

MODERN SLAVERY STATEMENT 2025

WEG Australia



Driving efficiency and sustainability



1. Introduction and Reporting Entity

This Modern Slavery Statement is made pursuant to section 16 of the **Modern Slavery Act 2018 (Cth)** and describes the actions taken by **WEG Australia Pty Ltd** (ABN: 96 070 943 663) (“WEG Australia”, “we”, “our”) during the **1 January 2025 to 31 December 2025** reporting period, to identify, assess and address the risks of modern slavery in our operations and supply chains.

Modern slavery includes practices such as forced labour, human trafficking, servitude, debt bondage and child labour. WEG Australia is committed to respecting human rights and conducting business ethically and responsibly.

This statement is prepared as a standalone statement for WEG Australia Pty Ltd and covers the reporting period **1 January 2025 to 31 December 2025**.

2. Structure, Operations and Supply Chains

Structure and Operations

WEG Australia Pty Ltd is the Australian commercial entity of the WEG Group. WEG Australia distributes electrical and electromechanical equipment manufactured by WEG entities globally, including motors, generators, transformers, frequency inverters and switchgear.

WEG Australia also provides commissioning, servicing and technical support for its products through an internal Service team and a network of approved business partners.

WEG Australia operates sales offices and warehouses located in **Melbourne, Sydney, Brisbane and Perth**, supported by a nationwide distributor network servicing customers across Australia.

WEG Australia Pty Ltd does not own or control any other entities for the purposes of the Modern Slavery Act 2018 (Cth). Accordingly, this statement addresses the operations and supply chains of WEG Australia Pty Ltd only.

Supply Chains

WEG Australia procures goods and services required for its day-to-day operations from:

- Related WEG Group entities (including overseas manufacturers), and

- Third-party suppliers operating primarily within Australia.

Key categories within our supply chain include:

- Electrical and electromechanical products and components
- Transportation, warehousing and logistics services
- Facilities management and property-related services
- Subcontractors and professional services

WEG Australia maintains long-term strategic relationships with key suppliers to support supply chain stability, quality and ethical standards.

3. Modern Slavery Risks in Operations and Supply Chains

WEG Australia recognizes that modern slavery risks can exist in global and domestic supply chains, particularly in sectors involving manufacturing, logistics and labor-intensive services.

Operations

WEG Australia assesses the risk of modern slavery within its directly employed workforce as **low**. This assessment is based on:

- Australia's highly regulated employment environment
- Use of formal employment arrangements
- Compliance with the **Fair Work Act 2009 (Cth)** and applicable industrial instruments
- Internal governance, policies and reporting mechanisms

Supply Chains

Potential modern slavery risks may arise in the following areas:

- Overseas manufacturing activities undertaken by related WEG entities and suppliers
- Raw material sourcing for electrical and electromechanical components
- Transportation, warehousing and logistics services
- Use of subcontractors for facilities, maintenance and ancillary services

These risks are considered **inherent to the sector** and are assessed as **low to moderate**, considering the nature of the goods and services, supplier location, and labour intensity.

4. Actions Taken to Assess and Address Modern Slavery Risks

WEG Australia has implemented the following actions to assess and mitigate modern slavery risks within its operations and supply chains:

Supplier Standards and Governance

- **WEG Code of Ethics for Suppliers:** This code requires suppliers to respect applicable laws, international human rights principles, and labour standards, including those outlined in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- **Supplier Selection and Due Diligence:** Suppliers are assessed using technical, financial, socio-environmental, ethical, quality and compliance criteria prior to engagement.

Contractual Controls

- **General Terms and Conditions of Purchase:** Supplier contracts include clauses requiring compliance with human rights obligations and adherence to the WEG Code of Ethics for Suppliers.

Supplier Prequalification

- **Contractor and Supplier Prequalification Questionnaire:** WEG Australia requires certain suppliers to complete a prequalification process, including modern slavery-related questions, prior to engagement and at defined thresholds.

Internal Policies and Culture

- **Code of Ethics:** WEG Australia's Code of Ethics promotes ethical conduct, equal opportunity, appropriate remuneration, safe working conditions and respect for human rights.
- **Employee Support and Wellbeing:** Employees have access to confidential counselling, coaching and wellbeing support services available 24/7.

Where WEG Australia identifies actual or suspected modern slavery concerns, the matter is escalated internally for review. Appropriate actions may include further supplier engagement, corrective action requests, suspension of onboarding or procurement activity, referral through contractual channels, and consideration of whether external reporting or victim-centered support pathways are required.

During the reporting period, no incidents requiring remediation were identified. If a

concern were identified, WEG Australia would investigate the matter, engage with the relevant supplier or business partner, assess necessary corrective actions, and escalate the matter internally in accordance with applicable governance processes.

5. Assessing the Effectiveness of Actions

WEG Australia assesses the effectiveness of its actions by reviewing supplier prequalification completion rates, monitoring the number and nature of any reported concerns, reviewing whether contractual modern slavery expectations are incorporated into relevant supplier arrangements, and conducting periodic internal reviews of procurement and supplier onboarding processes. Findings are considered as part of continuous improvement of our controls and supplier engagement approach.

During the reporting period, no incidents of modern slavery were identified within WEG Australia's operations or supply chains.

6. Consultation

In preparing this statement, WEG Australia consulted with relevant internal stakeholders, including representatives from management, procurement, finance, service operations and people-related functions, and considered applicable WEG Group policies and ethical frameworks. WEG Australia does not own or control any entities requiring separate consultation for the purposes of section 16 of the Act.

7. Caring for Our People

WEG Australia is committed to equitable treatment, diversity, inclusion and respect for personal dignity. Our workforce consists predominantly of highly skilled employees working in office, assembly and warehousing environments across Australia.

Employees are engaged under modern awards, enterprise agreements or individual employment contracts, with minimum employment conditions governed by Australian legislation. Remuneration is benchmarked against Australian market data relevant to role, qualifications, skills and experience.

WEG Australia invests in professional development, upskilling and reskilling opportunities, and promotes a safe, inclusive and respectful workplace culture.

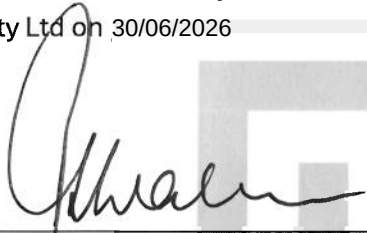
8. Areas for Continuous Improvement

WEG Australia acknowledges that modern slavery risks evolve over time. We are committed to continuous improvement and will:

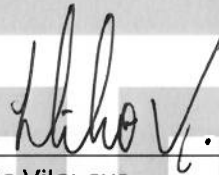
- Periodically review and update relevant policies and procedures
- Strengthen supplier engagement and awareness of modern slavery risks
- Increase internal awareness and understanding of modern slavery issues
- Continue to refine governance and due diligence processes

9. Approval

This Modern Slavery Statement was approved by the Board of Directors of WEG Australia Pty Ltd on 30/06/2026



Richard Walker
Director
WEG Australia Pty Ltd
Date: 30/06/2026



Helio Vilanova
Director
WEG Australia Pty Ltd
Date: 30/06/2026