

Modern Slavery Statement 2024

(Applus Pty Ltd)



About this Statement

This Modern Slavery Statement is accordance with the Commonwealth *Modern Slavery Act 2018*. It describes how Applus Pty Ltd has assessed, taken action and monitored actions taken to address any modern slavery risks in our operations and supply chains for the calendar year 2024.

This Modern Slavery Statement has been approved by the Board of Applus+ in Australia as of the 30th June 2025.



Country Manager
Mark Williamson



Regional Chief Financial Officer
Srikrishnan Vaidyanathan (Company Secretary)



Executive Vice President
Adam Alessandrino (Director)

Introduction

Applus+ is a worldwide leader in the testing, inspection and certification sector. We are a trusted partner, enhancing the quality and safety of our clients' assets and infrastructure while safeguarding their operations and improving their environmental performance.

We have an innovative approach, technical capabilities and a highly-skilled and motivated employee group.

We place a strong emphasis on technological development, digitisation and innovation as well as having the latest knowledge of regulatory requirements.

We are aware of our responsibilities in countries where we operate. We share this responsibility with all our employees through annual training courses and communicate our principles to our supply chain.



450+ Employees in Australia



Suppliers align with our Code of Ethics

Our Structure, Operations and Supply Chains

Our structure consists of one legal entity Applus Pty Ltd, with a head office based in Perth and multiple offices around Australia.

In our offices we have personnel performing functions such a finance, commercial, health & safety, operational support and technical services.

We also have number of people routinely based at client facilities providing our technical services.

Technical services include:-

- Inspection
- Non-destructive testing
- Engineering and consulting
- Supervision
- Quality Assurance and Quality Control
- Vendor Surveillance

End markets we operate in across the Australian business includes:



Power



Renewables



Infrastructure
and building



Oil and gas



Mining



Maritime



Telecommunications



Government
and Public organisations

Our main suppliers related to:-



Domestic travel / freight



Fleet vehicles



Specialised equipment



Training providers



Personnel protective equipment

Risks of Modern Slavery Practices in Operations and Supply Chains

Our operations consist of finance, commercial, health & safety, operational management and highly skilled technical personnel with use of advanced inspection technologies specific for our business needs.

To identify areas of Modern Slavery risk Applus+ considered the following four key areas for exposure:-



Vulnerable People – migrant, seasonal, low skills workers, roles with potentially excessive work hours



Outsourcing – Labour hire, third party contracting



High Risk Geographies – Conflict, corruption, failure to protect human rights



High Risk Categories – Seasonal goods, high use consumer goods

Product / Service / Spend		Example	Primary Country of Spend	Source Country	Modern Slavery Risks
	Employees	Permanent & contractor employees	Australia	Primarily Australia, but some worldwide engagements	Potential risk related to outsourcing with personnel in worldwide locations where an Applus+ entity does not exist.
	Personal Protective Equipment	Uniforms, safety gloves, safety glasses, safety footwear	Australia	Australia and Asia	Potential risk related to High-Risk Categories & Vulnerable People where PPE country of manufacture is overseas.
	Inspection Consumables	Non-destructive testing consumables	Australia	Australia and Asia	Potential risk related to High-Risk Categories & Vulnerable People where consumables manufactured is overseas.
	Freight & Shipping	Road and sea freight	Australia	Australia	Potential risk related to Vulnerable People working excessive hours

Actions Taken to Assess and Control Risks



POLICY & GOVERNANCE

Our Human Protection policy ***prohibits all forms of modern slavery***, with mechanisms to identify and address potential human rights risks.



CODE OF ETHICS

As part of our commitment to the ***Ten Principles of the United Nations Global Compact***, Applus+ supports and respects the protection of internationally proclaimed human rights and helps to prevent and stop possible abuses of these rights.



TRAINING AND UNDERSTANDING

Mandatory annual Code of Ethics induction training for all employees and assessment of understanding, which incorporates Modern Slavery.



PROCUREMENT

Applus+ is committed to promoting and defending human rights across all its operations and supply chains through continuous training, ethical reporting and ensuring ***all partners adhere to it Code of Ethics and global human rights standards***.



COMPLIANCE

The Ethics and Compliance Communication channel is a key tool for employees to report and address human rights issues.



SUPPLIER ASSESSMENT & AUDITING

Applus+ is committed to assessing & auditing our modern slavery supply risks.

Assessment of the Effectiveness of Actions Taken

Applus+ in Australia and our corporate head office support and monitor the effectiveness of our actions taken to control Modern Slavery risks.

The steps that have been taken are as follows:

1

STAYING UP TO DATE

Review of our policies and code of ethics training to ensure it remains up to date. Our code of ethics training is updated yearly and is a mandatory requirement for all personnel across the Applus business, highlighting our commitment to Human Rights, Rejection of Child Labour and Modern Slavery.

2

CODE OF ETHICS - PERFORMANCE MONITORING

The business continually monitors the completion status of Code of Ethics training, with the target of 100% compliance. During 2024, 100% of personnel were trained in Australia, an improvement from the previous year.

3

DIGITAL STRATEGY & PROCESS CONTROL

Applus systems include hold points for suppliers to confirm their alignment to Applus policies including anti-discrimination, anti-corruption, code of ethics and cannot proceed to setup unless these items have been read and acknowledged.

4

WHISTLE BLOWING CHANNEL

The *whistle blowing channel* is monitored by corporate who will investigate any issues reported. There have been ***0 reports related to human rights violations in 2024***.

5

SUPPLIER ASSESSMENT & AUDITING

Our top five suppliers have been identified, and an assessment of modern slavery risks began in 2024 and continues into 2025. We set a 100% assessment target in 2024, which remains firmly in place for 2025.

Consultation with any Entities Applus Pty Ltd Owns or Controls

Inspection Partners Pty Ltd in Australia has a joint venture ownership structure between Applus Pty Ltd and Four Hills Group Pty Ltd – a 100% indigenous-owned organisation.

Inspection Partners Pty Ltd, is supported by Applus+ systems and processes to ensure Modern Slavery risks are mitigated.

Other Relevant Information

Applus+ in Australia forms part of the wider Applus+ group of companies which is headquartered in Spain (Madrid).

The company has a strong focus on ESG performance which includes the effective management of Modern Slavery risks.

Applus+ has been implementing sustainable policies for many years which come directly from the management team and Board of Directors associated with the head office legal entity in Spain.

External acknowledgements in for the Applus+ group as included in the ***Sustainability Report 2024*** are:

- Sustainalytics
- CDP
- Standards Ethics
- Gaia
- S&P Global
- MSCI Ratings

Applus⁺

Together
beyond
standards