



Modern Slavery Statement

Introduction

The term 'Modern Slavery' refers to any situations of exploitation where a person cannot refuse or leave work because of threats, violence, coercion, abuse of power or deception.

Ocwen Energy supports the elimination of all forms of modern slavery. Modern Slavery is entirely at odds with our ethics and commitment in respecting human rights. We take action to safeguard the rights of our employees and contractor personnel through our actions, policies and processes.

Our Business and Supply Chains

Ocwen Energy is an Australian energy and logistics business with operations in Queensland, New South Wales, Victoria and Tasmania. We have around 500 employees and 2,000 suppliers, including contractors, vendors, service providers and contingent labour, plus thousands more in our wider supply chain.

Our subsidiary companies are Lowes Air Pty Ltd, Lennon Engineering and Construction Pty Ltd and Revir Pty Ltd.

All subsidiary companies have been consulted and provided copies of our Modern Slavery Statement and we have had relevant discussions with our business leaders.

Our Commitment

We are committed to operating our business lawfully and ethically and in working with suppliers that are aligned with our values.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity. We have a Whistleblower Policy and a Code of Conduct. These policies and our procedures set out our core values and our expectations of our staff, contractors and suppliers.

We have a supply chain that includes the purchase of products and services from Australian and international companies to run our day-to-day operations including the purchase of petroleum products, heavy and light vehicles and equipment and their maintenance, office supplies, employment and training of staff, external advice, taxation and audit activities, consulting services, cloud-based software systems and IT infrastructure, leasing of office space, and travel.

We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.

We have engaged in dialogue with our suppliers to review their internal modern slavery policies and procedures.

Risk Assessment

During the reporting period, we continued the risk assessment of our supply chain with the emphasis on high-risk locations or business transactions to gain a better understanding of our risks.

Whilst we are not involved in a high risk industry, a number of our suppliers and subcontractors are. These include cleaning and building contractors, which are known to have higher risks of modern slavery practices. We recognise that these sectors often involve low-wage workers, temporary or migrant labour, and complex subcontracting arrangements, which can increase the vulnerability of workers to exploitation. Additionally, the procurement of petroleum products



and heavy equipment from international suppliers may involve risks related to forced labour and human trafficking. We are committed to continuously monitoring these high-risk areas and implementing measures to mitigate any identified risks. Initial investigations have yet to identify any significant issues.

We have commenced the establishment of processes to review the effectiveness of any actions we take to address modern slavery risks.

If any issues are identified, we will take action with the necessary steps to ensure compliance.

Current Actions

1. Policies and Procedures: We have implemented policies and procedures to prevent modern slavery in our operations and supply chains. These include our Whistleblower Policy and Code of Conduct. These policies outline our commitment to ethical business practices.
2. Monitoring and Reporting: We have surveyed our suppliers for signs of modern slavery and will take action to address any issues that arise. We also encourage our employees to report any concerns about modern slavery through our Whistleblower Policy.

Future Actions

Over the next 2 years we intend to design, review and implement a Supplier Code of Conduct and an internal training program in order to ensure further compliance with our Modern Slavery responsibilities.

This statement relates to the financial year ending 30 June 2024 and has been approved by the Board on behalf of all companies in the Group. It is published by Ocwen Energy Pty Ltd and its relevant subsidiaries in compliance with the *Modern Slavery Act 2018 (Cth)*. Our annual statement is due on 31 December 2024.

A handwritten signature in black ink that reads 'Donald McRae'.

Don McRae

Chairman

20th December 2024