions taken to date	Actions to be taken	Assessing effectiveness of those actions
During the current reporting period TRILITY implemented the following actions: • Discussions with the Boards of related entities which do not currently trigger the revenue threshold for reporting regarding development of an appropriate modern slavery policy • All vendors where a spend of between \$250k and \$500k were sent the TRILITY Modern Slavery assessment questionnaire • A suitable information and training package on modern slavery was identified but has not yet been implemented • TRILITY participated in a WSAA initiative to streamline vendor modern slavery data collection. • A suitable information and training package has been developed and will be rolled out to key work groups over the next 12 months • Results of returned questionnaires have been reviewed showing no further exposure to modern slavery for TRILITY	During the next reporting period, TRILITY commits to assessing and implementing, where practical, the following actions: • TRILITY Modern Slavery assessment questionnaire to be sent to vendors where a spend of between \$100k and \$249k • Vendor set up and supplier assessment documentation is being reviewed and updated to include more robust questions to easily identify high-risk industries	Assessing the effectiveness of TRILITY’s approach to managing the risks of modern slavery is an ongoing exercise which is achieved using the same continual improvement methods embedded in TRILITY’s ISO certified integrated management system including: • Establishing and measuring appropriate key performance indicators (e.g. training completion) • The periodic management review of TRILITY’s integrated management system, including assessment of the effectiveness of all procurement processes • Reviewing a percentage of the supplier assessments issued for responses relating to modern slavery • Internal audits



Approval

This modern slavery statement was approved by the board of TRILITY Group Pty Ltd on 11 June 2025.
The boards of other entities listed on page 4 have adopted this modern slavery statement for their operations.

Last updated: June 2025

Next review: June 2026



Francois Gouws
Managing Director

Our corporate values

The TRILITY brand is the symbol of our heritage and of the quality and trust we have delivered for more than 30 years. To our clients, it embodies a commitment to anticipate and meet their changing needs. To our organisation, it represents the imagination we use to address those needs in a manner that reflects our values.



TRIsafe

Be safe because you want to,
not because you have to

What is expected from TRILITY today?

It is to provide an excellent service provision to our clients now and in the future in a safe, sustainable and environmentally responsible way. It is to continuously strengthen our commitment to being the 'partner of choice' when it comes to service delivery.

TRILITY will continue to act decisively to address what matters most today and tomorrow; apply expertise and resources to deliver beyond the expected outcome; ensure a clear focus on innovation and integrity; and invest in continually improving.

Thank you
for your interest in TRILITY

Read more at trility.com.au



For further information

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