



MODERN SLAVERY STATEMENT 2025/2026

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INTRODUCTION

This statement covers Simplex Waste Solutions Pty Ltd (ABN 72 649 717 322) activities to minimise risk of modern slavery and understand and implement actions within our operations and supply chain. Modern slavery is a crime and a violation of fundamental human rights. It can take place in various forms, such as slavery, subjugation, forced and mandatory labour and human trafficking; all of which have in common the deprivation of a person's freedom by another in order to utilise them for personal or commercial gain.

This is Simplex Waste Solutions first Modern Slavery statement in accordance with the Australian Commonwealth Modern Slavery Act 2018. Simplex recognises that

it has a responsibility under the Modern Slavery Act to take a strong approach to reject any forms of modern slavery. We are committed to encouraging ethical business practices and policies that protect workers from being abused and exploited, both in our own business and our supply chain. Simplex Waste Solutions is committed to reducing the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to intercepting and challenging modern slavery throughout our supply chain. We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.

WHO WE ARE

Simplex Waste Solutions is a consultancy based total waste management service provider. We have a wide range of services provided to businesses across Australia. Simplex is an Australian owned and operated company, who acts on behalf of the customer to provide the most suitable waste and recycling solution specifically to their business requirements. We aim to provide sustainable solutions that are underpinned by our commitment to creating a better environment for us all. This is delivered by working closely with key stakeholders, suppliers and service consolidation for the customer under a single banner.



OUR SUPPLY CHAIN

Simplex Waste Solutions has a relatively straight forward supply chain. We provide equipment, ongoing collection services and account management needed for our day to day operations from many contracted and preferred suppliers operating in Australia. Our supply chain model includes suppliers from the following key areas:

- **OPERATIONAL:** National call center based out of Melbourne
- **OPERATIONAL:** National account management based out of Melbourne
- **OPERATIONAL:** Provides services for general waste, recycling, clinical, prescribed and liquid waste management.
- **SUPPLY CHAIN:** Including trucks required for the collection services of waste and recycling of products for all our customers.
- **SUPPLY CHAIN:** Recycling facilities (MRF's & Transfer stations). Partners we collaborate with, ensuring all recyclable material has an end home being reused for another purpose. At Simplex, we have a high focus on maintaining a circular economy.

Our long term strategic relationships with key suppliers provides stability in our supply chain and procurement process.



IDENTIFYING RISKS OF MODERN SLAVERY

In early 2026, Simplex Waste Solutions undertook a high level risk assessment of our key suppliers of services. Our review of suppliers focused on the type of values, policies and procedures as well as reliability of services.

OUR OPERATIONS

Simplex Waste Solutions have formal policies and procedures in place that are intended to promote ethical and legally compliant business conduct. We believe there is no risk of modern slavery in our directly employed workforce. Reviewing operational tasks it was identified that 'NO' or 'LOW' level risk has been applied when undertaking these tasks. Our whistleblower policy and procedure details processes and communication pathways for employees and suppliers to disclose misconduct in our business and supply chain without recrimination.

OUR SUPPLY CHAIN

At Simplex, how we do business and support our customers is just as important as the business outcomes we deliver. It is required that our suppliers and contractors abide by the requirements of the Modern Slavery Act 2018 in accordance with the Simplex Waste Solutions Pty Ltd Terms and Conditions. Most of our supplier list are Australian owned and operated companies. We take seriously our duty to operate our business responsibly and we expect our suppliers to do the same.

OUR GOVERNANCE FRAMEWORK

Simplex Waste Solutions has a strong corporate governance framework and as part of our commitment to informing our employees and suppliers of modern slavery risks, we undertook a review of our standard procurement agreements and procurement processes to ensure that we had sound governance processes in place to meet our modern slavery compliance. In summary our review include:

- **DOCUMENT UPDATES** - the update of our job provider documents to include the Modern Slavery Supplier Questionnaire to ensure we identify modern slavery risks early with new suppliers during the procurement process.
- **TRAINING** - upskilling our people to identify Modern Slavery Risks.

Many of our suppliers have processes in place for managing their own risks and are open to working with us to meet our minimum standards.

RISKS OF MODERN SLAVERY PRACTISES

Simplex Waste Solutions is a waste management brokerage business operating primarily in Australia. Our core activities involve arranging waste and recycling services for customers and engaging third-party suppliers to deliver these services. We do not directly employ frontline waste collection staff, own vehicle fleets, or operate waste processing or disposal facilities. Primary areas where modern slavery risks may exist include:

Waste collection and processing contractors

Third-party contractors engaged to provide waste collection, recycling, and processing services may utilise labour-intensive workforces. Risks may arise where contractors rely on:

- subcontracted labour arrangements,
- labour hire providers, or
- vulnerable worker groups, including temporary or migrant labour.

Use of subcontracting

Complex or multi-layered subcontracting arrangements can reduce visibility of employment conditions and increase the risk of poor labour practices if not appropriately managed by suppliers.

Procurement of goods and consumables

Simplex Waste Solutions may procure goods such as bins, containers, personal protective equipment (PPE), uniforms, and related equipment. These items may be manufactured partly overseas, where there is an increased risk of forced labour, child labour, or other exploitative practices in upstream supply chains, however 95% of these remain in Australia.

The majority of Simplex Waste Solutions' operations and service delivery occurs within Australia, which is generally regarded as a lower-risk jurisdiction. However, modern slavery risks may still exist domestically, particularly within outsourced or labour-intensive services. Goods manufactured overseas may also involve higher-risk regions earlier in the supply chain, where visibility is more limited.

Simplex Waste Solutions does not own or control any subsidiaries or related entities. Accordingly, the modern slavery risks identified relate solely to our own operations and externally engaged suppliers.

FUTURE DEVELOPMENTS

In the upcoming reporting year we aim to continue to revise and develop our approach to modern slavery compliance to build capacity within our business to monitor and act on modern slavery risks.

REPORTING AND EFFECTIVENESS

We monitor, manage and report progress on a range of indicators used to assess the effectiveness of our responsible business programs and performance. Our impacts go beyond our own operations and therefore our performance indicators extend along our value chain, from our supply chain through to our operations and onto our customers and the community.

CORPORATE GOVERNANCE

Simplex Waste Solutions will continue to review our policies and procedures to ensure that we have a sound governance processes in place to meet our modern slavery compliance requirements. Simplex will conduct reviews of policies, such as Code of Conduct and Whistleblower, to ensure inclusion of modern slavery clauses to increase employee awareness of the risks of modern slavery in our business and supply chain.

TRAINING AND ENGAGEMENT

Deliver modern slavery training to all staff to increase capability and ensure they are able to assist suppliers in building their capabilities. Ensure staff engage with suppliers to ensure they understand what is required of them and work together.



COMPANY DIRECTORY AND SIGNATORY

This Modern Slavery Statement was prepared through internal consultation across relevant functions within Simplex Waste Solutions, including management personnel responsible for procurement, supplier engagement, operational oversight, and compliance. Information was gathered through internal discussions to:

- Identify key supplier types engaged by the business
- Assess areas of potential modern slavery risk in operations and supply chains
- Confirm existing controls and practises relating to supplier engagement

Simplex Waste Solutions is a single entity Modern Slavery Statement. Accordingly, consultation with other reporting entities under section 16(1)(f)(ii) of the Act was not required.

This Modern Slavery Statement was approved by the Board of Directors of Simplex Waste Solutions Pty Ltd, being the principal governing body of the reporting entity, in accordance with the Modern Slavery Act 2018 (Cth).

Signed on behalf of Simplex Waste Solutions Pty Ltd by a responsible member of the reporting entity

REGISTERED OFFICE:

Simplex Waste Solutions Pty Ltd
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Position: Director
Date: 24/04/2026

