



Siebtechnik Tema Pty Ltd



**MULTOTEC**

Multotec Pty Ltd

---

# 2024 MODERN SLAVERY STATEMENT

Reporting period: 1 January 2024 to 31 December 2024

## CONTENTS

|                                                                                        |    |
|----------------------------------------------------------------------------------------|----|
| 1. REPORTING ENTITIES .....                                                            | 4  |
| 2. STRUCTURE, OPERATIONS AND SUPPLY CHAINS .....                                       | 4  |
| 3. POTENTIAL RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS .....   | 12 |
| 4. HOW SIEBTECHNIK TEMA AUSTRALIA AND MULTOTEC AUSTRALIA ASSESS AND ADDRESS RISKS..... | 15 |
| 5. ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN .....                                  | 17 |
| 6. CONSULTATION PROCESS .....                                                          | 19 |
| 7. COMMITMENTS FOR CONTINUED IMPROVEMENT .....                                         | 19 |

## FOREWORD

Siebtechnik TEMA and Multotec are trusted names globally, providing mineral processing solutions, equipment, consumable products and engineering support for a range of industries.

Siebtechnik TEMA Pty Ltd ("Siebtechnik TEMA Australia", "STA") and Multotec Pty Ltd ("Multotec Australia") are related Australian entities that specialise in supplying equipment and machine parts or components for the mining, mineral processing and water/wastewater industries, as well as site services, in the Asia-Pacific region.

Siebtechnik TEMA Australia and Multotec Australia have a shared long-standing commitment to business excellence, workplace safety and meeting our obligations and responsibilities while delivering the products and services that make us leaders in the field and chosen partners for mining, mineral processing and water/wastewater processing.

Siebtechnik TEMA Australia and Multotec Australia are committed to upholding our corporate human rights responsibilities and to embody good corporate governance – it has always been part of our corporate culture to behave ethically and safely in business life. As a group, we respect internationally recognised human rights. We strictly reject slavery, slavery-like practices, child labour and forced labour in any form. We seek to only do business with organisations that are aligned with these goals.

Our approach is guided by international frameworks, including the Universal Declaration of Human Rights, UN Global Compact, and UN Guiding Principles on Business and Human Rights.

I am pleased to present this annual Modern Slavery Statement for Siebtechnik TEMA Pty Ltd and Multotec Pty Ltd for the reporting period 1 January 2024 to 31 December 2024.

As our second Modern Slavery Statement, this statement reflects the early stages of our reporting journey. This statement equally reflects the shared commitment of Siebtechnik TEMA Australia and Multotec Australia to identifying and addressing modern slavery risks within our operations and supply chains, upholding corporate responsibilities, and to achieving continuous improvement in our contribution towards the global goal of eradicating modern slavery practices.

This statement has been approved by the Board of Siebtechnik TEMA Pty Ltd in their capacity as principal governing body under the Australian *Modern Slavery Act 2018* (Cth).



**Nigel Kriel**

Managing Director, Multotec Pty Ltd, Australia

Director, Siebtechnik TEMA Pty Ltd

(Responsible member of the reporting entity's principal governing body under the Australian *Modern Slavery Act 2018* (Cth)).

## 1. REPORTING ENTITIES

This Modern Slavery Statement covers related Australian entities Siebtechnik Tema Pty Ltd and Multotec Pty Ltd, Australia.

Siebtechnik Tema Pty Ltd (“Siebtechnik Tema Australia”, “STA”) is an Australian proprietary company limited by shares, with ACN 004 478 826; and ABN 31 004 478 826.

Multotec Pty Ltd (“Multotec Australia”) is an Australian proprietary company limited by shares, with ACN 110 065 686; and ABN 65 110 065 686.

Siebtechnik Tema was a reporting entity in 2024. Multotec Australia has voluntarily contributed to this statement. This statement is submitted for the reporting period 1 January 2024 to 31 December 2024 (reporting year 2024).

## 2. STRUCTURE, OPERATIONS AND SUPPLY CHAINS

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “structure” of the entity as “the legal and organisational form of the entity, including its legal classification (company, trust, partnership etc.), number of employees, whether it is part of a larger corporate group of entities, and whether it owns or controls other entities”.<sup>1</sup>

### 2.1 Structure

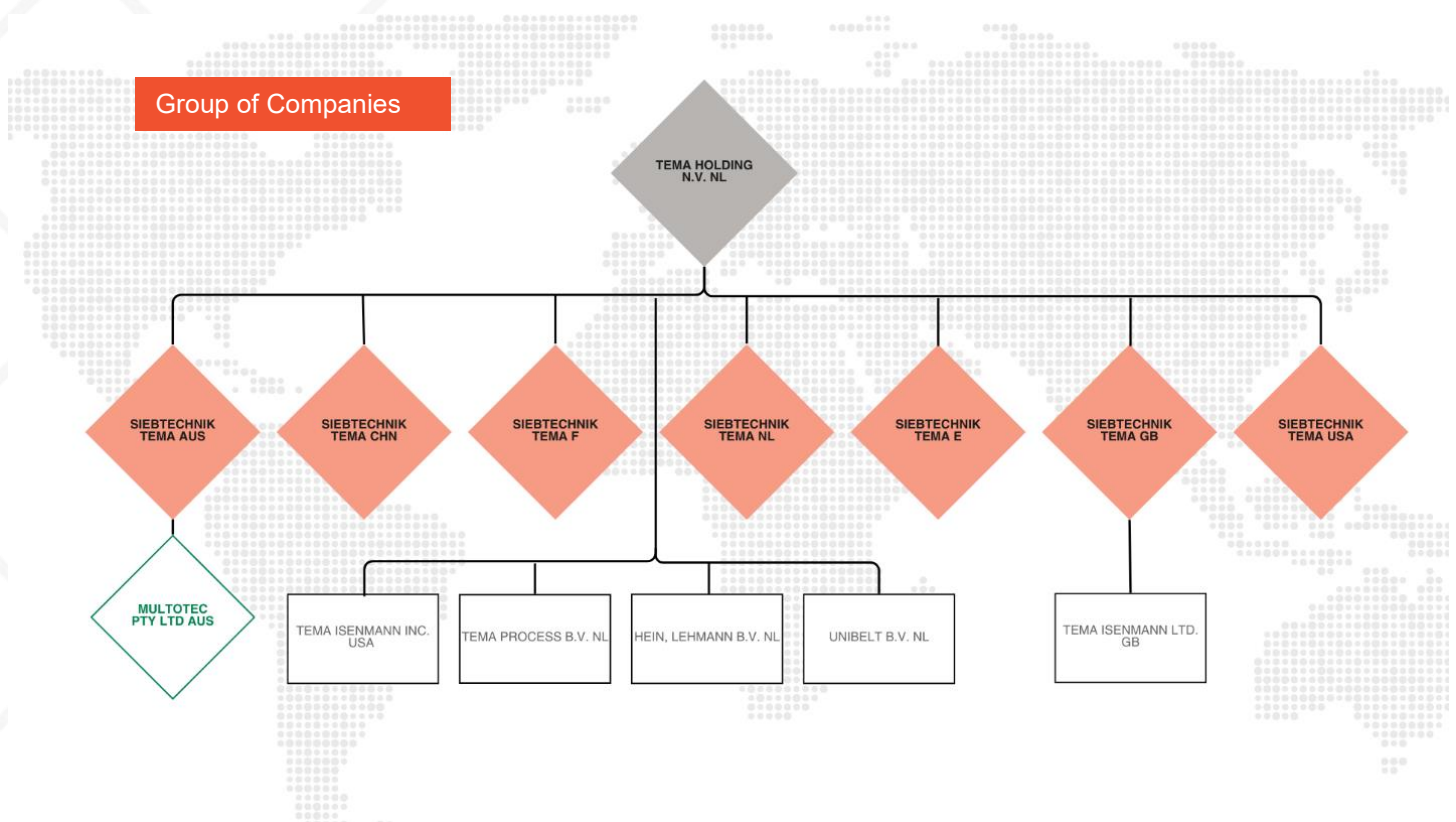
Siebtechnik Tema Pty Ltd owns 100% of Multotec Pty Ltd and both Australian entities are part of a global group of companies. The Australian entities are related by common ownership, business identity and supply chains. Since 2019 Siebtechnik Tema has been the umbrella brand of Siebtechnik GmbH (founded 1922) and is one of several companies owned by TEMA Holding N.V. (founded 1925) and carries on a proud tradition of exceptional European engineering.

The Multotec Group has a long history of producing outstanding, well-engineered, high-quality products, beginning in South Africa and expanding globally. Multotec companies and manufacturing facilities are now located around the world. Multotec Australia is a manufacturer and distributor of Multotec products, using Multotec technologies, processes and know-how.

Both Siebtechnik Tema Australia and Multotec Australia are legally classified as Australian proprietary limited companies, incorporated under the *Corporations Act 2001* (Cth) and registered with ASIC.

---

<sup>1</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.



**Figure 1 Organisational chart of Siebtechnik Group**

Siebtechnik Tema Australia directly employed, on average, 45 employees during the reporting year 2024. Multotec Australia directly employed, on average, 186 employees during the reporting year 2024.

Siebtechnik Tema Australia and Multotec Australia have shared operational control over several branches and facilities in Australia.

Siebtechnik Tema Australia's head office, factory and warehousing facility is located in Sydney in New South Wales. Additional facilities are located in Mackay, Newcastle (Rutherford), and Perth (Wangara).

Multotec Australia's head office and manufacturing facility is located in Brisbane (Berrinba) in Queensland, with additional facilities located in Mackay, Newcastle (Rutherford), Perth (Wangara), Emerald, and Newman.

Siebtechnik Tema Australia and Multotec Australia do not own or control any other entities.





**Figure 2 Siebtechnik Tema Australia and Multotec Australia operations within the country**

## 2.2 Operations

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “operations” of the entity as “activity undertaken by the entity to pursue its business objectives and strategy in Australia or overseas”. This includes the direct employment of workers, processing and production, provision and delivery of products or services, investments and managed/operated joint ventures, research and development, and distribution, purchasing, marketing and sales.<sup>2</sup>

Siebtechnik Tema Australia and Multotec Australia supply equipment and machine parts and components that facilitate processing of mineral bulk solids and solid-liquid separation in the mining, extractive, mineral processing and water and wastewater treatment, chemical and food industries, as well as site services, primarily to the water, wastewater, mining and mineral processing industries.

Siebtechnik Tema Australia and Multotec Australia’s operations comprise import of materials and manufactured goods, domestic manufacturing and machining, warehousing, wholesale supply of goods, marketing and sales, maintenance, repair and refurbishment, and site services.

### 2.2.1 Siebtechnik Tema Australia

Siebtechnik Tema Australia produces, supplies and services centrifuges, vibrating screens, water treatment equipment, and sampling equipment. Siebtechnik Tema Australia’s equipment has applications in industries such

<sup>2</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.

as coal, water treatment, minerals and mining, food and dairy, inorganic salts, recycling and zero liquid discharge, fertilisers, organic compounds, polymer, and other industries.

Siebtechnik Tema Australia imports and distributes some of its products to its customers in Australia, including in partnership with affiliated suppliers in the Netherlands and Germany.

Siebtechnik Tema Australia manufactures some products and has an extensive machining facility, comprising fabrication, assembly and testing areas. This allows Siebtechnik Tema Australia to provide customised equipment to meet client-specific process and mechanical requirements.

Siebtechnik Tema Australia also provides after-sales care, maintenance and servicing, within its own facilities and elsewhere, including field service and field maintenance support, off-site repair and refurbishment, and breakdown emergency assistance.

Siebtechnik Tema directly employs expert engineers, fabrication specialists and machinists, as well as management, procurement, sales, warehouse, finance, logistics and administration staff that support day-to-day operations across multiple facilities in Australia.

### **2.2.2 Multotec Australia**

Multotec produces, supplies and services a range of refining and processing equipment, products, and componentry, including screening media, processing equipment, wear resistant lining, mill and scrubber lining, solid/liquid separation equipment and components, process water treatment equipment, and slurry pumps. These products primarily have application in mining and mineral processing.

Multotec Australia largely manufactures its equipment in Australia and has partnerships with Australian and international suppliers.

Multotec provides after-sales care, field maintenance services and expert engineering and metallurgical support, conducts research, and maintains test work facilities to test mineral processing applications.

Multotec directly employs expert engineers, fabrication specialists and machinists, as well as management, procurement, sales, warehouse, finance, logistics and administration staff that support day-to-day operations across multiple facilities in Australia.



## 2.3 Supply chains

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “supply chains” of the entity as “the products and services (including labour) that contribute to the entity’s own products and services. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers.” This includes the products provided to the entity by suppliers, the services provided by suppliers, and the products and services used by indirect suppliers in the entity’s supply chains.<sup>3</sup>

Siebtechnik TEMA Australia and Multotec Australia both have multi-jurisdictional, multi-layered supply chains.

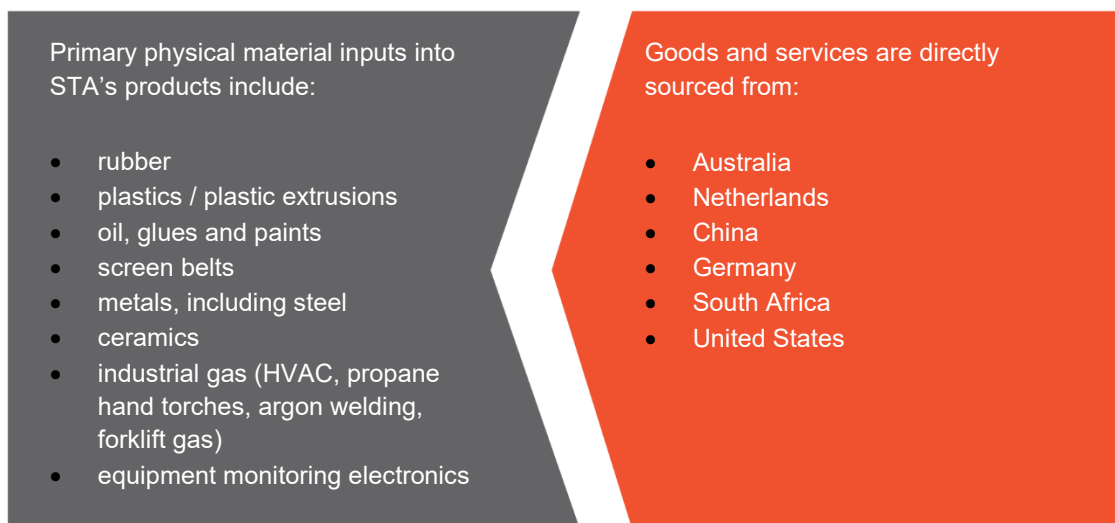
The items used in Siebtechnik TEMA Australia and Multotec Australia’s products are manufactured in facilities in various jurisdictions, including by companies affiliated with Siebtechnik TEMA Australia and Multotec Australia, and companies not affiliated with Siebtechnik TEMA Australia and Multotec Australia.

Affiliated suppliers make up a significant proportion of Siebtechnik TEMA Australia and Multotec Australia’s supply chain by supplier and by value.

### 2.3.1 Siebtechnik TEMA Australia’s product manufacturing supply chain

In 2024, Siebtechnik TEMA Australia had over 300 direct suppliers. Of these, a significant amount of the supply by value was procured from affiliated suppliers, with which Siebtechnik TEMA Australia has a strong relationship.

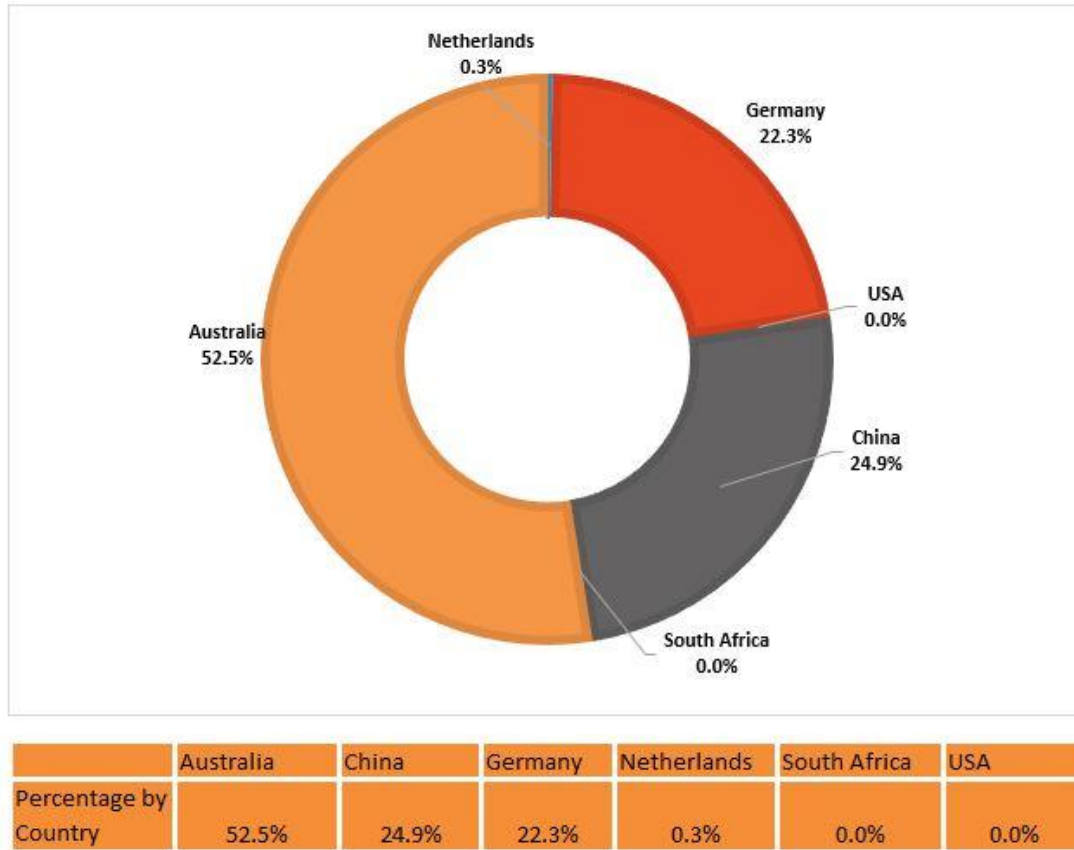
For STA, the primary physical materials input into its products and the countries from where they are sourced are listed below.



<sup>3</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.

The make-up of STA's sources of direct supply by value and by country is set out below.

**Figure 3: Siebtechnik Tema Australia's 2024 supply chain analysis by country**



Some components use raw materials which may be sourced from other jurisdictions/countries.

Services, including labour, that contribute to products are from Australia, China, Netherlands, Germany and other jurisdictions/countries.



### 2.3.2 Multotec Australia's product manufacturing supply chain

In 2024, Multotec had over 400 direct suppliers, and a significant amount of the supply by value was procured from affiliated suppliers.

For Multotec Australia, the primary physical material inputs into its products and the countries from where they are sourced are listed below.

Primary physical material inputs into its products include:

- rubber
- plastics / plastic extrusions
- polyurethanes
- polymers
- screens / mesh
- metals, including steel
- ceramics
- industrial diamonds
- industrial gas (HVAC, propane hand torches, argon welding, forklift gas)
- equipment monitoring electronics

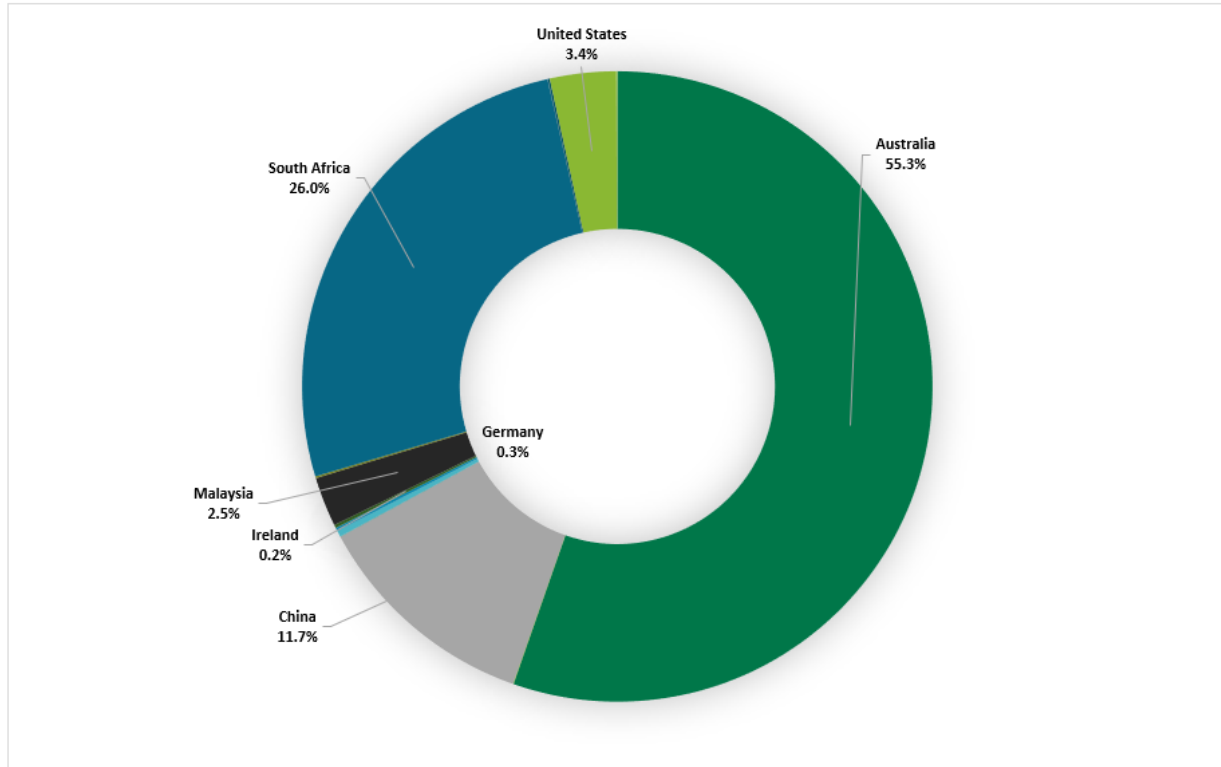
Goods and services are directly sourced from:

- Australia
- South Africa
- China
- United States
- Malaysia
- Germany
- Netherlands
- Ireland
- Italy
- South Korea
- Canada
- Vietnam
- United Kingdom
- New Zealand
- Singapore
- Türkiye



The make-up of Multotec's sources of direct supply by value and by country is set out below.

**Figure 4: Multotec's 2024 supply chain analysis by country**



|                       | Australia | South Africa | China | United States | Malaysia | Germany | Ireland |
|-----------------------|-----------|--------------|-------|---------------|----------|---------|---------|
| Percentage by Country | 55.3%     | 26.0%        | 11.7% | 3.4%          | 2.5%     | 0.3%    | 0.2%    |

Some components use raw materials which may be sourced from other jurisdictions/countries.

Services, including labour, that contribute to products are from Australia, South Africa, China, the United States, Malaysia, Germany, and other jurisdictions/countries.

Both Siebtechnik Tema Australia and Multotec Australia's supply chains include suppliers providing products and services needed for the business' day-to-day operations. This includes logistics, office supplies, external legal services, information technology (IT), infrastructure and support services, recycling and waste management. These goods and services are largely procured locally in Australia. Siebtechnik Tema Australia and Multotec Australia are also suppliers in the supply chains of other entities. We are trusted partners in mining, mineral, water and wastewater processing, and other industries.

### 3. POTENTIAL RISKS OF MODERN SLAVEY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

#### 3.1 Our understanding: modern slavery practices

We are aware that there are many forms of the complex and multi-faceted issue of modern slavery. We understand that modern slavery can be difficult to identify and can remain hidden in operations and supply chains.

Modern slavery is depriving a person of freedom for commercial gain and in violation of fundamental human rights. It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Modern slavery involves serious exploitation, not substandard working conditions or the underpayment of workers – although this may be unlawful for other reasons. It also refers to trafficking in persons, and the worst forms of child labour.

As well as a fundamental human rights issue, we understand that modern slavery distorts global markets and undercuts responsible business.

Modern Slavery as defined in the *Modern Slavery Act 2018* (Cth) is conduct which would constitute:

- a) an offence under Division 270 or 271 of the Australian *Criminal Code*; or
- b) an offence under either of those Divisions if the conduct took place in Australia; or
- c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- d) the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

There are modern slavery risks inherent to all businesses that need to continually be identified, assessed, mitigated and addressed. We do this as part of our business commitment to ethical practices that are aligned to our values.

#### 3.2 Risk factors

Factors that affect the risks of modern slavery practices in an entity's operations and supply chains include inherent industry or sector risks, product or services risks, geographic risks, and supplier-specific risks.

Some sectors or industries are considered to have elevated risks due to factors such as informal or unregulated work, reliance on labour from vulnerable populations such as seasonal or migrant workers, or work that takes place in less visible places or at less visible times. Some sectors or industries are considered to have elevated risks due to a documented association with modern slavery practices.

Some geographical regions are reported to have higher risks of modern slavery. Modern slavery practices are more prevalent in areas where there is weak governance or rule of law, lack of enforcement (including labour laws and regulations), conflict, or displacement.

Further, specific suppliers and their supply chain model may involve elevated risks of modern slavery practices. This may be associated with higher risk business models, including outsourcing and labour-hire where there is

less oversight over workers' conditions of service. Some specific suppliers may have documented elevated risks, for example where there are reports of human rights or workers' rights concerns. A low level of visibility over the supply chain below Tier One can involve uncertainties that exacerbate other risks, such as sector or product risks. The level of regulation concerning due diligence and modern slavery reporting in the relevant country or region of operations can also elevate supply chain risks where the reporting entity has a low level of visibility over the supplier's supply chain.

### 3.3 Risks identified in our operations

With the support of external advisors, Siebtechnik TEMA Australia and Multotec Australia conducted a high-level assessment and mapping of the risks of modern slavery practices for the 2023 and 2024 reporting periods in our respective operations as importers and manufacturers of processing machinery, equipment and related products.

Siebtechnik TEMA Australia and Multotec Australia are not aware of any instances of modern slavery practices within or linked to our direct operations during the reporting period. We are not aware that we caused or contributed to modern slavery practices. However, we acknowledge that there are modern slavery risks inherent to all businesses.

Siebtechnik TEMA Australia and Multotec Australia have a valued team of employees across Australia, which includes our expert engineers and fabrication specialists, and employees involved in forms of manual labour. Recruitment is conducted through direct hire, recruitment agencies and labour hire agencies.

Our employment contracts and practices comply with all aspects of Australian employment law. We have strong workplace health and safety practices to safeguard the physical well-being of our valued staff.

A significant amount of our operational direct supply involves labour hire. The labour hire category is typically considered to be an area of risk. The agencies with which Siebtechnik TEMA Australia and Multotec Australia work are reputable and subject to Australia's laws and regulations. Several are engaged in modern slavery reporting and are undertaking actions to assess and address risks in their own operations and supply chains. However, Siebtechnik TEMA Australia and Multotec Australia acknowledge that we do not have direct oversight over the operations of these agencies.

Siebtechnik TEMA Australia and Multotec Australia are committed to implementing and maintaining effective systems and controls to better understand our operational risks. This includes engaging directly with key suppliers that support our day-to-day operations and progressively using supplier risk questionnaires and processes to conduct risk assessments of these suppliers. We anticipate that these assessment exercises will enable us to identify and more fully understand the primary risks in our operations.



### 3.4 Risks identified in our supply chains

In 2023 and 2024, with the support of external advisors Siebtechnik Tema Australia and Multotec Australia engaged in a broad risk mapping exercise, assigning risk values against four main categories of risk for our respective suppliers: (1) industry/sectoral risk, (2) product/services risk, (3) geographic risk, and (4) supplier-specific risk, as informed by Australian Government guidance.

Siebtechnik Tema Australia and Multotec Australia's respective supply chains involve direct and lower tier suppliers in the mining and extractive industries, and manufacturing industry. Several suppliers have a large and complex supply chain – for example, manufactured and highly engineered goods have many tiers of value addition. Raw materials are a significant part of the supply chain, at tiers that are often relatively removed from Siebtechnik Tema Australia and Multotec Australia's direct (Tier One) suppliers.

Our supply chains also include suppliers such as cleaning services for offices and facilities, electricity supply, and external professional services such as legal services, financial services, and information and communications technology services.

Many of our direct suppliers of product and materials inputs are affiliated entities that share Siebtechnik Tema Australia and Multotec Australia's commitment to safe working practices, ethical business practices, respect for human rights, and fulfilment of legal obligations and responsibilities.

With respect to Siebtechnik Tema Australia and Multotec Australia's direct suppliers, several main areas of risk have been identified.

#### 3.4.1 Industry/sectoral risks

Siebtechnik Tema Australia and Multotec Australia's respective supply chains involve direct and lower tier suppliers in the mining and extractive industries, and manufacturing industry, which are considered to have higher risks of modern slavery. There is the potential for these industries to use migrant and unskilled labour, and such workers are documented to be more vulnerable to exploitative practices. In some areas there is a risk of child labour in these industries or sectors.

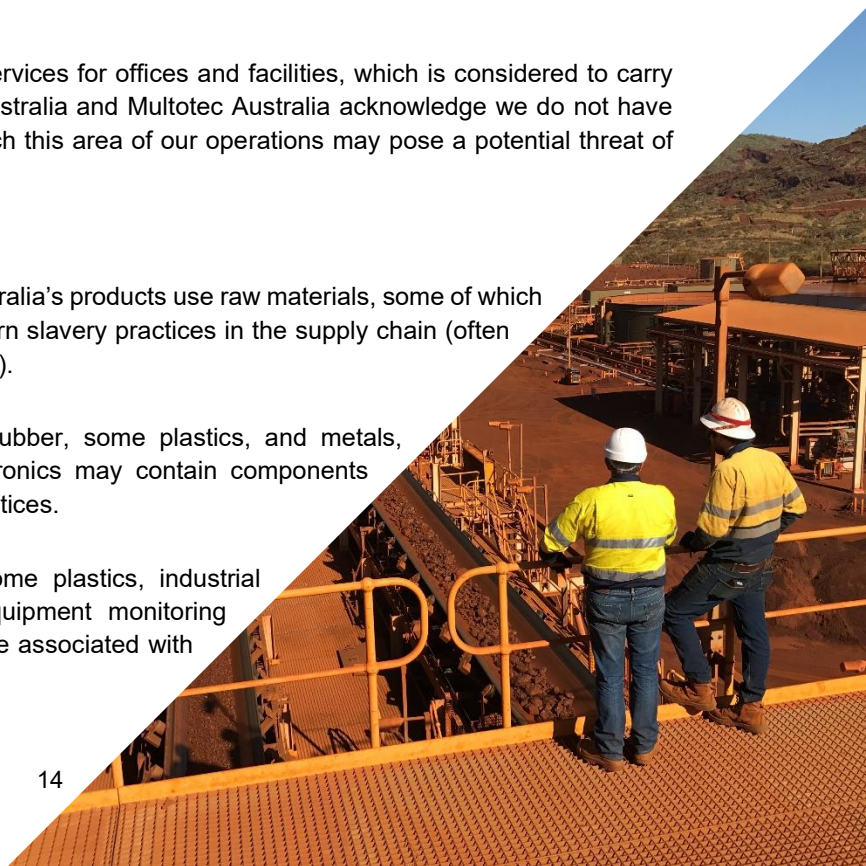
In relation to service suppliers such as cleaning services for offices and facilities, which is considered to carry higher modern slavery risks, Siebtechnik Tema Australia and Multotec Australia acknowledge we do not have direct oversight of third-party suppliers, and as such this area of our operations may pose a potential threat of modern slavery practices.

#### 3.4.2 Product/services risk

Both Siebtechnik Tema Australia and Multotec Australia's products use raw materials, some of which have documented higher associated risks of modern slavery practices in the supply chain (often dependent on where the raw materials are sourced).

For Siebtechnik Tema Australia, these include rubber, some plastics, and metals, including aluminium. Equipment monitoring electronics may contain components reported to be associated with modern slavery practices.

For Multotec Australia, these include rubber, some plastics, industrial diamonds, and metals, including aluminium. Equipment monitoring electronics may contain components reported to be associated with modern slavery practices.



The manufacture and supply of Siebtechnik Tema Australia and Multotec Australia's products involves the use of personal protective equipment (PPE) and uniforms. The production of personal protective equipment has been identified as having an elevated risk of modern slavery practices. Textiles and garments or apparel are also products where there are documented elevated risks of modern slavery practices.

Siebtechnik Tema Australia and Multotec Australia use IT products that incorporate electronics, which may contain components reported to be associated with modern slavery practices. Some Siebtechnik Tema Australia and Multotec Australia facilities are fitted with solar panels, the manufacture of which is reported to have a higher risk of modern slavery practices.

In relation to service suppliers such as cleaning services for offices and facilities, which is considered to carry higher modern slavery risks, Siebtechnik Tema Australia and Multotec Australia acknowledge we do not have direct oversight of third-party suppliers, and as such this area of our operations may pose a potential threat of modern slavery practices.

### **3.4.3 Geographic risk**

Within Siebtechnik Tema Australia and Multotec Australia's supply chain, regions in some source countries have higher risks.

Within Siebtechnik Tema Australia's supply chain, South Africa and China are geographical locations that are considered to have a moderate level of risk.<sup>4</sup>

Within Multotec Australia's supply chain, South Africa, China, Malaysia, Vietnam and Türkiye are considered to have moderate levels of risk.<sup>5</sup>

### **3.4.4 Supplier-specific and supply-chain type risk**

Like many reporting entities, Siebtechnik Tema Australia and Multotec Australia acknowledge that at this stage we have low levels of visibility beyond our direct (Tier One) suppliers, and that this poses a potential risk of modern slavery practices in the supply chain. Where there are less advanced reporting and due diligence regulations in place in the geographical location of our suppliers, we consider this to exacerbate the risk; where there are stronger regulations and our suppliers are engaged in actions to assess and address risk, we see this as a factor that can lower the risks involved with our low visibility below Tier One.

## **4. HOW SIEBTECHNIK TEMA AUSTRALIA AND MULTOTEC AUSTRALIA ASSESS AND ADDRESS RISKS**

### **4.1 Overview of actions to assess and address risks during this reporting period**

Siebtechnik Tema Australia and Multotec Australia were at different levels of maturity in the actions taken to assess and address modern slavery risks during 2024. While Multotec Australia was at a more advanced stage than Siebtechnik Tema Australia, both companies share a commitment to strong business ethics and corporate responsibility. The actions each company takes will continue to develop and evolve over time in line with a shared

---

<sup>4</sup> Walk Free Global Slavery Index 2023, <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

<sup>5</sup> Walk Free Global Slavery Index 2023, <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

commitment to continuous improvement.

Multotec and Siebtechnik TEMA's modern slavery provisions were aligned and incorporated into contracts and policies such as, terms and conditions, supplier code of conduct, supply contracts, and modern slavery policies. An external legal consultant provided training to Multotec and Siebtechnik TEMA employees on the updated contracts and policies, including modern slavery provisions.

In 2024, Multotec and Siebtechnik TEMA began preparations for an in-depth modern slavery audit of suppliers which were assessed as moderate to high risk during our 2023 high level risk assessment. The in-depth modern slavery supplier audit is scheduled for the first half of 2025 and will be supported by external legal advisors.

## **4.2 Actions taken during this reporting period**

### **4.2.1 Awareness building**

During the 2024 calendar year, both Siebtechnik TEMA Australia and Multotec Australia continued to engage in building awareness and understanding of modern slavery risks and the Australian modern slavery statement reporting process.

### **4.2.2 Policies**

In 2023 Multotec Australia implemented a modern slavery policy, which is communicated on its web site. In 2024 Siebtechnik TEMA implemented a modern slavery policy, which is communicated internally on a SharePoint environment and shared on request with customers and suppliers. These policies are aligned and commit to reducing the risk of Modern Slavery within Multotec and Siebtechnik TEMA's supply chains in accordance with their obligations under the *Modern Slavery Act 2018* (Cth). The policies also describe a commitment to implementing and maintaining effective systems and controls to ensure compliance with the *Modern Slavery Act 2018* (Cth), including:

- conducting risk assessments of its supply chain to determine areas with the highest risk of modern slavery
- engaging directly with selected key suppliers to assess the risk of modern slavery within the supplier and its supply chain
- ensuring contractual agreements include compliance with the *Modern Slavery Act 2018* (Cth).

Multotec and Siebtechnik TEMA's policies also require suppliers to investigate the modern slavery and labour practices in their supply chains and reserves the right to terminate any supplier contract if there is deemed to be a breach of the policy, Supplier Code of Conduct, or the *Modern Slavery Act 2018* (Cth).

Multotec's policy is integrated into provisions in the supply contract awarded to suppliers, which Multotec intends to progressively roll out to suppliers. In 2024, several suppliers were on this contract, with the others falling under Multotec's standard terms and conditions for purchase of goods and services.

### **4.2.3 Supplier Engagement and Due diligence**

In 2024 and in collaboration with Multotec, Siebtechnik TEMA developed supplier onboarding due diligence documents such as supplier code of conduct, supplier evaluation form and templates to request relevant documents such as insurance certificates of currency and workplace policies. Siebtechnik TEMA's supplier onboarding process will be progressively implemented to new suppliers in 2025.

The Supplier Code of Conduct adopted by Siebtechnik TEMA and Multotec Australia outlines our expectations

regarding corporate governance and ethical practices, workplace health and safety, human rights and workplace conditions, and environment considerations, and communicates these requirements to suppliers. This includes our expectations that suppliers:

- comply with the provisions of the *Modern Slavery Act 2018* (Cth) and commit to the compliance of their supply chain
- maintain up to date records to reflect compliance with modern slavery laws, human rights commitments in Australia and internationally
- ensure no forced labour, child labour or involuntary labour is used.

Multotec and Siebtechnik TEMA are using responses to the supplier onboarding due diligence process to prioritise working with suppliers who share our values and commit to aligning with our values and expectations.

In addition to the supplier code of conduct, Multotec requires a Supplier Evaluation Form to be completed by suppliers, which incorporates a self-assessment questionnaire which forms part of the process of onboarding suppliers. This evaluation process includes requesting information about policies, processes and procedures involving human rights, including modern slavery (among other best practice considerations). This has been used to evaluate ongoing relationships with suppliers since 2021.

In 2024 Multotec committed to auditing over 250 suppliers with the goal of updating supplier codes of conduct, supplier evaluation forms and supporting documentation such as relevant insurance certificates and policies. Responses were evaluated to enable further communication with suppliers to drive continuous improvement and ensure our suppliers align with our values.

#### **4.2.5 Training, education and raising awareness**

In 2024 Multotec provided education, training and awareness raising for key personnel regarding the risks and indicators of modern slavery practices, and steps to take to identify and report concerns. An annual internal modern slavery training module was developed and launched on Multotec's human resources platform. The results of this training have been documented and will form part of ongoing monitoring for the purposes of assessing effectiveness of our actions. In 2024 Siebtechnik TEMA developed an annual internal modern slavery module and plans to launch through their human resources platform in 2025 and conduct training on an annual basis.

#### **4.2.6 In-depth Risk assessment**

In 2024, Multotec and Siebtechnik TEMA commenced preparations for a detailed modern slavery audit of suppliers identified as moderate to high risk during 2023 and 2024 risk assessments. The selected suppliers represent a significant portion of annual spend across both businesses and include a mix of affiliated and non-affiliated suppliers. The audit is scheduled for the first half of 2025 and will be conducted with support from external legal advisors.

## **5. ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN**

Siebtechnik TEMA Australia and Multotec Australia recognise the importance of assessing the effectiveness of the actions taken to mitigate modern slavery risks within our operations and supply chains. In 2024, we began developing a more structured and consistent approach to measuring the impact of our initiatives.

Key measures of effectiveness during the reporting period included:

### 5.1 Policy Integration and Implementation

Both companies successfully aligned and incorporated modern slavery provisions into key contractual documents, including supply contracts, standard terms and conditions, and the Supplier Code of Conduct. These documents clearly set out expectations for compliance with the Modern Slavery Act 2018 (Cth) and provide the basis for holding suppliers accountable. The rollout of updated contractual provisions is ongoing and forms a measurable benchmark for supplier engagement.

### 5.2 Supplier Engagement and Due Diligence

In 2024, Siebtechnik Tema and Multotec continued to strengthen supplier engagement through improved onboarding and evaluation processes. This included the development and use of tools such as the Supplier Code of Conduct, supplier evaluation forms, and requests for supporting documentation (e.g. insurance certificates and workplace policies). Siebtechnik Tema's onboarding process is set to be rolled out to new suppliers from 2025.

Multotec committed to auditing over 250 suppliers who had not been onboarded in the past five years, with the goal of updating their compliance with modern slavery expectations, including revised Supplier Codes of Conduct, evaluation forms, and supporting documentation. By the end of the reporting period, the audit was over 80% complete, and responses were reviewed to inform further engagement and continuous improvement. These efforts help ensure our suppliers align with our values and support a responsible and transparent supply chain.

One observation from the Multotec supplier audit was that more of our tier one suppliers have created their own modern slavery policies and were requiring their suppliers (tier 2) to abide by their supplier code of conduct, which demonstrates that our suppliers are increasingly aligned with our goal to eradicate modern slavery from supply chains.

In addition, both companies continue to prioritise working with suppliers who demonstrate shared values and commitments to ethical practices, human rights, and compliance with the Modern Slavery Act 2018 (Cth).

### 5.3 Training and Awareness

Both companies enhanced internal awareness through targeted training. Multotec implemented an annual modern slavery training module, with completion records maintained for monitoring purposes. Siebtechnik Tema developed a similar module, with implementation planned for 2025. These training initiatives provide a foundation for tracking employee understanding and responsiveness to modern slavery risks.

### 5.4 Preparation for Supplier Audits

In preparation for the in-depth supplier audits scheduled for 2025, both companies initiated the identification and engagement of suppliers assessed as moderate risk. This proactive planning stage will allow for comparison of pre- and post-audit outcomes, which will serve as a key effectiveness metric in the next reporting period.

### 5.5 External Legal Support

Engagement with external legal advisors throughout 2024 helped ensure that contract updates, training content, and audit planning were robust and compliant with regulatory requirements. Independent guidance contributes to the integrity and rigor of our actions and their evaluation.

### 5.6 Stakeholder Feedback and Internal Review

We will continue to seek feedback and insights on the effectiveness of our actions from key stakeholders, including employees, suppliers, and customers. This input will help inform and improve our approach. Additionally, we will conduct regular internal reviews of our processes, systems and mitigation measures to

evaluate their effectiveness in identifying and responding to modern slavery risks. These reviews will help identify opportunities for improvement and ensure our actions remain fit for purpose.

Looking ahead, we will continue to refine our assessment processes, including the development of KPIs and audit follow-up mechanisms, to better understand the impact of our efforts and to drive continuous improvement in managing modern slavery risks.

## 6. CONSULTATION PROCESS

Siebtechnik Tema Australia and Multotec Australia undertook an extensive consultation process in preparing this statement. A consultative team was formed across both organisations and regular meetings and consultations were conducted over the course of the preparation of the statement.

Siebtechnik Tema Australia and Multotec Australia also engaged the services of third-party risk assessment and modern slavery statement obligations advisors during the process to ensure rigorous examination of the risks and to generate options for best practice actions and assessment of effectiveness for our next reporting periods.

## 7. COMMITMENTS FOR CONTINUED IMPROVEMENT

Siebtechnik Tema Australia and Multotec Australia are committed to continued improvement in our modern slavery actions and reporting. Action in future reporting periods will involve continuing to undertake modern slavery supplier audits, reflection and actions to improve supply chain visibility and adherence to our policies. We will also explore undertaking further assessment of risks and developing processes for assessing the effectiveness of the actions we have taken.

### 7.1 Siebtechnik Tema Australia: areas for continuous improvement in future reporting periods

Siebtechnik Tema commits to launch an annual internal modern slavery module through its human resources platform in 2025 and conduct training of employees on an annual basis.

Siebtechnik Tema's recently developed supplier onboarding process and due diligence documents such as the supplier code of conduct, supplier evaluation form and templates to request relevant documents (supplier onboarding process) will be progressively implemented into 2025.

### 7.2 Multotec Australia: areas for continuous improvement in future reporting periods

Action areas for Multotec Australia include, uploading our existing modern slavery statements to our website in the interest of transparency and to encourage open communication with our customers, suppliers and employees.

Siebtechnik Tema Australia and Multotec Australia will continue to collaborate and share evolving best practices across both entities to support future adaptation and adoption. We remain committed to playing our part in the global effort to eliminate modern slavery.

