



## Modern Slavery Statement

### Supply Partners Pty Ltd

*"We are deeply committed to treating people with care, dignity, and respect—within our business, the communities where we operate, and throughout our supply chains. This commitment is central to our values and forms the foundation of our pledge to uphold internationally recognised human rights, including freedom from all forms of modern slavery such as forced labour, debt bondage, child labour, and human trafficking." - CEO Supply Partners*

Supply Partners Pty Ltd (ABN 94 155 169 074) ("**Supply Partners**") is an Australian-owned and grown business, with a focus on offering products from diversified manufacturers that will stand the test of time and a national Distributor of Solar and Energy Storage Products.

Unless explicitly stated otherwise, references to 'we', 'us' and 'our' refers to Supply Partners as a whole.

Publishing these statements offers Supply Partners a valuable opportunity to reflect on our efforts, provide updates on our progress and ongoing learning, and identify areas for improvement as well as the challenges we continue to face. We embrace this opportunity to highlight the actions we have taken and to share our future objectives in addressing this critical issue. A copy of this statement and its previous iterations appear on the public register. Supply Partners has an intrinsic commitment and desire to ensure all individuals within the broader Supply Partners network are afforded the courtesy, respect, and dignity that they deserve. Supply Partners vehemently opposes and actively denounces modern slavery in all forms. Supply Partners wishes to foster an environment in which employees, suppliers, business partners, and community members feel respected, secure, and heard.

Supply Partners is committed to minimising and addressing the risks of modern slavery in all forms within its operations and supply chains by ensuring its business partners operate ethically and with a fundamental respect for the sanctity of life and human rights. Supply Partner's commitments include all internationally recognised human rights, including those contained in the International Bill of Human Rights.

Supply Partners is well aware of many reports about the use of slave labour within the solar panel manufacturing supply chain in China. It is a priority for the Directors to mitigate and ensure that we are not complicit nor unknowingly supporting this issue. In FY2024, we reviewed our manufacturing partners keeping only those who could fully comply with an audit of their supply chains. We hold 3<sup>rd</sup> part audits on all our major manufacturers. Whilst the Directors were reviewing manufacturers it had been found that many could not substantiate the full supply chain on certain product lines. The Directors have stated and acted to ensure that at no time will these products be ranged by Supply Partners and the Directors have clearly stated their dissatisfaction at these manufacturers by no longer supporting.

Supply Partners continues to engage with a 3<sup>rd</sup> Party Human Resources Consultancy firm who embed themselves one day per week within our business. They have supported, informed and trained senior leadership on modern slavery and all management has received training and policy documentation on what modern slavery is, how to raise the alarm whether internal or external remaining protected within the Supply Partners whistle blower policy.





Supply Partners has engaged an offshore staff recruitment and management company to support Supply Partners in hiring staff within the Philippines. As Supply Partners is not situated within the Philippines this presents a potential issue in ensuring that staff are not subject to modern slavery concerns. To mitigate this issue, Supply Partners has engaged an Australian based company with Australian values and subject to Australian laws to manage this engagement with us. They have satisfied our own requirements on how we treat our staff and we retain their modern slavery policy and help to ensure it is adhered to.

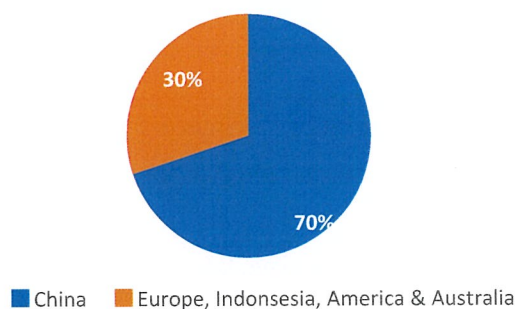
#### **Structure, Operations, and Supply Chains**

Supply Partners provides Australia and surrounding regions with renewable energy products sourced from all around the world. Our suppliers and manufacturers form an integral part of the Supply Partners fabric and help us achieve our purpose of creating and distributing innovative solar and energy storage products.

Supply Partners operates all over Australia, with warehouses in Queensland, New South Wales, Victoria, Northern Territory, and Western Australia. We also acquire the services of third-party logistics services in Townsville and Perth.

Moreover, Supply Partners strive to foster a strong and prosperous relationship with overseas manufacturers and suppliers. 70% are based in China, and 30% from Europe, Indonesia, America, and Australia.

### **Supply Partners Manufacturers and Suppliers**



Our organisation consists of the following operational lines:

- Finance;
- Sales and customer service;
- Marketing services;
- Technical Consultancy;
- Warehouse and Logistics; and
- Executive team.

Our workforce is predominantly based in Australia, with a few permanent employees based in the Philippines. We work directly with Cloud Staff and Australian based company that we have referred to in the previous section on how we have satisfied our concerns about modern slavery.





## **Customers**

The majority of our customers are owned and operate within Australia. Most are qualified electricians with their solar licences installing solar equipment on either residential or a commercial property. A small portion of our customers are based in New Zealand or within the Pacific and are supplied either directly from our manufacturing partners or from Supply Partners stock holdings in Australia.

## **Risks of Modern Slavery Within the Operations and Supply Chain**

Supply Partners recognises the inherent risks of modern slavery across all aspects of its operations, both locally and globally. The organisation is fully aware of these challenges and is committed to implementing and maintaining robust controls and practices to effectively address and mitigate such risks. In alignment with the UN Guiding Principles on Business and Human Rights, we evaluate the risk of modern slavery practices by considering their potential to cause, contribute to, or be directly linked to modern slavery within our operations and supply chains. Our definition of 'modern slavery risk' focuses on the potential harm to the individual rather than risks to our business, encompassing aspects such as reputational or financial damage.

Whilst we here at Supply Partners implement measures and controls to prevent and mitigate the occurrence of modern slavery, we acknowledge the inherent risks that come with the structure of our supply chains. Supply Partners relies on products manufactured predominantly overseas, and despite our efforts to mitigate the risks of modern slavery, the inherent nature of this model presents challenges in achieving complete oversight of all elements within the supply chain and the working conditions of all suppliers.

Supply Partners acknowledges that supply chains involving the sourcing of raw materials can pose elevated risks for those workers involved. We recognise that many workers within supply chains are often unskilled and, as a result, face a heightened risk of exploitation compared to their skilled counterparts. We also acknowledge the inherent risks of exploitation associated with the importation of products, as well as the broader risks deeply embedded within the import and export sector.

The utilisation of overseas Labour forces in our supply chain stands out as a specific area of concern with heightened potential for risk. It is important to consider that these modern slavery issues can emerge at any level, and must be comprehensively addressed, even in contexts traditionally considered low-risk, such as our local Australian workforce. Despite the implementation of robust protections and procedures, it is crucial to recognise that risks persist and are prevalent even in seemingly safe environments. This is especially pertinent when it comes to addressing the vulnerabilities faced by unskilled workers.

## **Actions Taken to Address Risks**

Supply Partners strives to deal with partners of comparable ethical fortitude, to address the modern slavery risks identified across all facets of the business. Supply Partners acknowledges that these are complex issues with no 'one size fits all' fix available, but rather seeks to implement controls and protections tailored to the specific risk factors unique to each facet of the business operations.

Supply Partners holds that newly established organisations often present a higher risk of engaging in or inadequately addressing modern slavery issues due to less developed policies, controls, and





oversight mechanisms. As such, where possible, Supply Partners endeavours to foster relationships with well-established manufacturers and supply chain partners of high regard and preferably those with audited supply chains.

As part of Supply Partners' due diligence process, beyond conducting our own inquiries into a potential partner's practices, we request anti-slavery documents from them and ensure alignment with not only our position on the matter but with applicable legislation and recommendations from bodies such as the UN. We require and do hold documented 3<sup>rd</sup> party audits on our key manufacturers supply chains and their own modern slavery statements. In addition to this the Directors at Supply Partners visit our manufacturer partner factories numerous times across the year. We also seek 3<sup>rd</sup> party reports to understand any alternative points in conflict with the modern slavery statements from the manufacturers themselves. Supply Partners determine that a manufacturing partner could not full show they were fully compliant in their modern slavery policy so Supply Partners dropped this manufacturer and advised the local market of this reason.

Supply Partners put our ethical obligations, including anti-slavery obligations, at the forefront of discussions with prospective partners.

All our key partners are to hold their own anti-slavery statements and we proactively seek updated versions on an annual basis. Supply Partners will not engage with a partner who fails to provide a statement of suitable quality or engage with us throughout a modern slavery consultation process. Supply Partners strives to be a leader amongst partners, suppliers, and other third parties encouraging all parties to adopt similar standards concerning human rights and procure suitable statements.

Supply Partners is committed to upholding fundamental human rights and would never knowingly engage with any entity known or suspected to violate these rights. This includes non-compliance with wage and hour laws, the exploitation of children, or the failure to respect workers' rights to freely join or refrain from joining a trade union, similarly Supply Partners will not allow unions to bully nor intimidate our workers as the forcing of unskilled staff by a union to join and pay union fees as a form of modern slavery if the typically unskilled worker has no interest in joining.

Amongst our partners across all areas of our operations lines, should we become aware of any risks real or potential, we will make decisive steps to address them from the outset. We will not hesitate to contact business owners and question them concerning the identified risks and the means by which they will address such issues. This is not limited to manufacturers and suppliers, but rather the greater network of businesses we associate with including our customers. This reflects our desire to foster a holistic culture that denounces modern slavery and exploitation in any and all forms across all our dealings.

Supply Partners and our staff at all levels strive to continually respect the human rights of those with whom we work and come into contact with. We are committed to ensuring that every individual engaged by the Company is afforded the dignity, courtesy, and respect they deserve.

Supply Partners acknowledge this is an evolving and dynamic issue. As such we are committed to regularly reviewing our supply chains and policies to ensure both we and our partners adhere to these principles.





### Assessing the Effectiveness of Our Actions

Even prior to the legislation's inception Supply Partners has been implementing strategies to combat modern slavery and exploitation. We continue to report to the register, and we take great pride in our actions taken thus far, and our ongoing commitment to addressing this pressing issue is a cornerstone of our value system. Statements such as this provide an important opportunity for us to demonstrate our moral fortitude as a business and allow us to reflect on our efforts, share our progress and learnings, and address where challenges may persist.

Through implementation of the aforementioned actions to assess the risk of modern slavery, Supply Partners has ceased using Suppliers who we deem to be at a high risk of modern slavery, notwithstanding a lack of concrete evidence.

An important benchmark for us in determining the effectiveness of our actions is through the actions of our key partners. We hope to be the standard in our field and push our key partners to address these issues and where possible implement their own anti-slavery statements and policies. At current all our key partners hold their own anti-slavery statements.

A key pillar for Supply Partners is the fostering and creation of a culture that does not tolerate exploitation and modern slavery in any form. We view the strong culture of respect within our organisation as a key indicator of the effectiveness of our efforts. This culture permeates all levels of our operations, from fostering dignity and mutual respect in peer-to-peer interactions to identifying and addressing modern slavery risks with our partners.

### Consultation Process

Supply Partners' approach to managing modern slavery risks for the FY23-24 reporting period has been developed in consultation with key stakeholders across our organisation.



Whilst we take great pride in the work we have done to get to this point, it is important we continue to strive to be better and continue to be vigilant in addressing the issues of modern slavery and exploitation. Preventing and addressing our own potential involvement in modern slavery is central to our commitment to running a safe, responsible, and sustainable business. We will continue to work on developing frameworks and processes to ensure we can continue to review the effectiveness of our actions and build upon those that we already have in place.

### Approval

This Modern Slavery Statement was approved by the board of Supply Partners Pty Ltd (ABN 94 155 169 074) in accordance with the *Modern Slavery Act 2018* (Cth) and relates to the reporting period of 1 July 2023 – 30 June 2024.

### **For and on behalf of**

#### **Supply Partners Pty Ltd**

  
\_\_\_\_\_  
John Corrigan Degotardi  
Director  
\_\_\_\_\_  
Patrick James Fitch Morrissey  
Director  
\_\_\_\_\_  
Liam Ricketts  
Director

