



EVZ LIMITED  
MODERN ANTI-SLAVERY STATEMENT 2023



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## 1. Reporting Entity

EVZ Limited (ABN 87 010 550 357) is the 'reporting entity' (as defined in the Act) covered by this Statement and the terms the 'Group', 'we', 'us' and 'our' refer to the entire Group (as defined below), except where the context otherwise requires.

## 2. Structure, operations and supply chain

### Our Structure and operating subsidiaries:

The EVZ 'Group' consists of EVZ Limited and the following operating subsidiaries:

- Brockman Engineering Pty Ltd
- Brockman Project Services Pty Ltd
- Syfon Systems Pty Ltd
- Syfon Systems Sdn Bhd
- Tank Industries Australia Pty Ltd
- TSF Power Pty Ltd

EVZ Limited is publicly listed company on the Australian Securities Exchange (ASX: EVZ).

### Supply Chain:

Our supply chain includes providers of goods and services and other project focused materials, purchased and distributed through EVZ's various locations in Australia and Malaysia or delivered directly to project sites through third parties. Products are purchased domestically and from overseas. Overseas goods are imported through third party logistics providers. Our suppliers are located in both Australia, and at least 10 foreign countries.

## 3. Modern Slavery Risks

### Risks in our operations:

All of our employees and operations are located in Australia and Malaysia. We comply with all Australian and Malaysian labour laws and other applicable employment related legislation. Our internal reviews have found no evidence of any modern slavery practices or incidents in our

operations. However, the existence of labour hire in our operations presents a risk which requires further understanding to determine if it is low or high.

#### Risks in our supply chains:

We acknowledge that the risks of modern slavery may be heightened in some of our supply chains as a result of the geographical location of some suppliers and the source of materials used in products supplied to us. We also acknowledge that we lack visibility in certain overseas markets, and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our goods and services.

To manage these risks, we will continue to engage with and monitor our supply chains through the following approach.

## 4. Our approach and progress

### *a) Our policies and governance*

EVZ Limited is committed to always acting ethically and responsibly in our business operations and relationships. If an occurrence of modern slavery is found anywhere in our business or supply chain, we will respond immediately to address it.

We are committed to transparently reporting our actions and in eliminating modern slavery consistent with the Australian Modern Slavery Act 2018.

### *b) Our Modern Slavery Policy*

Our Modern Slavery Policy drives our anti-slavery commitments and actions. It underpins our efforts to prevent, detect and respond to the risk of modern slavery occurring within EVZ limited, our supply chain and our business activities.

EVZ Group has a zero-tolerance approach to all forms of Modern Slavery within its operations and supply chains. All employees, subcontractors and suppliers to the EVZ Group have an obligation to follow this policy and apply it to their role.

Our objectives and targets in relation to modern slavery are as follows:

- To ensure that EVZ Limited is not enabling or encouraging (even inadvertently) any modern slavery practices within our business, with our business partners, or amongst our suppliers.
- To identify and understand the groups modern slavery risks and that of our suppliers.
- To identify opportunities to reduce or eliminate modern slavery for our business and suppliers. To have a coordinated and consistent approach to managing and responding to the identified modern slavery risks and opportunities.
- To inform our suppliers, clients and business partners of our modern slavery policy, and the expectations we have regarding their support, or opportunities to partner with them, in addressing this risk.
- To report to governments regularly and transparently, clients, employees, business partners and the community our progress and actions to reduce or eliminate the risk of modern slavery in our business operations and supply chain.

### *c) Roles and responsibilities*

Everyone at EVZ Limited has a responsibility to identify and manage modern slavery risks, including:

- **Our managers:** remaining informed and up to date on the relevant risks to our business and suppliers, as well as educating and supporting their teams around managing risks and being responsive should any risks be identified by their team.
- **Our employees:** being aware of the risks and alert to any potential situations where these risks could arise, especially on our projects and in relation to our suppliers and contractors. For any new employees, we will ensure that their induction includes a component that addresses modern slavery.
- **Our business partners:** ensuring that they are aware of our commitments and objectives in relation to modern slavery. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is everyone's responsibility.
- **Our suppliers:** ensuring that we engage suppliers around modern slavery risks, clearly communicate our expectations for management of those risks, and assess how well those risks are being managed. These supplier engagement activities will be led by our contracts and procurement personnel.
- **Our current and future clients:** demonstrating how we are managing our risks around modern slavery, the systems and processes we use to support this and, where required, provide them with a copy of our Modern Slavery Policy, Management Plan and Annual Statement.

## 5. Our planned due diligence activities for FY24

To support EVZ Limited zero-tolerance policy for any type of slavery-related practices, from FY24 we will implement a range of monitoring activities to manage the risks associated with our suppliers, materials and operations. The monitoring of modern slavery risks will be an ongoing process for the business and for the projects it delivers. Our monitoring process is as follows:

- Risk & opportunity assessment
- Procuring high risk items
- Supplier engagement
- Requests for tender
- Tender evaluation
- Contract award
- Supplier Monitoring
- Remedial Action

### *Risk & opportunity assessment / identifying and understanding our risks.*

EVZ Group sources the majority of its materials, parts and services from within Australia, with a smaller amount sourced offshore, notably China, Malaysia and Europe. EVZ Group is aware that offshore procurement heightens the risk of modern slavery, and that certain sectors in Australia such as labour hire, civil contracting services, cleaning and security services also present a risk.

In 2023, EVZ has conducted an internal risk assessment to identify any materials, goods, services or equipment whose procurement could increase the likelihood of modern slavery in its supply chain. The higher risk items identified as potential modern slavery risks by EVZ group are listed below:

- Steel (structural, bars and mesh) suppliers
- Concrete (ready mix and precast) suppliers
- Cement suppliers
- Pipes (plastic) suppliers
- Labour hire (contractors and subcontractors) services
- Electrical systems installation (including A/C, Fire, Lighting, Appliances, Switchboards)

- Hydraulic systems installation (including gas, water, pumps, sewerage)
- Fire protection systems installation (including pumps and other equipment)
- PPE (incl gloves and boots) suppliers
- Corporate clothing suppliers
- Security services
- Cleaning services

The above materials and services procured by EVZ Group are treated as per the following steps:

#### ***Procuring high risk items:***

A list of high-risk items identified from the risk assessment is maintained by EVZ Group's contracts managers in each operating entity and circulated across each business. The list is reviewed every six months and updated if needed.

#### ***Supplier engagement***

Potential and existing suppliers of these high-risk items are engaged around EVZ Group's modern slavery policy requirements for the supply of those items and the associated risks. This engagement includes the communication of EVZ Group's expectations of suppliers around managing those risks.

#### ***Requests for tender***

For high-risk items and services, our request for tender details EVZ Group's requirements for the supply of those items and expectations of the tenderer in relation to managing modern slavery risks.

EVZ Group's Modern Slavery Policy and modern slavery questionnaire are issued to the tenderer asking for the details of their management of the associated modern slavery risks of that item. The tenderer must return the completed questionnaire to EVZ Group as part of their tender submission.

#### ***Tender evaluation***

EVZ Group's contracts managers review the tenderer's responses to the questionnaire and decide if their risk management approach is adequate. Should the responses not appear to be satisfactory, the contracts manager will ask for further information from the tenderer.

### *Contract award*

The contract for high risk items includes clauses detailing EVZ Group's requirements for the supply of those items and expectations of the tenderer in relation to managing modern slavery risks; including requiring the supplier to implement risk management measures within three months of the contract being awarded if their initial responses to the questionnaire are deemed insufficient; and noting EVZ Group's right to terminate the contract should concerns arise in relation to identified incidents or unacceptable modern slavery risks not being promptly addressed.

### *Supplier monitoring*

For longer term contracts, EVZ Group engages with the supplier annually to confirm that their supply chain has not changed in terms of the sourcing of the item or other factors that may affect the risk of modern slavery associated with that item.

### *Remedial action*

Should any concerns arise during the contract period, EVZ Group contacts the supplier to discuss the concern and specify actions required by the supplier in relation to meeting the contract conditions. EVZ Group will terminate a contract should concerns arise in relation to identified incidents or unacceptable modern slavery risks not being promptly remediated by the supplier.

## **6. Measuring our effectiveness**

EVZ acknowledges that's its Modern Slavery Risk Mitigation Program is still in its infancy and some of the noted actions were completed late in the reporting period covered by this Statement. Nevertheless, it is clear to us that the actions we have taken to date have already had an impact and better aligned EVZ with the purpose and intent of the Act in at least the following ways:

- Increasing the level of awareness, understanding and appreciation at all relevant levels within EVZ of the potential for incidences of modern slavery within our supply chain.
- Establishment of a specific line of accountability within EVZ for ownership and execution of the Modern Slavery Risk Mitigation Program.

To monitor the effectiveness of the tools and processes that we use in relation to modern slavery risks within our operations and supply chain, we evaluate our progress and success against the following KPIs:



- number of modern slavery training and awareness-raising programs delivered;
- number of potential modern slavery incidents or risks identified during the year;
- number of supplier contracts issued that include modern slavery clauses; and
- number of supplier engagements to help them respond to modern slavery risks.

EVZ will report on these KPIs in our next Modern Slavery Statement in 2024.

## 7. Consultation with the EVZ Group

EVZ acknowledges that all the entities within the group have an equal role to play in understanding, identifying and reporting any known incidents of Modern Slavery.

The process of consultation involved discussions with the Directors/General Managers of all operating entities to inform them of EVZ’s obligations under the Modern Slavery Act and to gather their input on our collective approach to addressing this social governance issue.

This Statement has been prepared in consultation with each entity.

## 8. Approval of statement

This statement is approved by the EVZ limited board of directors.



Graham Burns  
 Chairman of the board of directors  
 20 December 2023

Version	Date Amended / Released	Amendments
1.0	30-November-2023	Initial Version
1.1	20-December-2023	Add approval signature

