



Reporting Period: FY 2025 (July 1, 2024- June 30, 2025)

This Modern Slavery Statement is made pursuant to the **Modern Slavery Act 2018** and outlines the actions taken by **Voltex Holdings Pty Ltd** ("Voltex") to assess and address modern slavery risks in its operations and supply chains.

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1. Reporting Entity

Voltex is an Australian-owned electrical accessories manufacturer and direct-to-contractor supplier, providing a comprehensive range of electrical and data products to licensed electricians across Australia.

Operating online without retail shop fronts, Voltex controls product design, certification, warranty, distribution and customer support directly from its own warehouses.

1.1. Structure

Voltex operates as a privately owned proprietary company headquartered in South Australia, with a team dedicated to product development, customer support, and direct online distribution. We supply a broad range of electrical accessories, lighting, circuit protection equipment and related products directly to electrical contractors throughout Australia.

1.2. Operations

- Product design, compliance and certification managed in Australia
- Warehousing, order fulfilment and customer support based in Australia
- Direct online sales to Australian customers

1.3. Supply Chains

Our supply chain includes:

- Manufacturers of electrical components and accessories (both domestic and international producers), that are responsible for producing product to Voltex strict quality and safety standards. Our manufacturing partners are in Europe, Asia and Australia.
- Logistics and distribution partners,
- Packaging, warehousing and freight service providers,
- Contracted service providers supporting our online platform and ordering app.
- Voltex selects suppliers based on product quality, compliance with Australian standards and certification requirements, reliability, and demonstrated alignment with our ethical labour, governance and compliance expectations, including transparency in employment practices and willingness to participate in due-diligence processes.

2. Modern Slavery Risk Assessment

2.1. Risk Assessment Methodology

Voltex recognises that modern slavery risks may arise within its supply chain, particularly in offshore manufacturing environments and labour-intensive operations. These risks are most likely to occur where there is limited regulatory oversight, reliance on subcontracted or temporary labour, or insufficient transparency in employment practices.

Voltex's assessment of modern slavery risks is informed by its **Supplier Ethical Compliance** and supporting audit checklists, which define minimum standards for labour rights, working conditions, health and safety, housing, wages, and legal compliance across its supply chain.

Modern slavery risks were assessed by reviewing supplier activities against the requirements set out in Voltex's Supplier Ethical Compliance framework, with particular focus on:

- Employment practices and labour conditions
- Worker vulnerability, wages, working hours and benefits

- Use of subcontracted or temporary labour
- Workplace health, safety and living conditions
- Legal and regulatory compliance
- Environmental and operational practices that may indicate broader governance risks

This approach enables Voltex to identify areas of heightened inherent risk and prioritise mitigation actions.

2.2. Identified Risk Categories

Risk Category	Description of Risk	Inherent Risk Level	Supplier Types Affected	Voltex Assessment / Controls
Sector & Industry Risk	Manufacturing sectors may involve manual labour, subcontracting, or informal employment arrangements, which can increase the risk of labour exploitation.	Medium–High	Offshore product manufacturers	Suppliers based on certification, compliance history, and reputation, and by conducting audits prior to supplier approval where applicable.
Geographic Risk	Manufacturing in jurisdictions with weaker labour protections	Medium–High	Offshore manufacturers	Risk assessed by country of manufacture and supplier location.
Labour Model Risk	Use of subcontracted or temporary labour	Medium	Manufacturing and logistics providers	Supplier onboarding questions and escalation procedures using Voltex Supplier Ethical Compliance Checklist.
Service Provider Risk	Cleaning, freight and logistics services may involve subcontracted labour	Low–Medium	Logistics and freight providers, Cleaning services	Preference for established providers with transparent labour practices
Operational Risk	Australian-based workforce	Low	Voltex employees	Employment governed by Australian workplace laws
Offshore Employees	Any permanent or contracted employee engaging with Voltex outside of Australia	Medium	Offshore Voltex employees	Contractors are paid directly under formal agreements

2.3. Risk Assessment Criteria Considered

RISK ASSESSMENTS CONSIDERED:

- *Country of operation*
- *Industry sector risk*
- *Use of subcontracted labour*

3. Actions Taken to Assess and Address Risks

During the reporting period, Voltex implemented due diligence measures to assess and mitigate modern slavery risks within its supply chain. These actions are proportionate to the size and structure of the business and focus on higher-risk offshore manufacturing suppliers. During the reporting period, Voltex has initiated the following measures to mitigate modern slavery risks:

3.1. Supplier Ethical Compliance Questionnaire

Voltex requires new suppliers to complete a Supplier Ethical Compliance Questionnaire prior to approval. The questionnaire is based on the Voltex Supplier Ethical Compliance Code of Conduct and addresses key modern slavery risk areas. Suppliers must confirm compliance with these requirements. Where potential risks or gaps are identified, the matter is escalated to the Product and Quality Team for review. Corrective actions may be required before supplier approval is granted.

3.2. Supplier Engagement and Ongoing Communication

Voltex communicates its expectations regarding ethical labour practices to suppliers and requires confirmation that goods and services are produced in compliance with applicable labour laws and standards.

The Product and Quality Team conduct periodic supplier reviews to:

- Reconfirm compliance commitments
- Review updated documentation
- Assess operational or structural changes
- Identify emerging risks

This process supports ongoing monitoring rather than reliance on initial onboarding alone.

3.3. Factory Audits

Representatives from Voltex's Procurement, Product and Quality Team conduct periodic factory visits to key manufacturing suppliers. In addition to assessing product quality, production capability and operational standards, these visits include observation of working conditions and review of labour-related practices. Team members assess visible indicators relating to workplace health and safety, employment conditions and compliance with applicable labour laws. Any concerns identified are documented and

escalated for further review and follow-up where required.

Factory visits are used as an additional source of visibility into higher-risk manufacturing environments and complement Voltex's supplier onboarding and compliance questionnaire processes.

3.4. Review of Employee Contracts

Where possible, standard procurement terms now include clauses requiring suppliers to comply with ethical labour standards and legal obligations under Australian and international law. These contractual provisions reinforce Voltex's expectations and support its ability to address identified modern slavery risks through engagement and corrective action where necessary.

3.5. Internal Awareness and Governance

Voltex provides internal briefings to personnel involved in procurement, product development, and quality assurance to support awareness of modern slavery risks within the supply chain. The company promotes general awareness of modern slavery across the organisation so that all employees understand the importance of ethical labour practices and know how to raise concerns. Voltex intends to continue providing periodic awareness updates to support ongoing improvement in identifying and addressing modern slavery risks. Officevibe – anonymous way to raise concerns direct to Voltex owners

3.6. Actions Taken to Assess and Address Risks

If Voltex becomes aware of a potential instance of modern slavery within its operations or supply chain, the matter is escalated to senior management for prompt review and investigation. Voltex will engage directly with the relevant supplier to understand the circumstances and require appropriate corrective actions to address identified risks. Where necessary, Voltex may seek independent verification of remediation steps. Continued non-compliance or failure to implement corrective actions may result in suspension or termination of the supplier relationship.

4. Measuring Effectiveness

Voltex assesses the effectiveness of its modern slavery risk management approach through measurable indicators aligned with its due diligence activities. These indicators focus on supplier coverage, oversight activities, internal awareness and issue management.

Supplier Review Coverage

KPI: Percentage of active suppliers subject to compliance review

Target: ≥ 80% of active suppliers annually

This measures the proportion of Voltex's supply base that has completed or refreshed a Supplier Ethical Compliance Questionnaire or undergone documented compliance review during the reporting period.

Factory Visits / Site Reviews

KPI: Number of key manufacturing sites visited by Product, Quality or Supply Chain personnel

Target: 25 key supplier sites per year (where commercially feasible)

This measures direct engagement with higher-risk manufacturing suppliers. Site visits are recorded and any observations or follow-up actions are documented.

Supplier Declarations and Confirmations

KPI: Percentage of active suppliers providing written confirmation of compliance with Voltex's Supplier Ethical Compliance requirements

Target: ≥ 75% of Top Tier suppliers

This measures transparency and formal acknowledgement of labour and ethical obligations.

Cleaning and Freight Service Provider Review

KPI: Annual review of key domestic logistics and service providers

Target: 100% of major cleaning and freight providers reviewed annually

Voltex conducts an annual review of its key domestic cleaning and freight service providers. This includes confirming that providers are established, reputable operators and, where applicable, subject to Australian workplace laws and regulatory oversight.

The freight carriers currently engaged by Voltex are large, well-established national companies operating under formal commercial arrangements. Voltex does not engage with informal or unverified operators.

Internal Awareness and Governance

KPI: Annual modern slavery awareness communication to employees

Target: 100% of employees receive policy communication annually

Voltex circulates its modern slavery policy and updates at least once per year. Personnel involved in procurement and supplier management receive targeted briefings.

During the reporting period, Voltex achieved the following outcomes:

- Completed an initial supplier risk mapping exercise across key supplier categories.
- Embedded labour standards and compliance questions into supplier onboarding processes.
- Briefed relevant procurement and operational staff on modern slavery risk indicators and escalation procedures.
- Reviewed supplier relationships for known red flags or adverse indicators.
- Confirmed that no instances of modern slavery were identified or reported within Voltex's operations or supply chains.

5. Consultation

This Modern Slavery Statement has been prepared by Voltex's executive management team in consultation with relevant departments including Supply Chain, Operations, Quality and Compliance. Information was gathered internally and aligned with best practice guidance under the Act.

6. Future Commitments

Voltex is committed to ongoing improvement in identifying and addressing modern slavery risk. Planned activities for the next reporting period include:

- Enhance supplier due-diligence processes
- Improve our formal Supplier Code of Conduct (Ethical compliance checklist)
- Additional training for procurement personnel on modern slavery awareness
- Regular review and refinement of risk assessments.

Approval

This statement was approved by the Director of **Voltex Holdings Pty Ltd**.



Rod Tunley

Director – Voltex Holdings Pty Ltd

2nd March 2026