

# Tritium DCFC Limited - Modern Slavery Statement

Tritium DCFC Limited (*Tritium*) has prepared this statement on a consolidated basis for Tritium together with its related reporting entity Tritium Pty Ltd for the financial year ended 30 June 2023, as required under the Commonwealth Modern Slavery Act 2018 (*the Act*).

This statement:

- affirms Tritium's commitment to contribute to ending all forms of modern slavery; and
- provides an overview of the various activities, processes and measures taken by Tritium between 1 July 2022 and 30 June 2023 to prevent modern slavery within its global supply chains.

## 1. About Tritium

Founded in 2001, Tritium designs and manufactures proprietary hardware and software to create advanced and reliable DC fast chargers for electric vehicles. Tritium's compact and robust chargers are designed to look great on Main Street and thrive in harsh conditions, through technology engineered to be easy to install, own, and use. Tritium is focused on continuous innovation in support of our customers around the world. Tritium's core business operates on a B2B basis with Tritium's hardware being installed in over 40 countries worldwide.

Tritium operates manufacturing and servicing locations in the Netherlands, the USA and Australia.

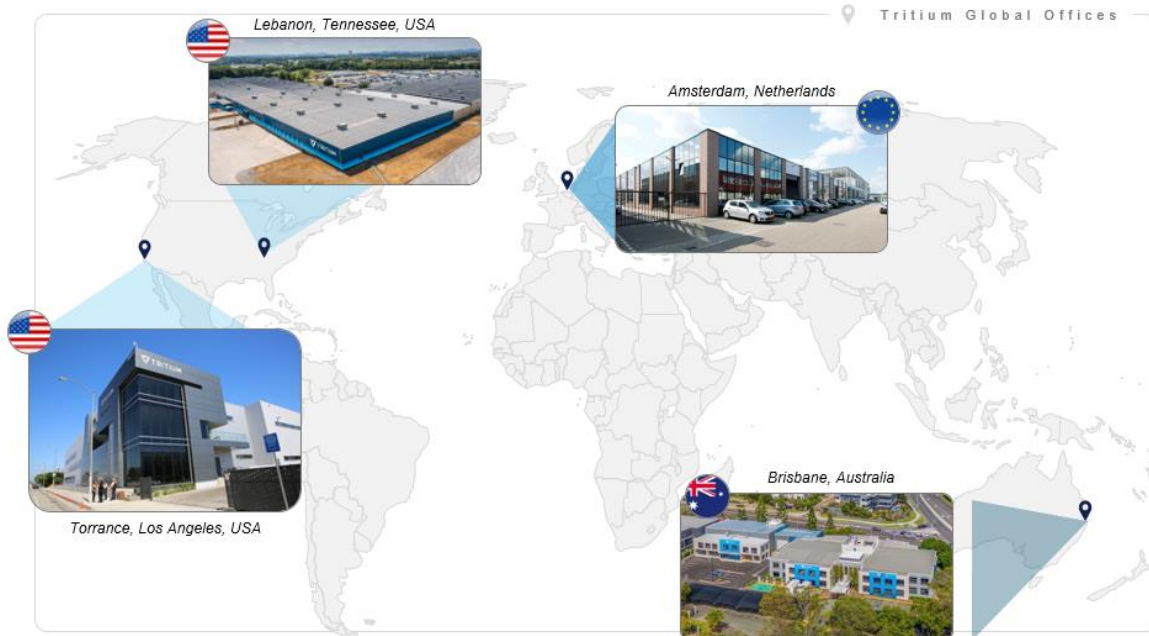
This Modern Slavery Statement was prepared with input from the Legal, Supply Chain and Human Resources Departments, and in consultation with the management team of Tritium.

## 2. Tritium DCFC Limited's Structure, Operations and Supply Chains

Tritium operates in a global environment, headquartered in Brisbane, Queensland, with offices in the United States and the Netherlands, serving our network of customers.

Tritium conducts its business operations through the following entities, of which Tritium DCFC Limited is the ultimate parent company:

- Tritium Pty Ltd (ACN 095 500 280) – Australia;
- Tritium Technologies LLC (a Delaware corporation) – USA;
- Tritium Technologies B.V. – Netherlands; and
- Tritium Technologies Limited – UK



While Tritium Technologies LLC, Tritium Technologies B.V. and Tritium Technologies Limited are not required to report under the Act and this statement does not cover such entities, the practices and measures outlined within this statement are applied consistently across Tritium’s entities and offices globally.

Tritium’s supply chain consists of a network of supply partners that produce various components to meet Tritium’s design specification. These supply partners are essential to Tritium’s ability to deliver high-quality, innovative products to its customers.

### **3. Modern Slavery Risks in Our Business**

Tritium understands the inherent risk of modern slavery as a company operating in the context of international supply chains and the potential modern slavery has to cause significantly harm to affected individuals. We also recognize the unique risks posed by the supply chain for electronic components specifically.

Tritium is committed to ensuring its business and supply chains are free from all forms of modern slavery. We recognize our responsibility to ensure that our operations do not contribute to human rights abuses and we are committed to implementing and enforcing systems to achieve this.

### **4. Actions taken by Tritium to Assess and Address Modern Slavery Risks**

Tritium works proactively to reduce modern slavery within our supply chains and operations, and we expect all organisations we engage with to do the same.

Tritium has a number of current policies which apply to all directors, officers, and employees of Tritium and which reinforce our commitment to reducing the risk of modern slavery practices within our supply chains and operations, including:

- Modern Slavery Policy (POL.1974)

- Code of Conduct Policy (POL.005)
- Anti-Bribery and Corruption Policy (POL.012)
- Supplier Quality Framework (DOC.007)
- Supplier Evaluation Process (PRO.069)
- Whistleblower Policy (POL.034)

Tritium takes compliance with these policies seriously and may terminate its relationships with individuals, partners and suppliers working on our behalf or engaged by Tritium, if they breach these policies.

## Supply Chain

Tritium expects all existing and new Tritium suppliers to operate in full compliance with the laws and regulations in the jurisdiction where the goods are sourced, procured or services are performed. Suppliers must use their best endeavours to ensure that there is no modern slavery in their supply chains and operations. In the event suppliers identify any occurrence or material risk of modern slavery in their supply chains or operations they are to take practical and effective steps to address that occurrence or risk. Suppliers must notify Tritium as soon as practicable of any occurrence of, or material risk of modern slavery they have identified and notify relevant authorities where appropriate.

Where suitable, Tritium enters into clear contractual relationships with its suppliers which ensure we have an agreed set of terms and conditions which include how we wish to trade, price, delivery, ethical standards and compliance with Australian modern slavery laws and those foreign modern slavery laws that apply in the location(s) in which they operate.

Our Supply Chain team proactively monitors and assesses current suppliers throughout the contract life cycle including in relation to their performance and corporate standing.



## Operations

Tritium maintains a Modern Slavery Policy outlining our approach to reducing the risk of modern slavery practices within our supply chains and operations. The policy provides guidance on the steps Tritium takes to work with suppliers to reduce risks and the range of supports available when a Tritium employee or related party becomes aware that someone is at risk of, or affected by, modern slavery practices.

We are committed to ensuring the health, safety and wellbeing of our workforce and we maintain a suite of policies that are informed by and compliant with Australian workplace and occupational health and safety law. We ensure that any volunteers or unpaid students or interns are engaged on a truly voluntary and non-exploitative basis.



## 5. Monitoring and Assessment

Tritium maintains a comprehensive and proactive approach to the monitoring and assessment of its practices to mitigate the risk of modern slavery in its supply chain and operations. All Tritium managers are responsible for ensuring their direct reports are provided with adequate communication and training opportunities to enhance their understanding of the causes and humanitarian impact of modern slavery.



A key part of supporting ethical standards is enabling Tritium employees, suppliers, and partners to feel free and safe to speak up when there are reasonable grounds to suspect that Tritium (or its suppliers) is not acting in manner that is inconsistent with these principles or in accordance with relevant laws and regulations. Concerns about compliance or illegal activities are to be reported in accordance with the Tritium Whistleblower Policy through confidential reporting to the reporting manager, General Counsel, or the Whistleblower Investigations Officer.

Tritium recognizes that assessing the effectiveness of our actions is vital. We measure our performance against Key Performance Indicators, including the completion of training programs, the implementation of enhanced supplier screening procedures and the number of supplier audits carried out.

Tritium endeavours to continue to empower its employees to raise modern slavery concerns and continue to evaluate and mitigate its risk through applying rigorous due diligence throughout its supply chain and its partners and is in the process of updating its training templates to include comprehensive modern slavery training. Additionally, Tritium intends to audit employee compliance with such trainings and makes an ongoing commitment to continue to refine and improve its processes to increase and ensure employee and supplier awareness of modern slavery.

## **6. Board Approval**

This statement was approved by the Board of Directors of Tritium DCFC Limited on 30 Aug 2023 AEST. The board of Tritium DCFC Limited approved this statement on behalf of Tritium DCFC Limited and the second reporting entity covered by the statement, Tritium Pty Ltd. Tritium Nominee Pty Ltd and Tritium Holdings Pty Ltd are holding companies that do not have any outward facing operations or engage in any external procurement and have not been included for the purposes of this statement. All procurement of Tritium DCFC Limited is undertaken through Tritium Pty Ltd, as detailed further within this statement.

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Jane Hunter  
Chief Executive Office  
30 Aug 2023