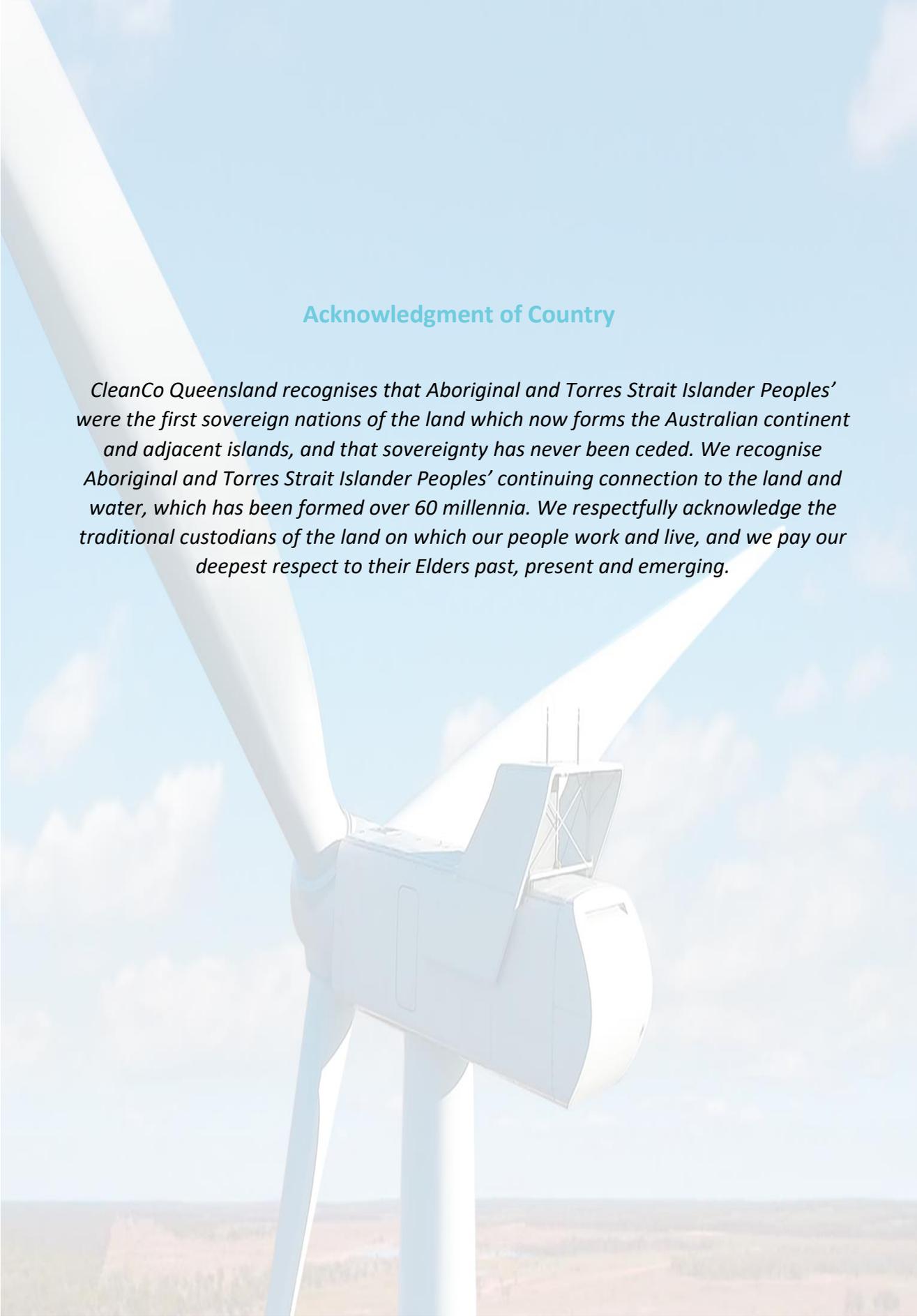




Modern Slavery Statement

for the year ended 30 June 2023



Acknowledgment of Country

CleanCo Queensland recognises that Aboriginal and Torres Strait Islander Peoples' were the first sovereign nations of the land which now forms the Australian continent and adjacent islands, and that sovereignty has never been ceded. We recognise Aboriginal and Torres Strait Islander Peoples' continuing connection to the land and water, which has been formed over 60 millennia. We respectfully acknowledge the traditional custodians of the land on which our people work and live, and we pay our deepest respect to their Elders past, present and emerging.

Contents

Introduction	4
CleanCo overview	5
Our operations	6
Our firming assets	7
Our Strategic partnerships	7
Risks of modern slavery	10
In our operations	10
In our supply chain	10
Actions taken to address modern slavery risks	11
Supply chain due diligence	11
Operations due diligence	11
Assessing the effectiveness of our actions taken:	12
Consultation	13
Approval	13

Introduction

At CleanCo Queensland Limited (ACN 628 008 159) (CleanCo) we are committed to proactively managing the issue of modern slavery through continuous improvement and collaboration with our internal and external stakeholders, to ensure our products meet the ongoing expectations and requirements of our customers.

We are maturing our processes to address ongoing risk in our supply chain. We believe in effective reporting and controls; this forms the foundation of our approach toward Modern Slavery.

CleanCo has established training, guidance, and controls across our operations and supply chains. These are central to the way we operate. We continually review our suppliers to ensure the reduction of modern slavery risks whilst promoting opportunities for equal employment and the honest payment of wages.

The ethical supply of goods and services forms a focus area in CleanCo's Sustainability Framework and encompasses the management of modern slavery.

This Modern Slavery Statement has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) for CleanCo. Our Board of Directors governs this Modern Slavery Statement, and the statement is developed through input from our sustainability, legal, procurement, and finance teams.

Modern slavery in its many forms — human trafficking, forced labour and debt bondage among others — continues to affect millions around the world. The complexity of corporate supply chains means that very few companies can say with certainty that they have no modern slavery in their supply chains. (UN Global Compact)

OUR VALUES

cleanCO™
queensland



Genuine

We **care** about each others' safety, health and wellbeing
We are **trustworthy** — we do what we say we will
We are **trusting** — we believe the best in each other
We **greet** each other on the floor



Collaborative

No one person has all the answers — our first instinct is to **collaborate**
We actively **share** our knowledge with others
We are better with **diverse** thinking
We understand and design for our **customers' needs**



Curious

In a **changing world**, we get to the bottom of things
We **respectfully** question inherited wisdom and the status quo
We always seek to **learn**
When something goes wrong, we uncover why **without blaming**



Courageous

We focus on doing (only) what **makes a difference**
We are happy to be the **first**
We ask **"If not us, who? And if not now, when?"**

CleanCo overview

Our structure

CleanCo is a low-emission energy generator, retailer and developer. We offer renewable energy from solar and wind generation, firming with low-emission generation to deliver competitive clean energy products, tailored to our customers' individual energy needs.

We are a Queensland Government Owned Corporation (GOC) that owns and operates a portfolio of flexible, responsive energy generation assets, as well as investing in renewable energy projects developed by our partners. We own and operate a portfolio of 1,100 megawatts (MW) of low-emission energy assets, including Queensland's only publicly owned pumped storage hydroelectric generator at Wivenhoe Dam.

We also have a committed pipeline of 1,000MW in offtakes from renewable energy projects expected to commence commercial operation from FY24. Additionally, our growth pipeline includes more than 2.3 gigawatts (GW) of new renewable energy projects currently in various stages of development. In FY23 we updated CleanCo's 2030 Strategy to align with the Queensland Energy and Jobs Plan (QEJP).

CleanCo does not own or control any other entities for consulting purposes.

CleanCo remains focused on enabling our current and future customers to thrive in a net zero future while creating opportunities to help our host communities to prosper through the energy transformation. To achieve this, we are committed to growing a market-leading energy business in Queensland, specialising in sustainable energy products.

Beyond energy generation, our activities support broader objectives including building local supply chains, supporting a pipeline of jobs and training for the regions, decarbonising Queensland's energy-intensive industries, supporting regional economic development and securing public ownership of generation assets.

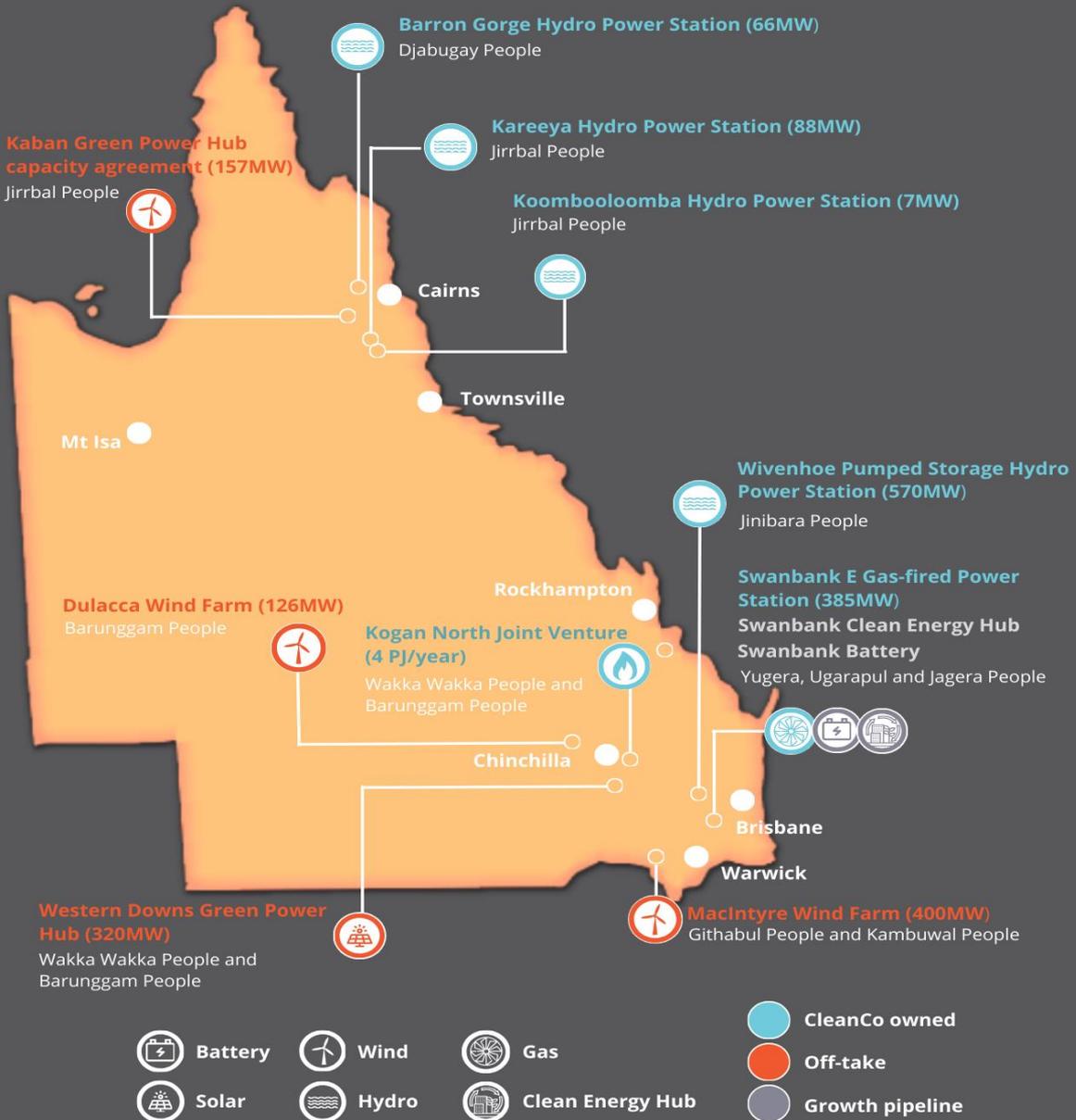
Our operations

We are harnessing Queensland's bountiful renewable resources and pairing this with a firming capacity to offer tailored energy solutions to our customers.

A clean energy future crafted in Queensland



CleanCo Queensland is a state-owned energy generator, developer and retailer. Our ambition is to deliver clean energy solutions to help our customers thrive in a net zero future.



Our firming assets

As a flexible low-emissions energy generator, retailer and developer, we create value by offering renewable energy from solar and wind generation, firming with low-emission generation to deliver clean energy products. We work to minimise the impact of our activities and aim to create enduring value for all of our stakeholders, at each stage of the lifecycle. Combined, our firming assets can generate 1,120MW:

Run of river hydro

- Barron Gorge (66MW)
- Kareeya (88MW)
- Koombooloomba (7MW)

Pumped storage hydro

- Wivenhoe (570MW)

Combined cycle gas

- Swanbank E (385MW)

These sites employ 219 people of which 205 are covered by collective bargaining agreements, and 14 on non-collective agreements. CleanCo also has a 50% interest in the Kogan North Joint Venture to develop coal seam gas, which is operated and managed by our joint venture partner, Arrow Energy.

Our Strategic partnerships

CleanCo is supporting new renewable energy projects across Queensland through Power Purchase Agreements (PPA) and Capacity Purchase Agreements (CPA). These commitments contribute to achieving our target of 1400MW of new renewable energy by 2025 and support the Queensland Government's 50% Renewable Energy Target by 2030. Our offtake agreements are:

- Western Downs Green Power Hub – 320MW solar (commenced)
- Kaban Green Power Hub – 157MW wind (pipeline)
- Dulacca Wind Farm – 126MW wind (pipeline)
- MacIntyre Wind Farm – 400MW (pipeline)

Our Supply Chain

At CleanCo we maintain a supply base of approximately 845 active suppliers from whom CleanCo directly procures goods and/or services. During the FY23 reporting period, CleanCo spent approximately \$542 million on direct and indirect costs.

98% of CleanCo's active suppliers are located in Australia, with the balance located overseas, the majority of which are in the United States, New Zealand, and Singapore. CleanCo's total spend within Australia during the reporting period was \$539,413,237 with \$2,288,862 spent with non-Australian-based suppliers.

Table 1 – Total Australian Procurement spend by supplier in FY23

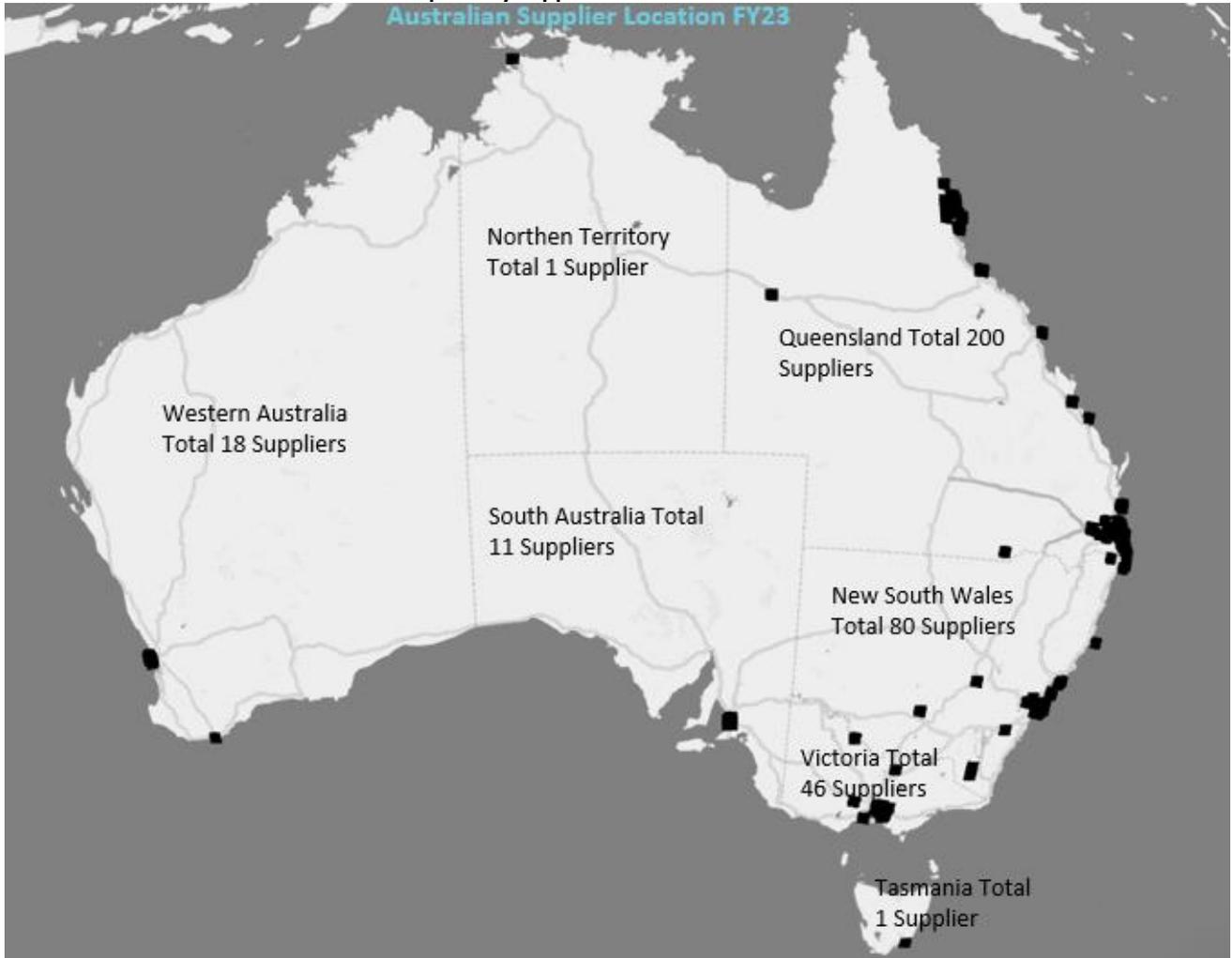


Table 2 – Total Overseas Procurement Spend by supplier in FY23

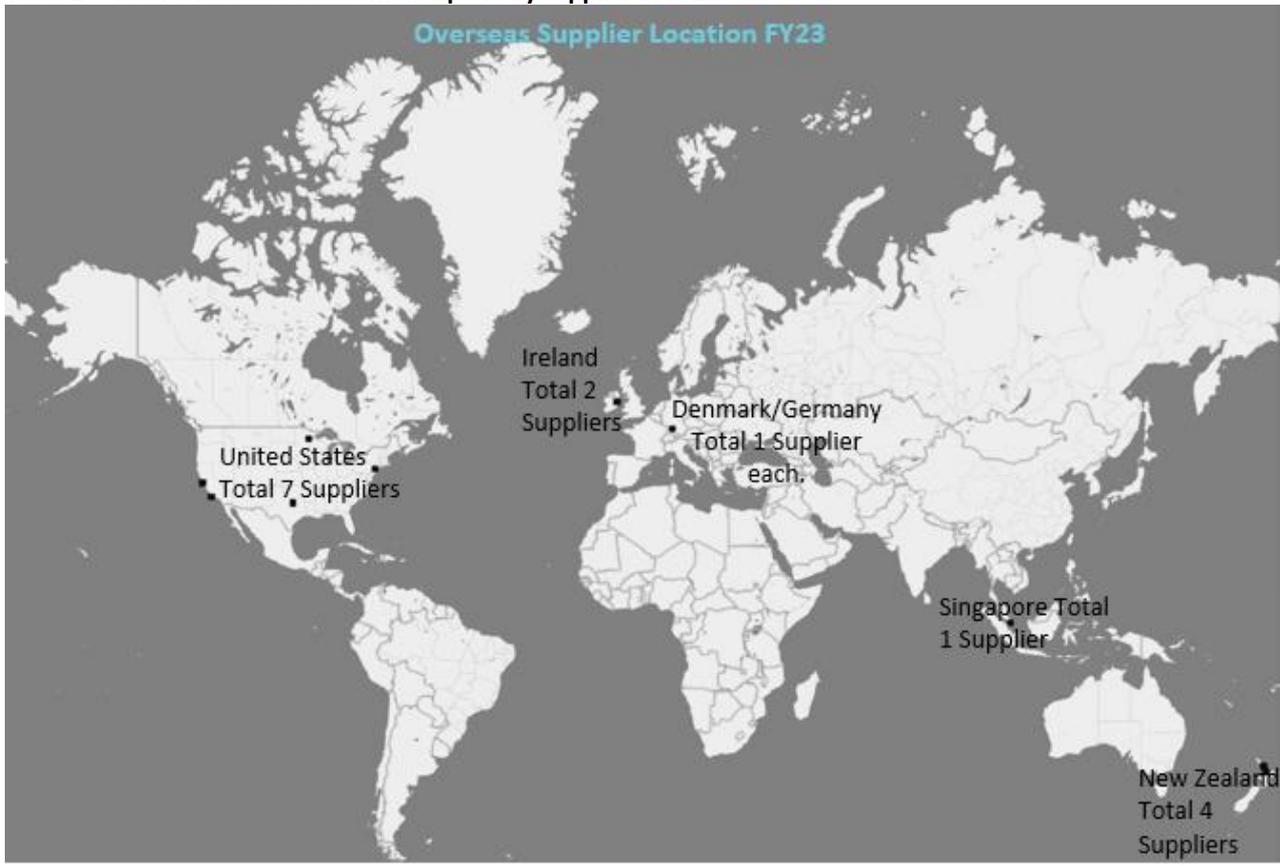
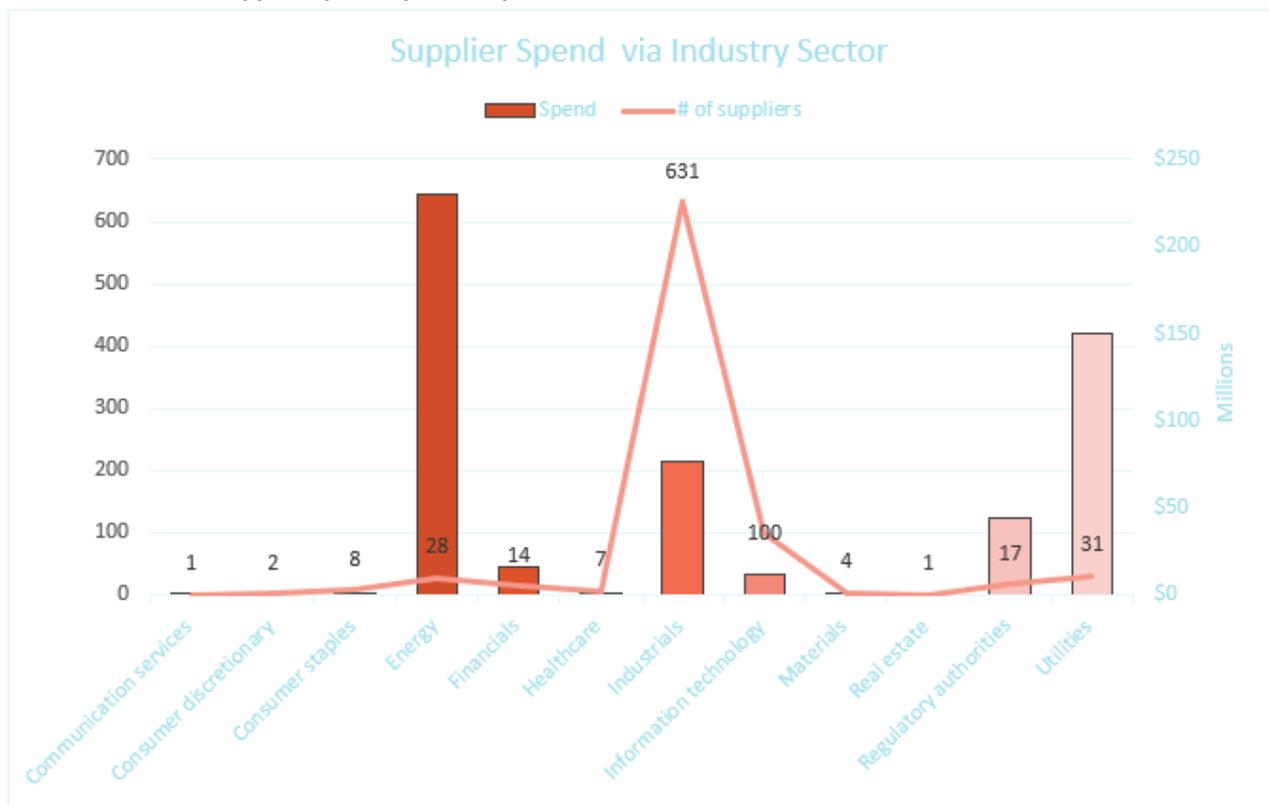


Table 3 - CleanCo's supplier spend by Industry Sector



Risks of modern slavery

In our operations

CleanCo has assessed the risk of modern slavery in its operations as low. This is because our workforce is based in Queensland, Australia and we maintain robust human resources policies and grievance mechanisms, which create greater transparency of modern slavery issues.

CleanCo does engage contractors and labour hire workers when necessary. However, the risk of modern slavery practices is mitigated by using suppliers engaged through the Queensland State Government Temporary and Contracted Workers Preferred Supplier Panel (GGS0060), with commitments regarding modern slavery and strict industrial relations terms and conditions applied.

In our supply chain

Our Procurement Team supports the entire supplier onboarding lifecycle and assesses the risks of modern slavery that may exist among our suppliers, and the risk and reputational impact of engaging with that supplier.

CleanCo's supply chain consists of goods and services which support our corporate and operational functions. We operate in a sector that is generally considered a low risk for modern slavery. However, we recognise we can be indirectly exposed to modern slavery risks through our supply chains. The main sources of those risks are higher-risk geographies and higher-risk sectors related to the manufacture of renewable energy components. We procure from leading Tier 1 globally recognised suppliers who have highly mature measures in place to reduce modern slavery risks throughout their supply chain. We are committed to increasing our knowledge and awareness of modern slavery risks in these relationships and we are regularly monitoring supplier capabilities in this area.

At CleanCo, procurement is more than just the purchasing of goods and/or services - it is a value-based approach to the market and provides an opportunity for CleanCo to have a positive impact on the communities and market in which we operate. This positive impact includes:

- ensuring the fair payment of suppliers
- enforcing a zero tolerance towards Modern Slavery in our Supply Chain
- applying the Ethical Supplier Mandate (the Mandate) to all procurement
- supporting the suppliers in the communities in which we operate
- supporting Aboriginal and Torres Strait Islander-owned businesses
- supporting small-medium enterprises
- engaging with suppliers who share the same supply chain values.

Actions taken to address modern slavery risks

Supply chain due diligence

It is important that we collaborate with ethical suppliers. An ethical supplier is one that provides a safe workplace, demonstrates respect for workers, considers the environment and contributes to positive social outcomes for the communities in which the supplier operates. This modern slavery statement aligns with the objective of ethical supply specified in the sustainability framework, which states “we will not conduct business with developers, suppliers or customers that cannot demonstrate that appropriate steps have been taken to prevent modern slavery or other human rights abusers in their operations or supply chain”.

Our new suppliers undergo modern slavery assessment at the point of onboarding, which is based on business-user and supplier-provided information. During this review the reviewer will consider additional factors such as country of manufacture (if known), specific industry risks and adverse media, which may result in the supplier not being onboarded with CleanCo.

Our tender templates, Procurement Guide and contracts have been updated to reflect our commitment to procuring from ethical suppliers. It provides the CleanCo team with information on what constitutes modern slavery and outlines the application to the sourcing process. Our market approach templates have been updated to include sample questions designed to gain insight into potential supplier’s supply chains, ethical practices and to try and identify country of origin on products.

A new modern slavery contractual clause has been added to all CleanCo template contracts, including our Standard Contract Conditions. Among other things, the clause seeks to cascade risk identification and due diligence expectations to suppliers, including in their own suppliers.

We continue to focus on providing training to our Procurement Team on how to screen suppliers for modern slavery risks throughout the procurement lifecycle and collaborate with those suppliers if risks are identified.

Operations due diligence

CleanCo respects ethical labour practices and values and promotes diversity. Consistent with these principles, we have a zero-tolerance approach to any form of modern slavery in our operations, whether it be servitude, forced labour, debt bondage, human trafficking, or any other recognised form of slavery.

The modern slavery training module forms a part of the onboarding process for all new team members.

Assessing the effectiveness of our actions taken:

We are committed to measuring the effectiveness of our modern slavery risk.

During the reporting period, we focused our attention on management processes, building employee awareness and knowledge through training and reviewed our relevant policies and procedures to ensure they support our management of modern slavery risks.

If a potential non-compliance occurs, then it is reported, assessed, investigated and monitored via our onboarding process.

Our Whistleblower hotline provides an effective mechanism for reporting and escalating any issues.

✓ **Action: Continuing to build our understanding of modern slavery risks**

- All existing and new staff undertake updated modern slavery training; and
- All existing and new staff acknowledge they have received and read the CleanCo Modern Slavery Policy.

Measurement: All employees have undertaken the Modern Slavery Training Module and acknowledged having received and read the Modern Slavery Policy as part of their onboarding and orientation process when they commence employment and a refresher course each work anniversary.

✓ **Action: Improving our policies, procedures, and standards**

- Continue to embed modern slavery considerations into supplier onboarding, the supplier code of conduct and through the tendering process to enable supplier due diligence through the procurement process.

Measurement: CleanCo's Modern Slavery Statement, Modern Slavery Policy and Supplier Code of Conduct is publicly available via CleanCo's internet page.

✓ **Action: Supplier due diligence and engagement**

- Review, update and expand the Modern Slavery Supplier Questionnaire to all new and active direct CleanCo suppliers to lower risk of modern slavery suppliers.
- Obtain acknowledgment from all CleanCo suppliers to adhere to the CleanCo Modern Slavery Policy.
- Implement a compliance onboarding process for all suppliers as a mandatory prequalification.

Measurement: All new and active suppliers have been onboarded/reboarded with 100 per cent acceptance of the Supplier Code of Conduct and have undergone rigorous assessment via our onboarding process.

Future commitments

Building on CleanCo's actions undertaken to date, the following commitments have been identified for review and/or implementation:

- Continue to review and update CleanCo processes and procedures as related to modern slavery risks, including supporting Queensland Government-led ethical initiatives such as the Ethical Supplier Mandate.
- Undertake an internal audit of our contract management framework.
- Continue delivering awareness activities to ensure CleanCo workers are aware of the existence of modern slavery, and relevant workers can identify and report modern slavery risks and breaches.
- Continue to build on ethical supplier checks within the supplier due diligence processes.
- Create a dedicated modern slavery intranet site to provide detailed information on modern slavery practices and educate our employees on what to do if they suspect modern slavery practices in either our operations or supply chain.

Consultation

CleanCo's statement was developed with the following internal business areas:

- Legal;
- People and Culture;
- Sustainability;
- Performance, Risk and Finance; and
- Procurement.

Endorsement

This Statement was endorsed by CleanCo's Executive Leadership Team on 30/11/2023.

Approval

This Statement is approved by CleanCo's Board of Directors.



Allison Warburton
Chair