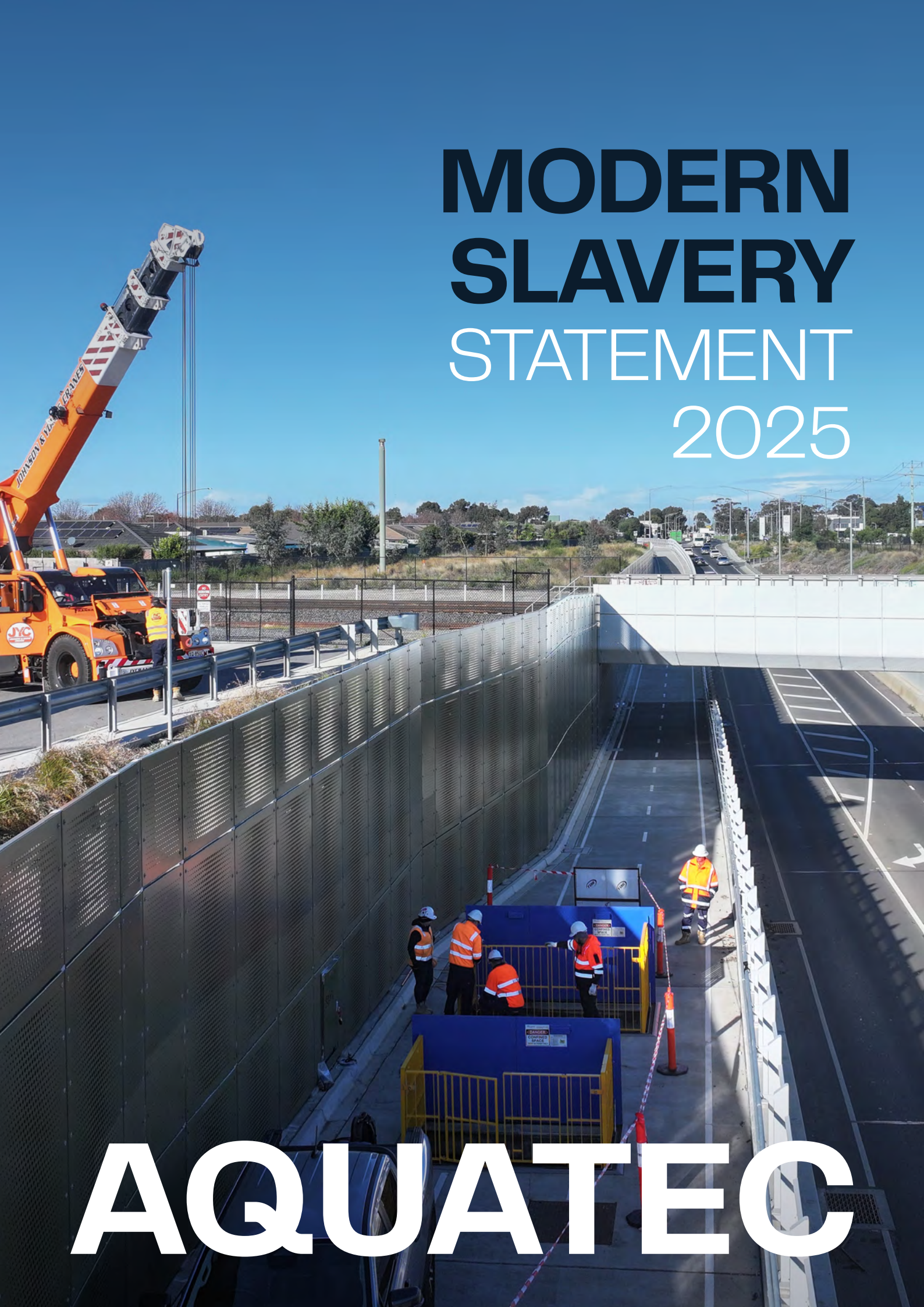


MODERN SLAVERY STATEMENT 2025



AQUATEC



HARVEY SEELEY
Chief Executive Officer

For more than 30 years, Aquatec has built its reputation on integrity, care, and doing what's right — values that continue to guide us today. This Modern Slavery Report reaffirms our commitment to protecting the health, safety, and wellbeing of our people, partners, and suppliers. Modern slavery has no place in our industry or society, and we take our responsibility seriously to ensure ethical and transparent practices across our operations and supply chain.

Our standards such as our Code of Conduct and Supplier Code of Conduct are essential tools, helping us uphold accountability, fairness, and human dignity in all our interactions. Through collaboration, continuous improvement, and adherence to these standards, we strive to create a workplace and supply chain where respect, integrity, and safety are paramount.

Together, we can make meaningful change and lead by example in shaping a more ethical and sustainable future.

Together we share
Together we pioneer
Together we are flawless

OUR VALUES

Collaboration

We believe that sharing is a winning strategy. With a singularity of purpose, we proactively contribute ideas, knowledge, and skills to create a better future for all.

Innovation

We believe that innovation is the key to long-term sustainable growth. Together we continually pioneer better solutions within every facet of our business. It's a mindset we share.

Excellence

We believe that excellence is the minimum standard. Together we are flawless in everything we do.

Innovation drives everything we do,
as we continue to solve tomorrow's
water, wastewater and odour control
challenges today.

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| Reporting Entity of Aquatec

The reporting entity for Aquatec is AQUA-TEC FLUID SYSTEMS PTY LTD.

COMPANY DETAILS

- **Legal Name:** Aqua-tec Fluid Systems Pty Ltd
- **Australian Business Number (ABN):** 94 114 944 026
- **Australian Company Number (ACN):** 114 944 026
- **Legal Entity Identifier (LEI):** 984500B7CBD3F5R4BC04
- **Business Structure:** Australian Proprietary Company, Limited by Shares
- **Date of Incorporation:** 24 June 2005
- **Registered Office:** 2 Provincial Crescent, Shepparton VIC 3630, Australia

BUSINESS NAMES

The company operates under the following registered business names:

- **Aquatec Fluid Systems**
- **Aqua-tec Fluid Systems**

These names are actively registered and used interchangeably in the company's branding and operations.

REGULATORY STATUS

- **Goods and Services Tax (GST):** Registered since 1 July 2011
- **Company Status:** Active and registered with the Australian Securities and Investments Commission (ASIC)
- **LEI Registration:** Issued and valid until 14 August 2026

REPORTING OBLIGATIONS

As a proprietary company, Aqua-tec Fluid Systems Pty Ltd is required to comply with Australian corporate regulations, including:

- Lodging annual financial statements with ASIC
- Fulfilling tax obligations with the Australian Taxation Office (ATO)
- Complying with the Modern Slavery Act 2018 (Cth) if the company meets the reporting thresholds



| Business Structure

Aquatec operates as a vertically integrated company, offering end-to-end solutions in the water and wastewater sector. Aquatec's operations encompass design, manufacturing, installation, and maintenance services. The company's structure includes:

- **Engineering and Design:** Custom solutions tailored to specific project requirements.
- **Manufacturing:** Production of concrete and fibreglass pump stations, storage vessels, and maintenance holes.
- **Installation and Commissioning:** On-site setup and integration of systems.
- **After-Sales Support:** Ongoing maintenance and support services.

Aquatec's operations are certified under ISO 9001, ensuring quality management across all processes.

| Operations

Aquatec (Aqua-tec Fluid Systems Pty Ltd) is an Australian-owned company specialising in comprehensive water and wastewater management solutions. With over 30 years of experience, Aquatec serves government, commercial, and residential clients across Australia and New Zealand, offering end-to-end services from design to maintenance.

CORE OPERATIONS

1. Consultation and Engineering Design

Aquatec begins each project with in-depth consultations to understand specific requirements and site conditions. Our in-house engineering team then develops customised solutions tailored to these needs.

2. Manufacturing and Construction

The company sources and delivers a range of products, including:

- Fibreglass & concrete pump stations
- Pressure sewer systems
- Storage vessels
- Maintenance holes
- Odour control systems

Products may be delivered directly from approved suppliers to site or handled through Aquatec facilities for assembly and final preparation before dispatch. In all cases, Aquatec applies consistent quality assurance processes to ensure products meet project specifications and quality standards.

3. Installation, Testing and Commissioning

Dedicated project managers oversee the installation process, ensuring timely delivery and budget compliance. Comprehensive testing and commissioning are conducted to guarantee system performance before handover.

4. After-Sales Support and Maintenance

Post-installation, Aquatec provides ongoing technical support, accredited training, auditing, and product warranties, ensuring long-term system reliability and performance.

GEOGRAPHIC REACH

Aquatec operates across multiple locations, including:

- **Headquarters:** Shepparton, Victoria
- **Offices:** Melbourne, Sydney, Brisbane, Adelaide, Carrum Downs, Christchurch

This extensive network enables them to efficiently serve clients throughout Australasia.

The graphic below shows us the geographical regions of our operations. For the context of modern slavery, this map and the supply chain maps that follow have been overlaid with the colour tier system from the Trafficking in Persons Report.



SUPPLY CHAIN DESCRIPTION

At Aquatec, we use logistics and inventory control strategies and systems that aim to improve our inventory management, reduce holding costs, and ensure that the right products are available at the right time for all our clients.

1. INVENTORY CATEGORISATION:

We categorise inventory items based on their importance to our business. It helps in identifying the items that contribute the most to overall inventory costs, allowing for better control and optimization.

2. WAREHOUSE LAYOUT OPTIMISATION:

We organise our warehouse layout to streamline the picking, packing, and shipping processes. Use zones for different categories.

3. INVENTORY TRACKING AND MANAGEMENT SYSTEMS:

We use a Warehouse Management System (WMS) to track inventory in real-time, automate alerts for replenishment of stock, and optimise order picking.



4. SAFETY STOCK AND REORDER POINTS:

We maintain an extra cushion of critical items to avoid stockouts due to delays or sudden demand spikes. Our team's reorder levels are based on lead time and consumption rates. This ensures we replenish stock before it depletes.

5. DEMAND FORECASTING:

We use data analytics and historical trends to predict future demand. Accurate forecasts help maintain optimal stock levels without over-ordering or under-stocking.

6. FIRST-IN, FIRST-OUT (FIFO):

Using the first-in, first-out method to ensure consistent batch departures and maintain effective control over stock longevity on our shelves.

7. SUPPLIER RELATIONSHIP MANAGEMENT:

We have built strong partnerships with suppliers to ensure timely delivery, quality control, and cost efficiency. Collaborative planning with suppliers is important so we can optimise both inbound and outbound logistics.

8. SUSTAINABILITY PRACTICES:

Over the years we have implemented sustainable logistics practices, such as energy-efficient warehousing and optimising transport routes and consolidating freight to reduce carbon footprint. We continue to look for additional ways to be more sustainable.

9. CYCLE COUNTING:

Regular cycle counting of inventory to reconcile discrepancies between physical stock and inventory system records. It helps to avoid the large disruption of annual stocktaking.

Our team is constantly applying continuous improvement frameworks to enhance processes, products, and services by consistently identifying and implementing small, incremental changes. For a company like Aquatec, which designs and constructs water and wastewater pumping stations and odour control system solutions, adopting a continuous improvement system drives innovation, operational efficiency, and customer satisfaction.

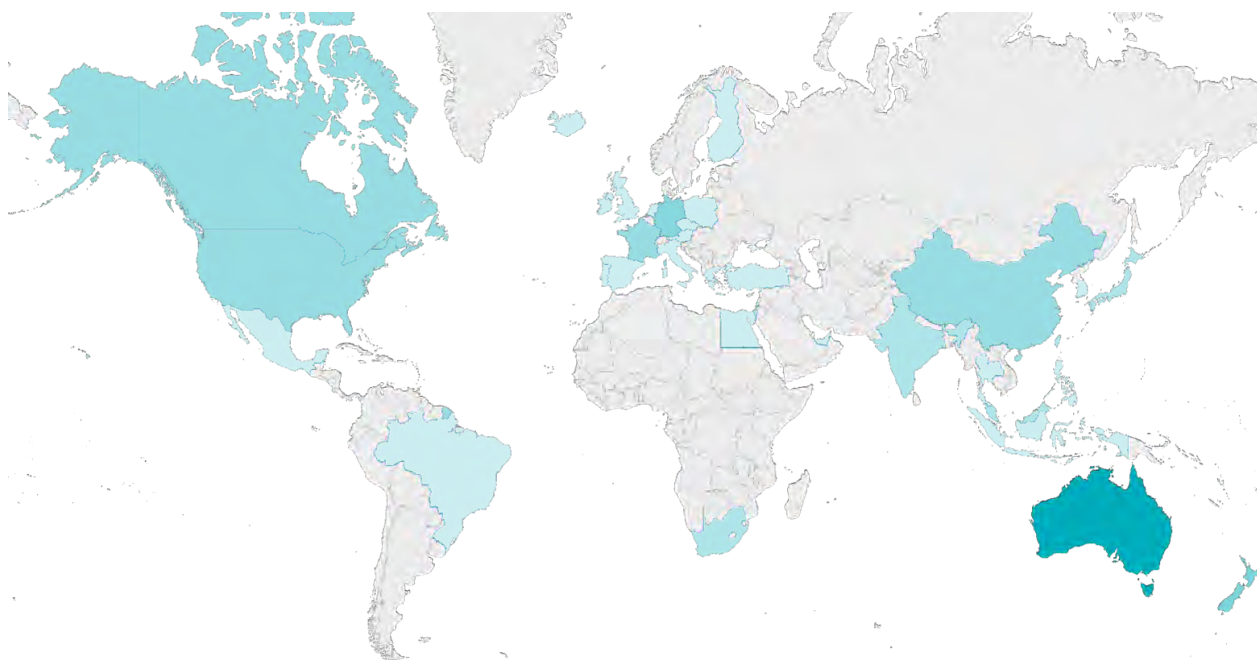
Our suppliers operate in the following sectors:

- | | |
|--|---|
| • Accommodation and Food Service Activities | • Information and Communication |
| • Administration and Support Services | • Labour hire |
| • Agriculture, Forestry, and Fishing | • Maintenance and Repair of motor vehicles |
| • Building services contractor | • Manufacturing |
| • Cleaning | • Mining and Quarrying |
| • Construction | • Personal services |
| • Domestic work | • Professional and Scientific Services |
| • Electricity, Gas, Steam and A/C supply | • Security services |
| • Finance and Insurance | • Transportation and Storage |
| • Government administration, Defence and Social Security | • Water supply, Sewerage and Waste Management |
| • Health and Social Work | • Wholesale |



Our suppliers operate in many locations across the world, including:

- | | | |
|------------------|---------------|--|
| • Australia | • Indonesia | • Republic of Korea (South Korea) |
| • Austria | • Ireland | • Singapore |
| • Brazil | • Israel | • South Africa |
| • Canada | • Italy | • Spain |
| • China | • Japan | • Taiwan |
| • Czech Republic | • Macau | • Thailand |
| • Egypt | • Malaysia | • Turkey |
| • Finland | • Mexico | • United Arab Emirates |
| • France | • Netherlands | • United Kingdom of Great Britain and Northern Ireland |
| • Germany | • New Zealand | • United States of America |
| • Greece | • Philippines | |
| • Iceland | • Poland | |
| • India | • Portugal | |





| Mandatory Criteria (c):

Modern slavery refers to various forms of exploitation and coercive practices that deprive individuals of their freedom, rights, and dignity. It encompasses situations where individuals are forced or coerced into labour, servitude, or human trafficking against their will. Modern slavery can take different forms, including forced labour, debt bondage, forced marriage, human trafficking, and child labour.

The International Labour Organisation estimates that over 50 million people around the world are victims of modern slavery. In recent years, supply chain transparency is a key policy strategy used by governments to identify and prevent business practices that lead to modern slavery.

OPERATIONAL RISKS

1. Supply Chain Risks (High Risk Area)

Aquatec sources a variety of materials, components, and products (e.g. fibreglass, pumps, piping, control systems, chemicals) which may be:

- Manufactured overseas in countries with weaker labour protections (e.g. Southeast Asia, parts of China)
- Involve low-skilled or migrant workers in industries like electronics, steel, rubber, textiles, and plastics

Risks include:

- Forced labour or child labour in offshore manufacturing
- Poor working conditions or underpayment of wages
- Lack of supply chain transparency through sub-suppliers

2. Contracted Labour in Construction and Installation

Subcontractors and labour hire agencies used for on-site civil, mechanical, and electrical work may:

- Employ temporary migrant workers who are vulnerable to exploitation
- Lack proper oversight and worker protections
- Pressure workers into long hours with little recourse

3. Operations in Regional and Remote Areas

Projects in remote Australia or New Zealand often rely on:

- Local subcontractors with variable HR or compliance capabilities
- Labourers who may lack knowledge of their rights

This creates potential for:

- Poor accommodation, excessive working hours, or unsafe work conditions
- Use of fly-in fly-out workers without proper onboarding or protections



4. Lack of Supplier Due Diligence

Without:

- Clear procurement policies
- Auditing of suppliers
- Training for staff on identifying red flags

| Supply Chain

Our suppliers operate, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

The below graphics show the high-risk sectors of operation, production, and sourcing for our suppliers. The numbers in the following graphics describe how many suppliers are in the corresponding sectors. Our Suppliers Operate in the following High-risk Sectors.

Our Suppliers Operate in the following High-risk Sectors

 Agriculture, Forestries, and Fishing 1	 Building services contractor 5
 Construction 10	 Domestic work 1
 Labour hire 1	 Maintenance and Repair of motor vehicles 1
 Manufacturing 17	 Mining and Quarrying 2
 Personal services 1	 Transportation and Storage 2
 Wholesale 2	



Our Suppliers Produce Goods and Provide Services in the following High-risk Sectors

 Accommodation and Food Service Activities 2	 Agriculture, Forestries, and Fishing 5
 Building services contractor 6	 Cleaning 1
 Construction 12	 Domestic work 1
 Labour hire 1	 Maintenance and Repair of motor vehicles 2
 Manufacturing 15	 Mining and Quarrying 5
 Security services 2	 Transportation and Storage 2
 Wholesale 2	

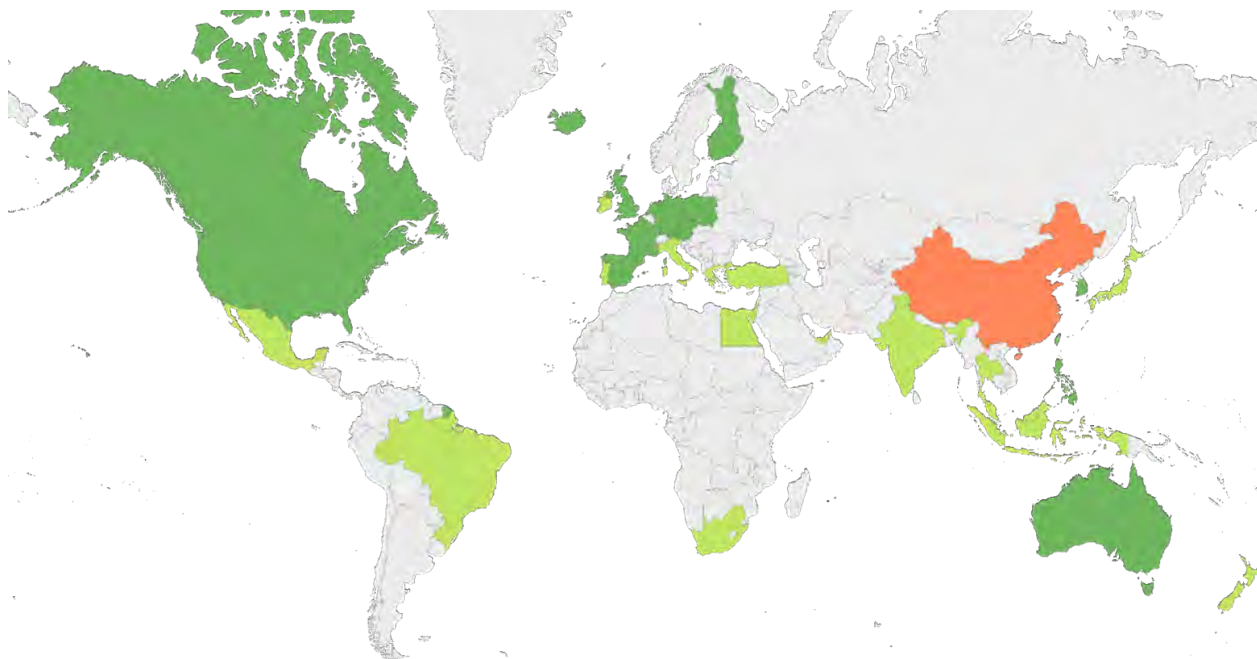
Our Suppliers Source Goods and Services from the following High-risk Sectors

 Building services contractor 4	 Cleaning 1
 Construction 9	 Labour hire 3
 Maintenance and Repair of motor vehicles 1	 Manufacturing 11
 Mining and Quarrying 1	 Transportation and Storage 4
 Wholesale 1	



Some countries or regions where our suppliers operate can be described as high-risk due to the possibility of a link to human trafficking.

The geographical regions where our supply chain partners operate are shown in the map below. This map has been overlaid with the colour tier system of the Trafficking in Persons Report.

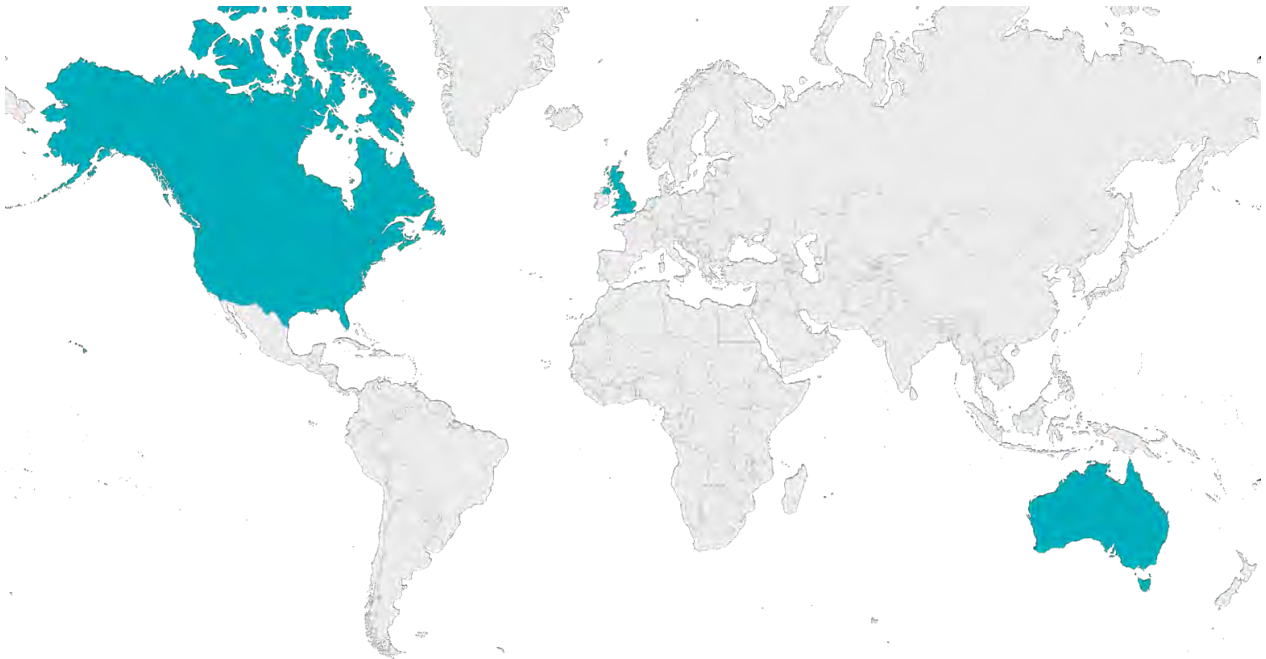


Some goods and services produced and sourced by our suppliers can be described as high-risk due to the possibility of a link to modern slavery practices such as forced labour and child labour.

The geographical regions where our supply chain partners produce and source goods and services that are considered high risk are shown in the maps below.

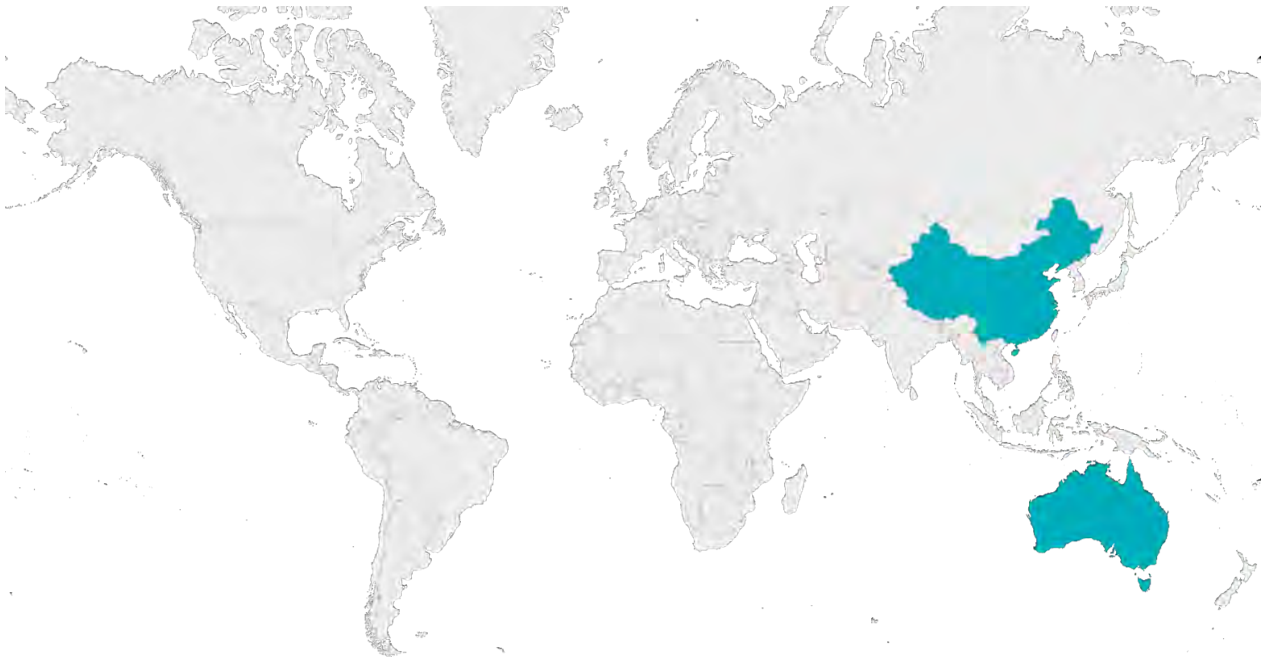
There is a modern slavery risk associated with producing the following goods and services from the countries below:

- Australia
 - Building services contractor
 - Labour hire
 - Security services
- Canada
 - Building services contractor
- United Kingdom of Great Britain and Northern Ireland
 - Building services contractor
- United States of America
 - Building services contractor



There is modern slavery risk associated with sourcing the following goods and services from the countries listed below:

- Australia
 - Building services contractor
 - Cleaning
 - Labour hire
- China
 - Aluminium
 - Electronics
 - Nails





Mandatory Criteria (d):

Aquatec uses a third-party tool, the iPRO Modern Slavery Assessment Tool to assess modern slavery risks in our operations and supply chain. The risks identified in the previous section were all identified utilising this assessment tool. We engaged iPRO from February 2025 to conduct the assessments on our operations, and a bulk assessment of our major suppliers. We intend to carry this process forward as an annual assessment of our operations and supply chain.

Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Each supplier that completed the assessment was assigned one of the following risk categories:

- High-risk (high levels of inherent risk)
- High-risk (inadequate risk control)
- Medium-risk (partial risk control)
- Low-risk (adequate risk control)
- Low-risk (low levels of inherent risk)

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing. This is referred to as the Inherent Risk Score. The Inherent Risk Score was calculated based on the geographical, type of goods, industry sector, and workforce parameters that the supplier indicated in the Modern Slavery Assessment Tool (MSAT).

Next, the Unmitigated Risk Score was evaluated. This score was calculated based on the policy and procedure responses on the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk control.

Then, the risk scores for each assessed supplier were aggregated and averaged, resulting in an Aggregated Inherent Risk Score and an Aggregated Unmitigated Risk Score for the overall supply chain.

Aquatec also completed a self-assessment using the same process to determine a risk category for our operations.

Additionally, we conduct due diligence relating to modern slavery risks by utilising the [iPRO Modern Slavery Assessment Tool](#) as part of our new supplier procurement process. We will complete the modern slavery assessment in addition to our other quality and compliance checks and upload documentation to support our assessment responses.

Other ways we are assessing modern slavery risks in our operations include:

1. Labour Hire and Subcontracting

Risk: Subcontractors and labour hire firms we use may engage vulnerable workers, including migrants, who are at risk of underpayment, excessive hours, or unfair conditions.

Actions We Take:

- We only engage licensed and vetted labour hire firms.
- Our contracts include clauses requiring compliance with Fair Work legislation and modern slavery laws.
- We conduct regular site-level reviews to verify working conditions, especially on large or remote projects.
- Our onboarding and contractor induction processes highlight worker rights and reporting pathways.



2. Remote and Isolated Worksites

Risk: Remote project locations may pose risks of poor accommodation, long hours, or lack of oversight and worker support.

Actions We Take:

- We provide or inspect accommodation standards for remote teams.
- Project managers are trained to monitor for signs of stress, coercion, or unsafe work conditions.
- We provide an Employee Assistance Program (EAP) service for all staff that can be accessed remotely, anywhere.
- Workers at all sites are provided with access to grievance mechanisms and contact points for support.

3. Outsourced Facility Services (e.g. Cleaning, Security)

Risk: These services are often delivered by contractors using low-paid or migrant labour, which may increase the risk of exploitation.

Actions We Take:

- We conduct contract reviews for all outsourced service providers to ensure wage compliance and legal employment practices.
- These providers are required to adhere to our Supplier Code of Conduct.

4. Internal Awareness and Reporting Gaps

Risk: Employees and contractors may not know how to recognise or report signs of modern slavery.

Actions We Take:

- We deliver annual training to relevant staff (HR, procurement, site managers) on recognising and responding to modern slavery risks.
- We maintain an anonymous whistleblower hotline, available to employees and contractors.
- Policies and expectations are communicated across onboarding and internal channels.

Other ways we are assessing modern slavery risks in our supply chain:

1. Imported Goods and Equipment

Risk: Products such as pumps, electrical panels, valves, FRP, and PPE may be manufactured in countries with a high risk of forced or child labour.

Actions We Take:

- We conduct supplier risk assessments as part of our onboarding process, focusing on country of origin, product type, and labour practices.
- Suppliers must complete a Modern Slavery Self-Assessment Questionnaire and sign our Supplier Code of Conduct.
- We are progressively working to trace the origin of high-risk components and assess the labour conditions involved.

2. Raw Material Supply Chains

Risk: Steel, rubber, electronics, and chemicals may be sourced from regions with poor labour protections and long, opaque supply chains.



Actions We Take:

- We prioritise sourcing from Australian and low-risk suppliers where possible.
- For higher-risk materials, we engage in dialogue with key suppliers to understand their sourcing practices and expectations for their own supply chains.
- We are developing a longer-term roadmap to improve supply chain traceability.

3. Lower-Tier (Tier 2 and 3) Suppliers

Risk: Sub-suppliers not visible to Aquatec may be operating in high-risk sectors or regions, beyond our immediate oversight.

Actions We Take:

- Our procurement team is expanding visibility into tiered supplier relationships for key product categories.
- We work with our Tier 1 suppliers to ensure they cascade expectations around modern slavery compliance throughout their supply chains.

4. Supplier Policies and Engagement

Risk: Suppliers may lack adequate policies or awareness of modern slavery, increasing the risk of non-compliance.

Actions We Take:

- Our contracts include modern slavery clauses, allowing us to request audits or terminate contracts if risks are identified.
- We deliver supplier education on modern slavery expectations during onboarding and periodically through review processes.
- High-risk suppliers are subject to additional screening or follow-up assessments and continuous checks during quarterly business review meetings.

At Aquatec, we are committed to identifying and addressing modern slavery risks across both our operations and supply chain. While some risks lie beyond our direct control, we take proactive steps to mitigate them through due diligence, supplier engagement, worker protection measures, and continual improvement.

.....

Suppliers that completed the self-assessment were given action items to complete post-assessment. The action items provided to each supplier were based on their responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment.

Action items were also aggregated, giving Aquatec a focused view of the most impactful actions that could be taken by suppliers across the supply chain.

We have started rolling out a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily, this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks in their business.

Some of the policies we are focused on as part of our post-implementation assessment include:

- Labour hire policy
- Whistle-blower policy
- Supply chain practices



Aquatec was also given action items to complete post-assessment to reduce the unmitigated risks identified for our operations.

The gaps in our operational modern slavery risk management have already started to be closed through the implementation of the actions.

Other ways we are assessing modern slavery risks in the business include:

1. Risk-Based Supplier Segmentation

We classify suppliers by risk level (e.g. High, Medium, Low) based on their industry, country of origin, workforce type, and spend value. We focus resources on higher-risk suppliers and avoid a one-size-fits-all approach.

This includes:

- Use a Modern Slavery Risk Matrix as part of our iPRO platform to segment suppliers
- Automatically flag suppliers from high-risk regions or sectors (e.g. FRP, electronics, rubber)
- Trigger escalated due diligence for high-risk segments

2. Annual Modern Slavery Survey and Data Collection

We send an annual reminder to all suppliers to update their Modern Slavery assessment.

This provides real-time insights into supplier practices, gaps, and red flags.

This includes:

- Labour sourcing practices
- Use of subcontractors/labour hire
- Worker contract terms
- Freedom of movement
- Wage and hour records

3. Integration into Procurement Systems

We have embedded modern slavery checks into procurement systems (e.g. vendor onboarding, prequalification, and ERP platforms) to ensure modern slavery risks are assessed early, not after onboarding.

We do this by:

- Adding modern slavery questions to RFQs and RFTs
- Flag non-compliance for review before award of contract
- Require submission of modern slavery documentation (policy, training, audit reports) during the onboarding session with iPRO Assessment tool

4. Targeted Staff Workshops and Scenarios

We run tailored workshops for teams like site managers, project teams, and procurement using real-world case studies. This builds confidence in our team in their ability to spot subtle signs of exploitation.

We do this by:

- Using scenarios to guide discussion
- Reinforce escalation pathways and responsibility



- Share examples from industry projects

5. KPI and Dashboard Reporting

We track modern slavery risk metrics and progress through a centralised compliance or ESG dashboard to give visibility to our Executive Leadership Team, board, and auditors, and supports accountability.

Metrics include:

- % of suppliers risk-assessed
- % trained staff
- Number of audits conducted
- Number of reported grievances

6. Policy Reviews and Updates

Aquatec regularly review our modern slavery policy, code of conduct, and procurement guidelines to reflect changes in law, risk, or geography. This means that we keeps our practices current and aligned with modern slavery legislation in Australia and New Zealand. We involve multiple departments (People and Culture, Projects, Procurement) and review policies every two years or after any reported incident.

ADDRESSING THE RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

We utilise the benchmarking and KPI's in the iPRO Modern Slavery Assessment Tool to assess the effectiveness of our actions.

As this is the first year that we have used the iPRO platform to conduct our assessments and due diligence, we will be able to objectively measure the effect when the assessments are completed during the next reporting period.

The main KPI's we are using to benchmark our efforts are the risk scores that are generated as part of the assessment process.

Each organisation that completed the assessment questionnaire was assessed and given two risk scores.

- Inherent Risk Score
- Unmitigated Risk Score

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

Aquatec is provided with an aggregated risk score of all the assessed suppliers, and we use this aggregated score to measure the risk on an overall supply chain level.

We aim to continuously improve on these KPI's.

As we take actions within our organisation, and with our suppliers, we will be able to assess the effectiveness of our modern slavery action plan to reduce the Unmitigated Risk Score by introducing relevant policies and procedures.

We also measure the effectiveness of our engagement with suppliers and will continue to encourage participation in our assessment programme to better identify and mitigate modern slavery risks in our supply chain.



2025 – 26 Modern Day Slavery KPIs:

- **Supplier Compliance Rate** – Percentage of suppliers who have signed and returned a modern slavery compliance declaration or completed a risk assessment.
- **Training Completion Rate** – Percentage of staff and management who have completed modern slavery awareness training within a defined period.
- **Incident Reporting and Resolution** – Number of reported potential modern slavery concerns and the percentage resolved within a set timeframe.

This is the score for Aquatec

OUR OPERATIONS RISK SCORES	
Inherent Risk Score	90.00 / 100
Unmitigated Risk Score	10.49 / 100

AGGREGATED SUPPLY CHAIN RISK SCORES	
Inherent Risk Score	47.58 / 100
Unmitigated Risk Score	36.38 / 100

Currently, on average, our suppliers have partial risk control.

SUPPLIER ASSESSMENT COMPLETIONS	
Completions	33 / 51
Completion Rate	64.7%



Mandatory Criteria (f):

Consultation Process

Aquatec is committed to engaging with all parts of our business to ensure a consistent approach to identifying and addressing modern slavery risks.

(i) Entities we own or control

Consultation occurs with all entities owned or controlled by Aquatec. These entities are engaged through regular governance forums, compliance meetings, and targeted workshops to review modern slavery risks, share policies such as our Code of Conduct and Supplier Code of Conduct, and discuss mitigation strategies. Their input informs our risk assessments, due diligence processes, and ongoing compliance initiatives.

(ii) Reporting entities covered under section 14

Where relevant, consultation also occurs with any entities covered by a joint Modern Slavery Statement under section 14. These consultations involve formal discussions on risk identification, compliance obligations, and reporting processes to ensure alignment across the reporting group. Feedback from these entities is incorporated into our annual review and informs updates to our policies, supplier engagement practices, and staff awareness programs.

Through this consultation process, Aquatec ensures that all controlled and associated entities are aligned in preventing and addressing modern slavery risks across our operations and supply chains.



Mandatory Criteria (g):

Aquatec is committed to continuous improvement in the identification, management, and prevention of modern slavery risks across our operations and supply chains. In addition to the actions outlined in this Statement, we consider the following information relevant to providing a transparent view of our approach:

- **Commitment to Ethical Leadership:** Modern slavery risk management is embedded within our broader governance and compliance frameworks. Our Executive Leadership Team actively reviews our progress and ensures alignment with our organisational values—particularly integrity, accountability, and respect for people.
- **Integration with Broader ESG Initiatives:** Managing modern slavery risks forms part of our wider Environmental, Social and Governance (ESG) commitments, including responsible procurement, waste reduction, and creating safe, fair, and inclusive workplaces.
- **Investment in Workforce Capability:** We continue to provide education and awareness training for staff involved in procurement, project delivery, and supplier engagement to strengthen understanding of human rights risks and early warning indicators.
- **Industry Collaboration:** Aquatec participates in sector-wide conversations and collaborates with clients, industry bodies, and suppliers to encourage consistent standards and improve visibility across complex construction and manufacturing supply chains.
- **Continuous Improvement Focus:** We are committed to enhancing our risk assessment tools, supplier engagement processes, and remediation practices each year. Future initiatives include expanding supplier due diligence, increasing transparency across tier-2 and tier-3 suppliers, and maturing our reporting and monitoring systems.
- **Zero-Tolerance Approach:** We maintain a zero-tolerance stance towards any form of modern slavery. Any suspected instances are escalated through our internal reporting channels, investigated promptly, and addressed in accordance with our policies and legal obligations.



APPROVAL AND SIGN-OFF

This Modern Slavery Statement was approved by the Board of Directors of Aqua-tec Fluid Systems Pty Ltd (ACN 114 944 026) on 25 June 2026 and signed by Matthew Johnson, Director, as the responsible member of the company for the purposes of the Modern Slavery Act 2018 (Cth).

Signature
Matthew Johnson
Director (Responsible Member)
Dated: 25 June 2026

Signature
Harvey Seeley
Chief Executive Officer
Dated: 25 June 2026

At Aquatec, we pride ourselves on continually developing innovative water, wastewater and odour control solutions for our clients.

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NZ 0800 756 543

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info@aquatecenviro.com

