

MODERN SLAVERY STATEMENT

2025



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LETTER FROM OUR CHAIRMAN AND CHIEF EXECUTIVE OFFICER

We are pleased to present Quantem's sixth Modern Slavery Statement, setting out how Quantem has continued to address modern slavery risks throughout the 2025 reporting period. This Statement sets out how Quantem identifies, assesses, and addresses the risk of modern slavery practices within our operations and across our supply chains. It also outlines the steps we have taken during the year and our assessment of the effectiveness of those actions.

Quantem welcomes the appointment of Australia's Federal Anti Slavery Commissioner and supports the proposed reforms to the Modern Slavery Act. These initiatives mark an important milestone in enhancing the national framework for addressing modern slavery and are expected to strengthen transparency, accountability, and consistency across Australian businesses.

Quantem upholds a zero tolerance position on modern slavery in any form. During the reporting period, the company advanced its supplier risk management processes by expanding the use of an online third party modern slavery assessment and reporting platform. At the same time, governance and risk oversight were further reinforced through the rollout of the Quantem People system, which encompasses HRIS, payroll, and time and attendance across the organisation.

Quantem recognises that addressing modern slavery risks requires an ongoing and evolving approach. The company remains committed to continuous improvement and to working constructively with customers, suppliers, and other stakeholders to further reduce modern slavery risks in the 2026 financial year and into the future.

This statement was approved by the Quantem Board on 20 May 2026.



Philippe Etienne
Chairman



Nick Moen
Managing Director and CEO





2025 HIGHLIGHTS

- Strengthened Supplier Due Diligence and Risk Assessment.** Quantem implemented and expanded the use of the iPRO third party modern slavery assessment tool, assessing 83% of Tier 1 suppliers by spend in 2025 and improving visibility over supplier operations, sourcing, and risk profiles.
- Robust Governance and Workforce Controls.** Quantem successfully implemented a new HR system, Quantem People, streamlining and standardising HR and payroll processes to strengthen assurance that all employees are remunerated in accordance with their legal entitlements.
- Contractual Integration of Modern Slavery Obligations.** Modern slavery obligations were embedded across standard supplier and labour hire contracts in Australia and New Zealand, with more than 24 supplier agreements executed, renewed, or replaced in 2025 using Quantem’s standard contractual forms.
- Targeted Supplier Engagement and Continuous Improvement.** Quantem prioritised suppliers based on risk and spend, actively engaging higher risk suppliers, particularly small and medium enterprises to improve modern slavery risk controls through guidance, education, and access to the iPRO platform and tailored action plans.
- Effective Monitoring, Assurance, and Remediation Frameworks.** No instances or complaints of modern slavery were identified during the reporting period. Quantem maintained clear remediation processes, ongoing monitoring of grievances and whistleblower reports, and measurable tracking of policy effectiveness and supplier risk reduction outcomes.



VISION

Be a leading, independent bulk commodities storage company in Asia Pacific

PURPOSE

A trusted and sustainable partner in our customers' supply chain through strategically advantaged infrastructure.

VALUES



SAFETY



LEADERSHIP



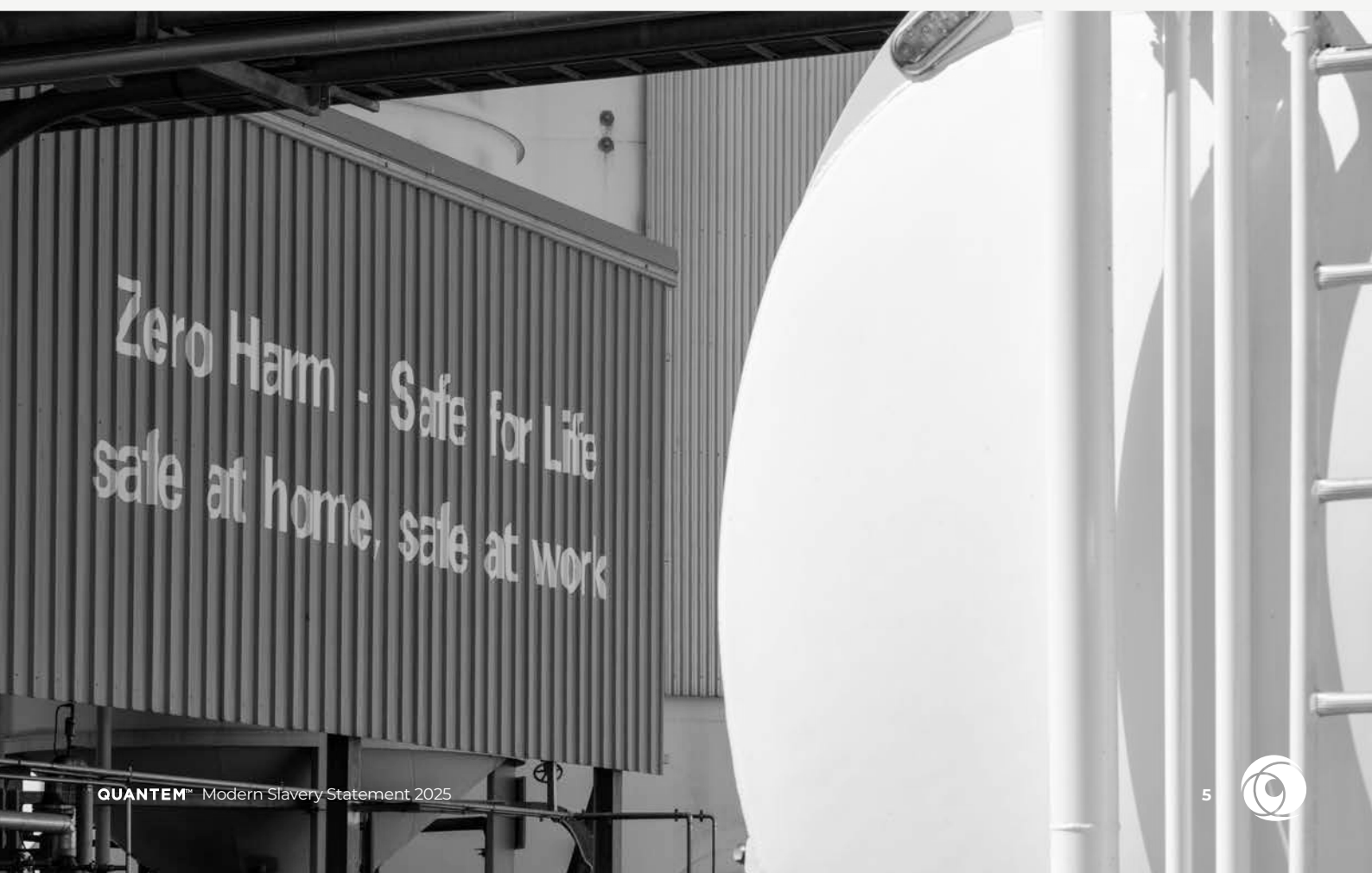
EXCELLENCE



ACCOUNTABILITY



PARTNERSHIP





OUR OPERATIONS AND SUPPLY CHAIN

OUR OPERATIONS

Quantem has operated bulk liquid storage facilities in Australia for over 65 years and is a leading bulk liquid storage and handling business, operating nine terminals in Australia and two in New Zealand.

Quantem’s purpose is to be a trusted and sustainable partner in its customers’ supply chain, supported by strategically located infrastructure assets. The company serves a diverse customer base, including major oil and chemical companies as well as independent chemical and commodity traders, and plays a critical role in supporting Australia’s manufacturing and transport industries.

Quantem has deep operational expertise in the storage and handling of a wide range of products, including chemicals, tallow, vegetable and edible oils, petroleum fuels, base oils, and bitumen.

We offer the following services to our customers:

- 
Bulk liquid storage and handling
 Provision of storage capacity within Quantem tanks and the handling of product throughput at port terminals, including transfers via wharf and road tankers;
- 
Logistical services
 Receipt and redelivery of products via vessels, road tankers, trucks and pipelines;
- 
Operational services
 Product blending, mixing, and testing performed on behalf of customers;
- 
Administrative services
 Order processing and invoicing, with surveying services available where required; and
- 
Customs services
 Coordination of obligations related to import duties and value added tax (VAT).



COMMITMENT TO OUR CUSTOMERS

As part of Quantem's core value of Partnering, the company recognises its role as a critical contributor to customers' supply chain solutions. Quantem also acknowledges that customers place increasing importance on engaging suppliers with robust frameworks for identifying and managing modern slavery risks within their supply chains.

Since 2021, Quantem has incorporated modern slavery provisions into its standard customer terms of engagement in Australia and New Zealand.

These provisions continue to be progressively embedded as existing customer contracts are renegotiated and renewed.

Quantem also proactively responds to customer requests for audits, information, and assurance relating to its Modern Slavery compliance program.



759

DIRECT ENGAGED
SUPPLIERS
(TIER 1)

592

WITHIN AUS

167

IN NZ

LESS THAN

1%

OF TOTAL PROCUREMENT
SPEND IS WITH SUPPLIERS
OUTSIDE THESE
REGIONS

OUR SUPPLY CHAIN

Our supply chain primarily relates to the operation and maintenance of our bulk liquid storage facilities which include procurement of goods and services in the following categories:

-  **Constructions and installation works;**
-  **Energy and utilities;**
-  **Repair & maintenance services;**
-  **Waste collection and disposal;**
-  **Labour hire;**
-  **Chemicals;**
-  **Professional services, including engineering, project management, environmental, financial and legal services;**
-  **Electrical, instrumentation, mechanical and product handling equipment;**
-  **Information technology services; and**
-  **Supplies and consumables including tools and personal protective equipment.**

Procurement of goods and services across the Quantem Group is managed through a centralised procurement function with specialist capability. All suppliers are approved in accordance with Quantem's procurement policies and procedures.

Approximately 99% of Quantem's total procurement spend is with suppliers based in Australia and New Zealand, both of which are considered low risk jurisdictions for modern slavery. Of the Australian procurement spend, approximately 11% is directed to small business suppliers.

In the third quarter of 2025, Quantem successfully completed the construction of 90,000 cubic metres of new diesel storage capacity at Pelican Point. The project, supported by the Australian Government's Boosting Australia's Diesel Program, was delivered over 190,000 work hours without a reportable incident.





MODERN SLAVERY RISKS IN QUANTEM'S OPERATIONS AND SUPPLY CHAINS

QUANTEM WORKFORCE RISKS

Quantem employs more than 200 employees and independent contractors across its operations in Australia and New Zealand.

The business maintains centralised Human Resources (HR) and Health, Safety and Environment (HSE) functions, supported by robust policies and systems designed to ensure that all employees are:

- ✓ **Provided with safe and healthy working conditions;**
- ✓ **Remunerated in accordance with applicable Australian industrial awards or Enterprise Agreements;**
- ✓ **Paid above the New Zealand minimum wage;**
- ✓ **Free to access union representation and exercise rights to collective bargaining; and**
- ✓ **Of a legal minimum working age.**

As part of its quality assurance framework, Quantem conducts annual payroll audits to confirm employees are paid correctly and in line with, or above, applicable minimum wage and award requirements. Enterprise Agreements are reviewed at the time of renegotiation to ensure ongoing compliance with relevant legislation.

From time to time, operational requirements need the engagement of contract labour. Quantem has implemented a formal labour hire management framework under which all contract labour providers are engaged pursuant to its standard Labour Hire Services Contract. This contract requires suppliers to:

- ✓ **Comply with all modern slavery obligations;**
- ✓ **Disclose any historical breaches of modern slavery legislation; and**
- ✓ **Notify Quantem promptly of any actual or suspected breaches.**



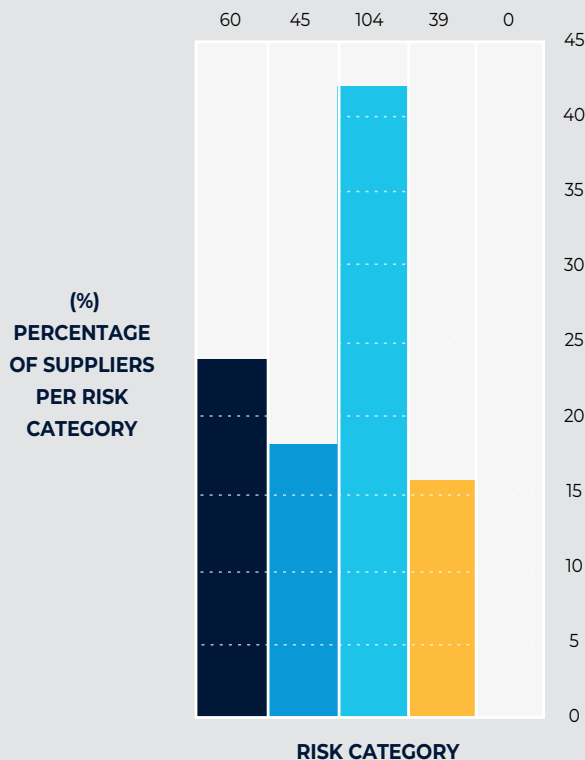
The new Quantem People HRIS, payroll and time and attendance system have further strengthened controls. Based on the controls in place and ongoing oversight, Quantem is confident there is no slavery or human trafficking within its employment practices.

SUPPLY CHAIN RISKS

During the reporting period, Quantem continued, for the second year to operate the online third party modern slavery assessment tool, iPRO, to assess and manage modern slavery risks within its supply chain. The operation of this tool has enabled the assessment of Tier 1 suppliers and improved visibility over where suppliers operate, manufacture, and source goods. Of the 251 suppliers assessed, 85% were categorised as low to medium risk, with no suppliers identified as high risk (i.e. exhibiting high levels of inherent risk). This represents a 2% improvement compared to the previous year.

A minority of assessed suppliers (15%) were categorised as high risk due to inadequate risk controls. This reflects suppliers with moderate to high inherent modern slavery risk and inadequate risk controls. This will be considered as part of our continuous improvement actions for 2026.

NUMBER (#) OF SUPPLIERS PER RISK CATEGORY



INHERENT RISK

		LOW	MODERATE TO HIGH	VERY HIGH
RISK CONTROL	ADEQUATE	LOW - RISK Adequate Risk Control	LOW - RISK Adequate Risk Control	HIGH - RISK High Levels Of Inherent Risk
	PARTIAL	LOW - RISK Low Levels of Inherent Risk	MEDIUM - RISK Partial Risk Control	HIGH - RISK High Levels Of Inherent Risk
	INADEQUATE		HIGH - RISK Inadequate Risk Control	HIGH - RISK High Levels Of Inherent Risk



ASSESSING AND MITIGATING MODERN SLAVERY RISKS

MODERN SLAVERY GOVERNANCE FRAMEWORK

Quantem's approach to the identification and mitigation of Modern Slavery risks is underpinned by our core values of Safety, Leadership, Excellence, Accountability and Partnership which are supported by its Employee Code of Conduct. As part of our core values, we believe in partnering with our suppliers and customers to ensure the safety of workers, supporting and maintaining work environments which are free of modern slavery.

Our Code of Conduct and Whistleblower Policies empower our employees to "speak up" without fear of reprisal on any breaches of law or unethical behaviour, including suspected breaches of Modern Slavery laws.

All Quantem employees are also required to read and comply with our Modern Slavery Policy which specifically addresses the risks of Modern Slavery and requires employees to report any known or suspected cases of modern slavery. Employees are provided education to increase awareness and knowledge.

Our Suppliers must also comply with our Supplier Code of Conduct which requires adherence to ethical conduct and modern slavery laws. Suppliers must ensure that all work is freely chosen, workers are of legal age and suppliers must comply with all applicable laws, including those providing for minimum wages and fair working conditions. Quantem reserves the right to terminate any supplier contract for breach of modern slavery laws.

Copies of these policies are available on Quantem's website www.quantem.com.au.

All Quantem employees were requested to confirm they were not aware of any instances of breaches of modern slavery laws and to report any breaches of modern slavery laws to their manager or the General Counsel.

SUPPLIER MAPPING

We are committed to continue refining and improving our processes and understanding of modern slavery risks within our supply chains.

We prioritise our suppliers based on risk and spend to ensure we focus our efforts on those that present the highest exposure to Quantem.

As the composition of our suppliers changes from year to year, during each reporting period, we continue to refresh of the top suppliers by value to the Quantem Group.

In 2024, Quantem assessed 70% of its tier one suppliers by spend (162 suppliers) through completion of an online self-assessment questionnaire. Consistent with Quantem's objective to expand assessment coverage, this increased in 2025, with 83% of tier one suppliers by spend (199 suppliers) assessed through the same process.



SUPPLIER DUE DILIGENCE

As Quantem sources the majority of its goods and services from suppliers located in Australia and New Zealand, we are able to maintain close engagement with its supplier base and develop a strong understanding of supplier operations.

Quantem's procurement processes require suppliers to be assessed for compliance with applicable modern slavery legislation prior to engagement and on an ongoing basis. This evaluation forms part of a broader due diligence framework that includes the assessment of modern slavery risks, health and safety risks, and adherence to ethical business practices.

SUPPLIER MANAGEMENT

All suppliers on standard Quantem terms in Australia and New Zealand are required to comply with modern slavery laws and use reasonable endeavours to ensure their supply chains are free of modern slavery.

Over the past five years, Quantem has developed standard purchase order terms and a suite of contractual templates incorporating obligations to address modern slavery risks across all Australian standard supplier agreements and New Zealand supply and service contracts. In 2025, Quantem continued the progressive rollout of these standard terms, with more than 24 supplier contracts executed, renewed, or replaced using the Quantem standard contractual forms.

As several of our suppliers are small businesses with no requirement to comply with the Modern Slavery Act 2018 (Cth), we believe we have an important role to play in assisting them to understand the risks of Modern Slavery and provide information and discussions to elevate their understanding of those risks.

As part of ongoing supplier engagement, Quantem will continue to work with these suppliers, particularly small to medium enterprises with limited internal capability, to support improvements in modern slavery risk management. Where appropriate, suppliers will be encouraged to utilise the iPRO platform, which provides targeted resources and practical guidance aligned to individual action plans.

REMEDIATION PROCESSES

During 2025, Quantem did not receive any Modern Slavery complaints or become aware of any instances of actual or suspected modern slavery within its operations or supply chain.

In the event of any report or discovery of actual or suspected modern slavery practices, our Modern Slavery Policy requires that:

- ▶ **We prioritise the protection of the rights of any person suspected of being enslaved.**
- ▶ **Where appropriate or necessary, we shall report the matter to relevant authorities, including law enforcement.**
- ▶ **We will work with our suppliers to identify and mitigate against modern slavery risks, but we reserve the right to terminate any supply contract for breaches of modern slavery laws.**

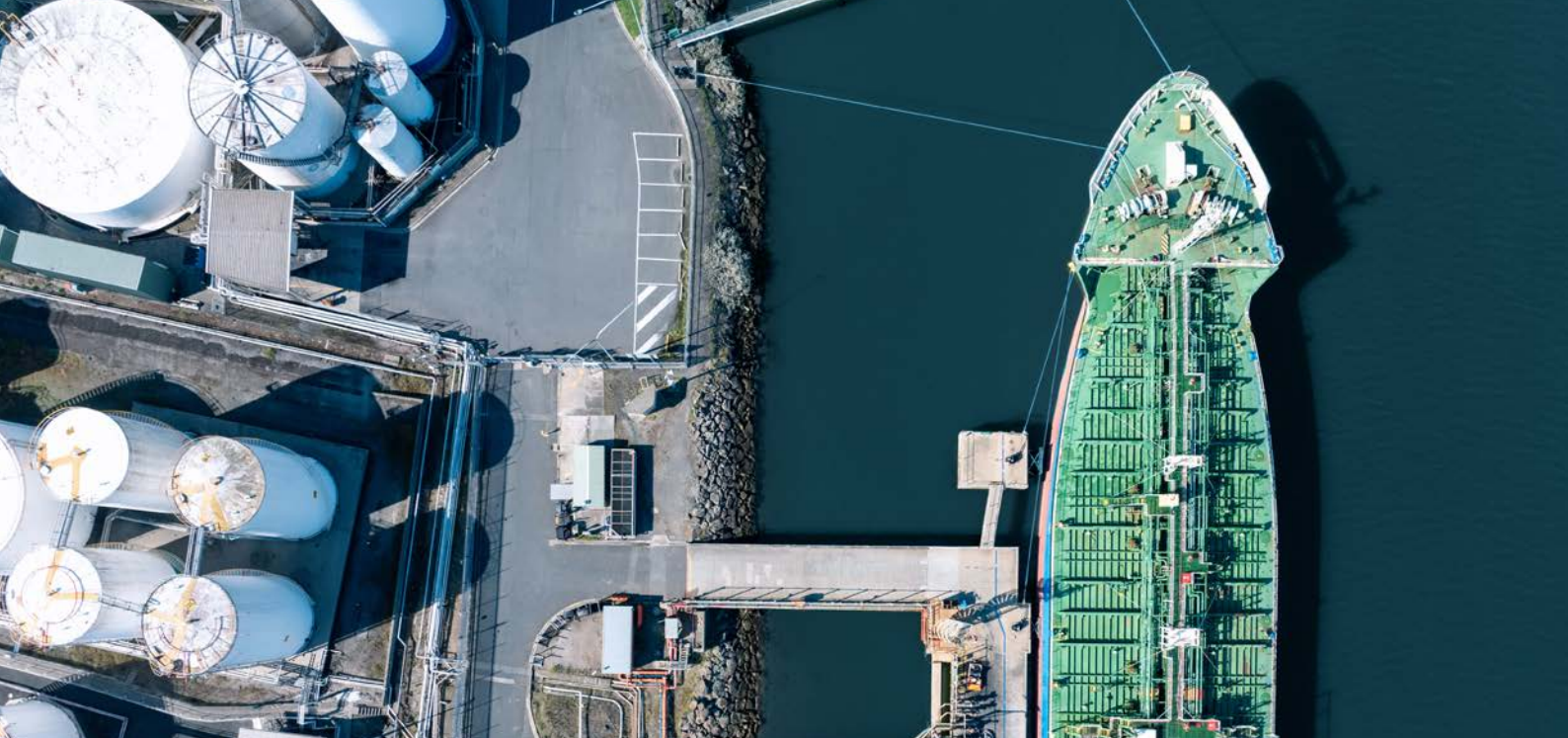
INVESTMENT IN HR BUSINESS SYSTEMS AND TRAINING

Quantem continues to invest in the training and development of understanding of Modern Slavery within its workforce and suppliers.

During 2025 employees continued with online training which includes a Modern Slavery module to further strengthen employee engagement and compliance.

With regards to continuous improvement in the HR business system, in 2025, Quantem implemented a new HR system (Quantem People) that will simplify and standardise Quantem's HR systems, and manual processes including payroll and time and attendance. This new system provides additional assurance and controls that all employees are paid in accordance with their legal entitlements.





ASSESSING THE EFFECTIVENESS OF QUANTEM'S MODERN SLAVERY COMPLIANCE INITIATIVES

Quantem continues to strengthen its capability and maturity in identifying, assessing, and managing modern slavery risks across our operations and supply chains.

CONTINUOUS IMPROVEMENT OF OUR PROCESSES

As Quantem is now in its second year of implementing this risk-based supplier assessment program, the focus has evolved from initial identification of risk to active risk reduction and continuous improvement. Suppliers are now required to review and update their assessments, implement recommended actions, and demonstrate progress in reducing their risk category scores. This allows Quantem to actively monitor supplier performance, identify improvement trends, and strengthen risk controls across its supply chain.

Through this process, Quantem has developed the capability to track supplier-level progress over time, improving visibility, accountability, and transparency while driving better awareness and risk management practices across the supply chain.

Based on insights from the second year supplier data review and submission, Quantem has identified a set of priority actions in 2026, if adopted by our suppliers, will deliver the greatest impact in reducing overall unmitigated modern slavery risk:


- 1 Raising awareness of Modern Slavery Risk Compliance Policy**
- 2 Annual modern slavery awareness education and training for the workforce**
- 3 Implementation of vulnerability assessment policy**





Over the next 12 months, Quantem's objective is to further embed continuous improvement across its supply chain by increasing transparency, strengthening governance, and supporting suppliers to reduce modern slavery risks in a measurable and sustainable way. This program positions Quantem not only to meet its legislative obligations, but to actively raise standards and drive positive change throughout its supply network.

ASSESSING EFFECTIVENESS

In 2025, Quantem continued to review and assess the effectiveness of our policies, processes and procedures by:

 **Monitoring grievances** related to modern slavery and report of issues received through our mechanisms such as the updated Whistleblower Policy;

 **Tracking progress** against our priorities to remain accountable for our initiatives; and

 **Continuing to deliver** and track completion rates of Modern Slavery by Training to Quantem employees to raise awareness and maintain vigilance on detecting and preventing modern slavery.



ABOUT THIS STATEMENT

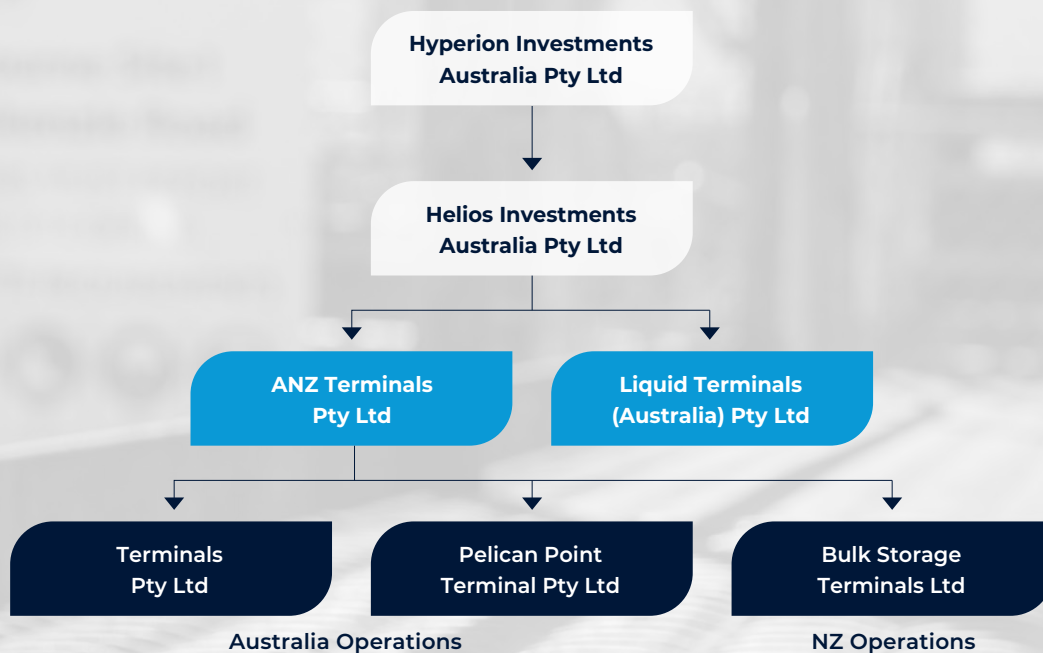
This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) (the Act). Under the Act, Hyperion Investments Australia Pty Ltd trading as Quantem and Helios Investments Australia Pty Ltd are the reporting entities within the Quantem Group required to submit a Modern Slavery Statement for the financial year ended 31 December 2025.

QUANTEM OWNERSHIP STRUCTURE

Hyperion Investments Australia Pty Ltd is the holding company for the following subsidiaries:

- **Helios Investments Australia Pty Ltd** ACN 600 077 352 (reporting entity);
- **Terminals Pty Ltd** ACN 000 348 407 (operating entity);
- **Liquid Terminals Australia Pty Ltd** ACN 001 849 805 (operating entity);
- **Pelican Point Terminal Pty Ltd** ACN 144 651 132 (operating entity); and
- **Bulk Storage Terminals Ltd** Company Number 24280 (NZ) (operating entity).

ABRIDGED CORPORATE STRUCTURE DIAGRAM





CONSULTATION AND JOINT STATEMENT

This Modern Slavery Statement is prepared as a joint statement submitted on behalf of the reporting entities within the Quantem Group (Hyperion Investments Australia Pty Ltd and Helios Investments Australia Pty Ltd).

Each of Quantem and the Quantem Subsidiaries have been consulted in the development of this Modern Slavery Statement.

From a structural perspective, each of the Quantem directors are also directors of the Quantem Subsidiaries and the operations of each Quantem Subsidiary are overseen by the same Quantem Executive Leadership Team. All Quantem Subsidiaries operate in accordance with centralised Procurement, Finance and Human Resources functions.

The governance policies underpinning Quantem's Modern Slavery work applies and has been rolled out throughout Quantem and the Quantem Subsidiaries. All employees within the Quantem group of companies are required to complete the same training and comply with the same modern slavery processes and procedures as set out in this Modern Slavery Statement.



APPENDIX: MODERN SLAVERY ACT 2018 (CTH) – MANDATORY CRITERIA

This Statement has been prepared to meet the mandatory reporting criteria set out in the Modern Slavery Act. The table below identifies where each of the criteria has been addressed within this Statement.

MANDATORY CRITERIA	2025 MODERN SLAVERY STATEMENT REFERENCE
<ul style="list-style-type: none"> Identify the reporting entity 	<p>Page 15 – About this Statement</p>
<ul style="list-style-type: none"> Describe the structure, operations and supply chain of the reporting entity 	<p>Pages 6, 7 & 8 – Our Operations and Supply Chain Page 15 – Quantem Ownership Structure</p>
<ul style="list-style-type: none"> Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity, and any entities that the reporting entity owns or controls 	<p>Page 9 & 10 – Modern Slavery Risks in Quantem's Operations and Supply Chains</p>
<ul style="list-style-type: none"> Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes 	<p>Page 11 & 12 – Assessing and Mitigation Modern Slavery Risks</p>
<ul style="list-style-type: none"> Describe how the reporting entity assesses the effectiveness of such actions 	<p>Page 13 & 14 – Assessing the Effectiveness of Quantem's Modern Slavery Compliance Initiatives</p>
<ul style="list-style-type: none"> Describe the process of consultation with any entities that the reporting entity owns or controls 	<p>Page 16 – Consultation and Joint Statement</p>
<ul style="list-style-type: none"> Any other information that the reporting entity considers relevant 	<p>Page 5 – Quantem Vision, Purpose and Values Page 7 – Commitment to our Customers</p>





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