



IXOM Group - Modern Slavery Statement 2024

1. Introduction

Modern slavery statement

IXOM's Modern Slavery Statement (Statement), which meets the requirements of the Australian Modern Slavery Act 2018 (Cth) (Act), describes the steps taken by IX Infrastructure Pty Ltd and its subsidiaries (collectively, IXOM) to comply with its obligations under the Act.

For the purpose of this Statement IXOM's reporting period is 1 October 2023 to 30 September 2024.

This Statement is a joint statement comprising the following reporting entities under the Act (Reporting Entities):

1. IX Infrastructure Pty Ltd (ACN 629 750 401);
2. IXOM HoldCo Pty Ltd (ACN 602 722 547);
3. IXOM Pty Ltd (ACN 602 723 768);
4. IXOM Holdings Pty Ltd (ACN 131 367 112);
5. IXOM Operations Pty Ltd (ACN 600 546 512); and
6. IXOM International Holdings Pty Ltd (ACN 602 439 878).

Modern slavery

Modern slavery describes situations of severe exploitation and deprivation of the freedom of its victims through force, coercion, threats or deception. Broadly, the term

modern slavery extends to any situations of serious exploitation where a person cannot refuse to work or leave work due to intimidation, abuse of power or violence. Further, modern slavery is used to refer to other illicit activities that have adverse effects on human rights, such as human trafficking or corruption.

With more than 1,100 employees globally, IXOM is a market leader in chemical manufacture and distribution in Australia and New Zealand. IXOM also has a presence in Southeast Asia through our life sciences raw materials and ingredients distribution business, and in the USA and the United Kingdom through our source water technology businesses. IXOM continues to recognise and condemn the existence of modern slavery practices in industries around the world. As with prior years, IXOM continues to take steps to increase the maturity of our activities aimed at raising suppliers' awareness of IXOM's expectations regarding respect for workers' human and legal rights. During the reporting period, IXOM has enhanced its program by requiring prospective vendors to review and sign IXOM's Modern Slavery Policy - Vendor Acknowledgement and provide related high-level information to IXOM, as one aspect of a broader risk assessment tool that IXOM has implemented for new vendors. Consistent with our corporate principles of conducting our business safely and with integrity, IXOM continues to work to identify and mitigate any risks associated with modern slavery for all of our businesses globally, and to measure the effectiveness of our actions.

The Act requires IXOM to prepare a report providing information on:

- IXOM's structure, its operations and supply chains;
- the risks of modern slavery in IXOM's operations and supply chains;
- the actions taken to assess and address those risks, including due diligence and training;
- the effectiveness of those actions;
- how IXOM assesses the effectiveness of those actions; and
- the process of consultation between IXOM and its related entities in respect of modern slavery compliance.

2. Statement from the Chief Executive Officer

Opposing slavery. In all its forms.

IXOM is a proudly Australian company with a corporate heritage dating to 1919.

As a market leader in water treatment and chemical distribution, we are strongly focused on the health and safety of our people, our customers, and the communities in which we operate and meeting the requirements of IXOM's social operating licence. That focus extends to everyone we work with, in every country, along with all our supply chains.

In the 2024 reporting period, we have continued to implement its vendor modern slavery due diligence program (which was established in earlier reporting periods following the commencement of the Act). During this reporting period, we focused some of its due diligence activities on supply chains involved in its product procurement outside Australia which are known to involve a higher risk of slavery practices or human rights abuses based on publicly available information.

During the 2024 reporting period we have also selected an online modern slavery due diligence tool. We intend to commence trialling the tool during the 2025 period using a sample of existing and prospective vendors. We are hopeful that this tool will not only provide more granular information and inputs on modern slavery risks involving supply chains and vendors relevant to IXOM, but also improve the efficiency of IXOM's due diligence processes by enabling IXOM's processes to cover a higher number of vendors in a given period.

As with previous periods, our position on slavery is unchanged. We do not tolerate modern slavery in any form. We are committed to continuing to seek transparency in our supply chains, identifying and assessing modern slavery risks, uplifting the maturity of our processes to combat modern slavery and working with our vendors to increase their awareness of the topic of modern slavery and to improve their own processes relating to labour standards and compliance.



Bryce Wolfe
IXOM Group Managing Director and CEO

3. Structure, operations and supply chain

3.1 Structure

Based in Melbourne, operating in 10 countries

IXOM is a private company headquartered in Melbourne, Australia. During the reporting period, IXOM consisted of 22 registered companies (including 2 entities not wholly owned by IXOM), incorporated and operating in 10 countries, as set out in Annexure A (page 19).

A number of IXOM entities do not have operations, such as holding companies.

IXOM's operations around the globe

Key brands

- **IXOM** manufactures, processes and distributes a wide range of bulk and packaged chemicals and raw materials in Australia and New Zealand to numerous sectors including industrial, municipal, mining, energy, dairy, and food and beverage.
- **Keith Harris** produces a range of flavours, fragrances and ingredients for use in food and beverage products, laundry products, aerosols, detergents, candles, bathroom products and beauty products in Australia and New Zealand.
- **ABP** (Australian Botanical Products) manufactures and distributes essential oils and blended ingredients used by health, wellness and personal care brands in Australia and New Zealand.
- **Bronson & Jacobs** formulates and supplies raw materials across a range of industries in Australia, New Zealand and Southeast Asia, including food and beverage, personal care, pharmaceutical, cosmetics, nutrition and complementary health.
- **MIEX** is a division of IXOM dedicated to the development and support of ion exchange solutions for the removal of target contaminants from water and wastewater streams. MIEX plants are used by municipal potable water treatment plant operators in North America, Europe, East Asia, Australia and New Zealand.
- **IXOM Watercare** – incorporating brands including Medora, MIEX, SolarBee, GridBee and Residual HQ supplies source water management equipment and services used by municipal water customers in North America.
- **SCR** processes and distributes Ad Blue, an emissions reduction solution, in New Zealand.

- **IXOM Bitumen** manufactures and supplies modified bitumen and associated products for road surfacing, road sealing and general industrial use in Australia.
- **Logichem** processes and supplies reagent chemicals used by the mining industry in Australia.
- **FarmGuard** supplies chemical solutions to the dairy farm and agricultural sectors in New Zealand.
- **Pure Ingredients** imports and distributes essential oils, fragrances and bulk cosmetic ingredients in New Zealand.

Our values

- Driven and Accountable
- Energise and Embrace
- Excel with Customers
- Grow

Suppliers

During the reporting period, IXOM conducted operations in the following countries:

- Australia
- New Zealand
- Singapore
- Canada
- Indonesia
- Thailand
- China
- Malaysia
- United Kingdom
- United States of America

3.2 Operations

Essential solutions across a range of industries

IXOM's industry segments are intertwined, supplying manufactured chemicals and services, traded chemical products and providing logistics solutions and products to a range of key industries. Chemicals and raw materials supplied by IXOM are commonly used across many industries and essential services from the food we eat, the water we drink, the essential oils and fragrances we enjoy, the utilities that we rely on and the roads we drive on.

IXOM supplies chemicals, raw materials, equipment and services solutions to industrial customers operating in the following end markets:

- Food, beverage, dairy and nutrition
- Process cleaning technologies
- Personal care, health & household
- Agriculture
- Municipal and industrial water treatment and management
- Waste treatment and management
- Pulp and paper
- Building and construction
- Industrial
- Mining and metals
- Refined fuels, oil and gas
- Modified bitumen and sealants for road surfaces
- Essential oils and fragrances

IXOM's chemicals and materials businesses manufacture chemical, personal care and bitumen products as well as procuring chemicals and materials for resale, with IXOM acting as the distributor.

3.3 Supply chain

Safe, reliable and compliant supply chains

IXOM's supply chain for products and services focuses on safety, reliability, quality and functionality of products and services, regulatory compliance, and the ability to safely and reliably source and supply goods in the volumes that meet our customers' needs. IXOM's traded chemicals are sourced from manufacturers and resellers that meet our high standards, as are equipment components used in our manufacturing plants and water technology equipment.

In most cases, these products are imported into the country of resale via ocean shipping. IXOM's suppliers outside Australia and New Zealand are located predominantly in North America, Asia and Europe.

4. Modern slavery risks

4.1 Overview

Zero tolerance for slavery in all its forms

IXOM maintains a zero tolerance policy for slavery in any of our or our suppliers' operations. IXOM is not aware of any modern slavery practices in our own operations or supply chains, and we constantly seek to ensure our suppliers continue to uphold the highest standards.

IXOM seeks to apply its modern slavery compliance risk assessment activities across a sample of vendors in each of its businesses, with a key focus on those supply chains that are known to carry a higher risk of slavery practices. Based on this work, IXOM has continued to focus its modern slavery due diligence processes and workplan predominantly on a selected number of suppliers based in the higher-risk jurisdictions of China, India, Southeast Asia and Egypt.

During this reporting period, IXOM has increased modern slavery due diligence activities for vendors that supply IXOM's Southeast Asian distribution businesses. We have also continued to increase the level of due diligence activities applied to vendors that supply businesses which IXOM has recently acquired.

As part of its due diligence processes during the reporting period, IXOM has observed that a growing number of vendors have an awareness of modern slavery risks and customer expectations on this subject, and have developed policies and frameworks that are focused on managing such risks.

4.2 Operations

Assessing third party susceptibility

As at the end of the 2024 reporting period, approximately 97% of IXOM's employees were based in Australia, New Zealand and the USA. IXOM takes compliance with labour laws extremely seriously, and we continued to maintain robust local labour law compliance systems in each country where we employed people during the reporting period.

Based on publicly available information, observations from its own due diligence conducted over four prior reporting periods and the outcome of a 2020 modern slavery compliance risk assessment, IXOM is aware that some of the supply chains through which it procures may be directly and indirectly susceptible to the presence of modern slavery risks. Most of the supply chains that IXOM understands as being susceptible to such risks are in countries outside Australia. The high number of vendors and geographic locations from which IXOM procures goods and services

continues to be one of IXOM's challenges in relation to identifying modern slavery risks. During the reporting period, IXOM selected an online modern slavery due diligence tool that it will commence trialling during the next reporting period using a sample of existing and prospective vendors. If that trial is successful, IXOM anticipates that this tool may assist IXOM to increase the coverage of its modern slavery due diligence activities in terms of the number of vendors, supply chains and countries it can assess.

4.3 Supply chain

Identifying risk across our supply chain

In the reporting period, IXOM concentrated the bulk of our workplan activities on supply chains associated with our Australian, New Zealand and Southeast Asian businesses. Those businesses are operated by IXOM Operations Pty Ltd, Australian Botanical Products Pty Ltd, PT Bronson and Jacobs Indonesia, Bronson and Jacobs (S.E. Asia) Pty Ltd, Bronson and Jacobs (Malaysia) Sdn Bhd and MIEX UK Ltd. These entities represent over 90% of the IXOM Group's revenue and earnings, and also the majority of the IXOM Group's supply chain activities.

IXOM has identified the potential for modern slavery risks in the following elements of our supply chain:

- raw materials procured to produce goods and finished products, including the growing and processing of food ingredients, foodstuffs and raw materials used in the production of essential oils, fragrances, perfumes and skin care products;
- countries from which IXOM sources chemicals or materials that have little or no human rights or worker protections, poor law enforcement, or where modern slavery is widely practiced or accepted; and
- particular industries in which modern slavery practices or violations have been uncovered by third parties and publicly documented.

The risks associated with modern slavery can increase when these factors intersect.

IXOM acknowledges that risks may also be present deep in our supply chains, such as in the mining of certain minerals, the growing and/or production of raw materials, and the growing or processing of some food products and ingredients, that are sold or resold to IXOM.

During 2024, IXOM has implemented a vendor risk assessment tool for all new product or service vendors which includes, as part of a broader set of assessment criteria, a requirement for such vendors to answer a short list of modern slavery related questions and review and sign IXOM's Modern Slavery Policy - Vendor Acknowledgement.

Raw materials

The US Department of Labor's 2024 *List of Goods Produced by Child Labor or Forced Labor*¹ identifies materials in their raw form that are associated with industries that carry a higher risk of modern slavery practices, with this risk particular to specific countries of origin. Based on that list, IXOM has identified the following raw materials which are distributed by IXOM, often in a processed, extracted or refined form.

- Citrus fruits
- Cumin
- Tea
- Vanilla
- Coffee
- Palm olein (derived from palm oil)
- Cocoa
- Tomato products
- Hazelnut
- Coconut oil

Geographic locations

IXOM recognises increased modern slavery risks in our supply chain associated with suppliers situated in countries identified as 'higher risk' by Transparency International and the Global Slavery Index.² The geographic locations identified by IXOM as posing a higher risk in connection with its supply chains are predominantly China, India, the Philippines, Indonesia and Egypt.

Industries

The Global Estimates of Modern Slavery as developed by International Labour Organization (ILO) and the Walk Free Foundation, in partnership with the International Organization for Migration¹, refers to industries that carry a higher risk of modern slavery practices. IXOM directly or indirectly procures from the following industries:

- Manufacturing
- Mining
- Commercial agriculture

¹ https://www.dol.gov/sites/dolgov/files/ilab/child_labor_reports/tda2023/2024-tvpra-list-of-goods.pdf

² International Labour Organization, Walk Free Foundation and International Organization for Migration. Global estimates of modern slavery: Forced labour and forced marriage. Geneva, 2022.

5. Key actions undertaken by IXOM

During the reporting period, IXOM undertook a number of key actions to assess and address modern slavery risks.

5.1 Due diligence

Gathering and acting on information

IXOM continued the due diligence process used in prior reporting periods to assess suppliers of products or services. This due diligence process consists of:

- a modern slavery and human rights-specific questionnaire that IXOM sends to the supplier for completion;
- an internal questionnaire completed by the IXOM staff members who maintain the relationship with the supplier; and
- background checks undertaken by IXOM's legal team using the Dow Jones Risk Centre database and other online background checks.

IXOM saves this information in central systems that are only accessible by our internal legal team.

IXOM also required suppliers on IXOM's due diligence list to review and sign IXOM's Modern Slavery - Vendor Acknowledgment form which sets out IXOM's position on the topic of slavery, its related requirements of vendors and a vendor acknowledgement.

IXOM's modern slavery due diligence process includes initial information-gathering through to escalation and management of any identified modern slavery risks, and involves two stages:

- ***Basic due diligence***
IXOM applies basic modern slavery due diligence to a sample of suppliers of products or services that fit within the target categories of IXOM's modern slavery workplan. If there are any red flags following completion of that due diligence exercise and IXOM still wishes to transact with the relevant supplier, the supplier will be subject to advanced due diligence.
- ***Advanced due diligence***
In the reporting period, advanced due diligence was not required for any suppliers. There were no suppliers from the prior reporting period identified as requiring advanced due diligence.

‘Red flag’ concept

IXOM has developed due diligence criteria which, if met by a supplier, would prompt a ‘red flag’ in relation to modern slavery non-compliance. These include the presence of illegal activity, lack of critical controls surrounding labour law compliance and slavery, servitude, underage labour and human trafficking, and the avoidance of, or failure to return or complete, IXOM’s modern slavery questionnaire.

IXOM has completed modern slavery due diligence for a selection of suppliers identified as part of our modern slavery workplan.

As part of this process, IXOM’s due diligence continued to focus on detecting issues that it categorises as representing a red flag from a modern slavery risk perspective and seeking to resolve this through further due diligence and/or providing recommendations to uplift modern slavery risk controls. During the reporting period, IXOM observed that suppliers were typically quick to complete IXOM’s questionnaire and to provide any requested follow up information. IXOM continued to observe a growing trend of suppliers having a modern slavery or human rights policy in place, as compared to five years earlier when IXOM first commenced its modern slavery due diligence program.

IXOM also observed an uptick in vendors operating in higher risk geographies which appear to have quite advanced policies and systems to manage modern slavery risk. Although still small in number, this was also a noticeable improvement from earlier years in which IXOM performed its due diligence in respect of vendors in these geographies.

IXOM blocked procurement from two vendors during the reporting period. In relation to the first vendor, IXOM engaged a third party auditor to undertake a modern slavery audit of the vendor’s facility and operations. The auditor undertook a 2 day on site audit at the vendor’s premises. While the vendor performed favourably in 4 of the 6 segments of the audit, it performed very poorly in the ‘wages and hours’ and ‘health and safety’ segments of the audit. IXOM made the audit report and recommendations available to the vendor and asked the vendor to provide an improvement work plan with target completion dates in respect of the material findings. In the interim, IXOM has blocked any further procurement from this vendor. Post the reporting period (in January 2025) the vendor has indicated to IXOM that it has addressed all of the major non-conformances and a number of the moderate non-conformances, and IXOM is preparing to have a second external workplace conditions audit conducted in respect of this vendor and the relevant operating site. The vendor remains on block in the interim.

The second vendor blocked by IXOM refused to complete and return the IXOM modern slavery due diligence form and otherwise did not demonstrate to IXOM any controls, systems or processes in place to manage modern slavery risks.

IXOM has located alternate supply sources in respect of both vendors.

5.2 Training

Ensuring employees know what to look for

IXOM continues to train employees in our Australian and New Zealand entities who work with suppliers and/or work in supply chains, with a focus on ensuring comprehensive training of IXOM's product managers, account managers, and supply chain and procurement staff. During the reporting period, IXOM updated its training materials, including to provide an overview to staff of the key findings of the statutory review of the *Modern Slavery Act 2018* (Cth) by Professor John McMillan AO which was commissioned by the Australian Government.

IXOM's modern slavery training program includes a particular focus on common indicators that might suggest the existence of modern slavery risks in a supplier's operations, or aspects of a supplier's operations that require further probing to assess whether modern slavery practices are present. This focus is deliberate and intended to equip staff with the skills and knowledge necessary to identify modern slavery risks in their dealings with suppliers and when conducting on-site audits.

5.3 Internal audits

Going direct to suppliers

During the reporting period, IXOM staff conducted audits of six of its suppliers based in China. No material modern slavery risks were identified as a result of this internal audit process.

The audits were conducted by IXOM's China-based employees, who attended a range of supplier manufacturing sites in person, in the provinces of Shandong and Henan.

The six audited suppliers were selected by IXOM's legal team and China-based procurement team from a list of IXOM's China-based suppliers. Suppliers were selected on the basis of moderate to high expenditure by IXOM and not having been the subject of a recent, or any, internal audit (other than desktop due diligence) in prior reporting periods.

The audit process involved IXOM staff conducting site visits to suppliers' premises in China, assessing the suppliers' operations, and forming a view as to their modern slavery risks.

5.4 Independent external audits

Utilising an independent external auditor

During the reporting period, IXOM arranged an external workplace conditions audit of one vendor in Egypt. The audit was conducted by Intertek over a two day period at the vendor's premises. The audit covered the areas of labour, wages and hours, health and safety, management systems, environment and business practices. While the vendor performed favourably in 4 of the 6 segments of the audit, it performed very poorly in the 'wages and hours' and 'health and safety' segments of the audit. IXOM has made the audit report and recommendations available to the vendor and has asked the vendor to provide an improvement work plan with target dates in respect of the material findings. In the interim, IXOM has blocked any further procurement from this vendor. Post the reporting period (in January 2025) the vendor has indicated to IXOM that it has addressed all of the major non-conformances and a number of the moderate non-conformances, and IXOM is preparing to have a second external workplace conditions audit conducted in respect of this vendor and the relevant operating site. The vendor remains on block in the interim.

During the reporting period, IXOM relied on a SEDEX external modern slavery audit report in relation to one of its suppliers as the audit report was less than 12 months old. The external audit report did not raise any red flags. IXOM had undertaken its own desktop due diligence on the same vendor in the 2023 reporting year and had not detected any red flags. IXOM had sought to obtain an external audit report in respect of the vendor as the region and industry in which the vendor operates carries increased modern slavery risks. IXOM will continue to monitor this region and industry and will look to utilise one or more external modern slavery audits of this or other vendors operating in the relevant region and industry that supply IXOM.

5.5 Improvements to Modern Slavery Avoidance Program

During the reporting period, IXOM progressed the following elements of our Modern Slavery Avoidance Program. IXOM has:

- selected an online modern slavery due diligence tool that it will commence trialling during the 2025 period using a sample of existing and prospective vendors; and
- implemented a vendor risk assessment tool for all new product or service vendors which includes, as part of a broader set of assessment criteria, a requirement for such vendors to answer a short list of modern slavery related questions and review and sign IXOM's Modern Slavery Policy - Vendor Acknowledgement.

This followed a number of improvements introduced in the prior reporting period, which continue to remain in place as part of IXOM's Modern Slavery Avoidance Program.

5.6 Further actions taken

During the reporting period, IXOM's human resources and industrial relations activities have supported our MSA Policy in a number of ways:

- IXOM continuously reviews our human resources policies, including in the areas of parental leave, personal leave, and family and domestic violence leave. IXOM has not only focused on enhanced employee wellbeing in reflection of modern corporate standards, but we have also ensured legal compliance in each jurisdiction where IXOM operates. This activity continues to be a priority for IXOM, including in relation to newly acquired businesses in Australia and overseas.
- In Australia, wages are regulated by modern award conditions. IXOM's employment and payroll arrangements have been audited by an independent global accounting firm to ensure that our remuneration and accrual or receipt of employment entitlements complies with applicable laws. IXOM also undertakes regular internal audits to ensure ongoing compliance.
- IXOM has renewed two industrial agreements during the reporting period through collective bargaining with employees and their union representatives.
- IXOM provided free sessions our people on work-life balance, physical health (exercise and nutrition), mental health (resilience, stress and mindfulness), financial health, and diversity and inclusion; these sessions were facilitated by independent third parties. IXOM continues to make a third-party operated employee assistance line available to all staff.

Our people are encouraged to report any suspected breaches of IXOM's Code of Conduct, including in relation to modern slavery, to their line manager, the legal team or Speak Up (an anonymous reporting line operated by an independent third party).

6. Improving the Effectiveness of IXOM's Actions on Modern Slavery

6.1 Overall assessment

Continuous improvement

- As part of the continued application of IXOM's new vendor risk assessment program, which was implemented during the reporting period, IXOM will continue to communicate its position on modern slavery and human rights to prospective / new vendors prior to those vendors being approved and onboarded.
- During the 2025 period, IXOM will commence trialling an online modern slavery due diligence tool that it has selected during the 2024 reporting period. If the tool meets IXOM's expectations, IXOM anticipates that this tool will not only provide more granular information and inputs on modern slavery risks involving supply chains and vendors relevant to IXOM, but also improve the efficiency of IXOM's due diligence processes by enabling IXOM's processes to cover a higher number of vendors in a given period. This will yield both qualitative and quantitative benefits to IXOM's modern slavery risk identification and assessment processes.
- IXOM continues to focus part of its modern slavery due diligence activities on the areas of its supply chains which involve industries and/or geographies that are known to carry elevated slavery, labour exploitation and/or human rights risks.
- IXOM measured its progress by tracking suppliers who were targeted for due diligence on a case by case basis during the reporting period. IXOM is able to track its progress in assessing the supplier's modern slavery risks from identifying any red flags noted in the completed due diligence through to any recommendations made to the business. For suppliers that IXOM identifies through desktop audits as operating in industries or regions that are associated with increased slavery risks, IXOM can seek to target on site visits by its staff, or external modern slavery and social audits, towards those suppliers.
- IXOM continues to work with suppliers to encourage them to implement recommendations made by an external auditor as part of an applicable modern slavery, social or workplace audit.

- IXOM continues to increase awareness of modern slavery risks among its personnel who are involved in procurement and product management, through its communications and training programs the content of which is reviewed annually. A dedicated modern slavery avoidance email inbox is being used effectively as a result of this awareness.
- During the reporting period, IXOM has implemented its formal ESG framework. One component of the ESG framework includes IXOM's modern slavery risk identification and assessment program. IXOM has implemented this framework with the approval of its board and the endorsement of its ultimate owner Keppel Infrastructure Trust.
- IXOM's use and reliance on internal and external supplier audit processes continues to prove effective, enabling IXOM to critically analyse and validate the accuracy of our internal desktop due diligence of those suppliers.

6.2 Reporting and remediation

Raising and acting on red flags

If an IXOM employee, contractor or representative has any modern slavery concerns relating to a supplier, these concerns, along with information outlining the basis for these concerns, must immediately be reported to IXOM's Legal and Compliance Group or detailed through IXOM's relevant communication channels.

Where red flags are identified in relation to a supplier, these are addressed in accordance with the detailed procedure set out in IXOM's MSA Policy. IXOM has a track record of transitioning procurement away from suppliers where red flagged issues remain unresolved.

7. Consultation with IXOM entities and approvals

Who our policy applies to

IXOM's MSA Policy applies to all Reporting Entities and their wholly-owned entities. IXOM has made the MSA Policy available to personnel in all wholly-owned entities of IXOM through IXOM's intranet.

IXOM takes a global approach to tackling modern slavery risk. This Modern Slavery Statement reflects IXOM's global commitment and approach to human rights across its value chain. The Statement and its contents have been prepared in joint consultation with the Reporting Entities and with support from personnel in other IXOM Group subsidiaries.

IXOM's consultation process included engagement with personnel and key stakeholders across IXOM to undertake and complete modern slavery due diligence activities, new vendor vetting and preparation of this Statement, including our human resources, procurement and sourcing, and ESG teams, and business managers.

This Statement was endorsed and approved by the Board of IX Infrastructure Pty Ltd on 27 March 2025 on behalf of that company, IXOM Holdco Pty Ltd, IXOM Pty Ltd, IXOM Holdings Pty Ltd, IXOM Operations Pty Ltd and IXOM International Holdings Pty Ltd.

Keppel Infrastructure Trust (KIT), which is the ultimate owner of IX Infrastructure Pty Ltd, does not tolerate any form of child labour, forced labour, slavery, human trafficking or other unethical labour practices in any of its operations, and seeks to uphold and respect the fundamental principles in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organisation's Declaration on Fundamental Principles and Rights at Work*. KIT's position on modern slavery is also espoused in IXOM's MSA Policy. This Modern Slavery Statement is approved by Kevin Neo, Director, IX Infrastructure Pty Ltd.



Kevin Neo
Director – IX Infrastructure Pty Ltd
CEO – Keppel Infrastructure Trust

27 March 2025

ANNEXURE A

Key

- = Australian entities
- = New Zealand entities
- = Foreign entities
- = Not wholly owned by Ixom Group Member
- = Owned

