



ATCO Australia

MODERN SLAVERY STATEMENT 2025

AUSTRALIA



CONTENTS

About this statement	4
Message From John Ivulich, Country Chair	5
1. Our Journey To Date	6
2. Introduction	8
3. About Us	9
3.1 ATCO Group	9
3.2 ATCO in Australia	10
3.2.1 Energy Infrastructure	11
4. Our Values	12
4.1 Governance	13
4.1.1 Consultation	13
5. Our People	13
6. Our Supply Chains	14
6.1 Risk of Modern Slavery in our Supply Chain	15
7. Management of Modern Slavery	16
7.1 How effective were we?	16
7.1.1 Suppliers' Assessments	17
Labour and Human Rights	17
7.1.1.1 Sustainable Procurement	18
7.1.2 Training and awareness	19
7.1.3 Independent Assessment of ATCO's Performance	19
8. 2026 - Our Approach and Plan	20
8.1 Supply Chain Risks – Continuous Improvement	20
8.2 Training	20
8.3 Contract	20
9. Appendix A: Reporting Entities	20



ABOUT THIS STATEMENT

This modern slavery statement has been prepared in accordance with the Modern Slavery Act (2018) (Cth), and approved by the governing body of the following reporting entities:

- ATCO Gas Australia Networks Pty Ltd (ABN 24 659 123 636), whose registered office is at Level 12, 2 Mill Street, Perth WA 6000
- ATCO Structures & Logistics Pty Ltd (ABN 71 083 902 309), whose registered office is at 55 Tonka Street, Luscombe QLD 4207

Together with their wholly owned subsidiaries as set out in Appendix A of this document.

MESSAGE FROM JOHN IVULICH, COUNTRY CHAIR

At ATCO, we are committed to conducting our business ethically and responsibly, and to respecting human rights throughout our operations and supply chains.

This Modern Slavery Statement outlines the actions we have taken during the reporting period to identify, assess and address modern slavery risks. While modern slavery remains a complex and evolving challenge, we continue to strengthen our understanding of potential risks within our supply chain and improve the processes used to assess and manage those risks.

Over the past year, we have made further progress in engaging with suppliers, enhancing due diligence activities, and embedding modern slavery considerations into our procurement and governance practices. We recognise that addressing modern slavery requires ongoing vigilance and collaboration, and we remain committed to continuous improvement.

I thank our suppliers and stakeholders and employees for their support in helping us uphold our values and contribute to the prevention of modern slavery in all its forms.



John Ivulich
Chief Executive Officer, ATCO Australia
Country Chair, ATCO Australia and ATCO Structures and Logistics





OUR JOURNEY TO DATE

2019

- The Modern Slavery Act 2018 (Cth) commenced on 1 January 2019 introducing a new statutory modern slavery reporting requirement for companies operating in Australia with an annual consolidated revenue of \$100 million or more.
- ATCO set up an internal working group and ran a pilot modern slavery assessment of selected suppliers.

2020



ATCO:

- Published its new modern slavery policy.
- Updated and maintained contract templates to outline the requirement for vendors to adhere to the Modern Slavery Act.
- Transitioned its supplier risk profiling and assessment approach from manual process to an external risk supplier platform.
- Completed an external independent assessment of its ESG practices to identify opportunities for improvement.



2023

2020 – 2023 CONTINUED

- Commenced publishing its annual Modern Slavery Statement detailing its actions to mitigate the risk of modern slavery in its supply chains.
- Developed an internal Modern Slavery training module, initially rolled out to Procurement personnel, and then expanded to cover all employees involved in purchasing decisions.
- Tested the market and selected a new solution for supplier risk assessment into its activities.

2025

2024 and 2025

- Continued with the modern slavery risk treatment actions that have been put in place, including policy, training and contract terms and conditions.
- Transitioned to a different Human Rights supplier risk assessment platform, better aligned with ATCO's risk assessment needs.
- Undertook a predictive risk assessment of many of its suppliers, used to better understand the inherent risks associated with industry and country of operation, plus ATCO's contributions based on spend.
- Undertook supplier specific due diligence risk assessments via responses to targeted questionnaires for the self-assessment of supplier's business practices, targeted through strategic sourcing events and a programmed broad-based coverage of suppliers.



INTRODUCTION

ATCO is committed to respecting human rights and acting with integrity in all of our operations and business dealings. One area of particular focus is modern slavery, an umbrella term for a number of serious exploitative work practices that represent violations of human rights.

This statement covers the reporting entities listed in Appendix A (Reporting Entities) for the financial year 1 January 2025 to 31 December 2025. It provides an overview of the steps ATCO Australia is taking to prevent involvement in human rights harm by positively influencing supply chains and other business partnerships to act responsibly and ethically.

ABOUT US

3.1 ATCO Group

ATCO Australia is part of the ATCO Group of Companies. As a global enterprise, ATCO Ltd. and its subsidiary companies have approximately 20,000 employees and \$28 billion of assets worldwide ATCO is committed to future prosperity by working to meet the world's essential energy, housing, security and transportation challenges. ATCO Structures designs, builds and delivers products to service the essential need for housing and shelter around the globe. ATCO Frontec provides operational support services to government, defence and commercial clients. ATCO Energy Systems delivers essential energy for an evolving world through its electricity and natural gas transmission and distribution, and international electricity operations.

ATCO EnPower creates sustainable energy solutions in the areas of electricity generation, energy storage, industrial water and cleaner fuels. ATCO Australia develops, builds, owns and operates energy and infrastructure assets. ATCO Energy provides retail electricity and natural gas services, home maintenance services and professional home advice that bring exceptional comfort, peace of mind and freedom to homeowners and customers. ATCO also has investments in ports and transportation logistics, the processing and marketing of ash, retail food services and commercial real estate. Data on ATCO Ltd.'s global business is provided in the table below.



\$28 B IN ASSETS	\$5 B IN REVENUES	4M+ GLOBAL CUSTOMERS	544,000 m3 NATURAL GAS LIQUIDS CAPACITY	67,000 KM NATURAL GAS PIPELINES	13 MODULAR BUILDING MANUFACTURING FACILITIES	107,000 KM ELECTRIC POWERLINES OWNED & OPERATED
17 / 6 PORT FACILITIES/ OPERATION SERVICES	\$1.9 B CAPITAL EXPENDITURES	20,000 EMPLOYEES (DIRECT AND INDIRECT)	85,200 m3/day WATER INFRASTRUCTURE CAPACITY	117 PJ NATURAL GAS STORAGE CAPACITY	28,500 RENTAL FLEET UNITS	777 MW POWER GENERATION OWNED & OPERATED

3.2 ATCO in Australia

ATCO has been proudly operating in Australia for over 60 years, giving us a deep understanding of the local environment and allowing us to become a trusted, long-term partner of many large and respected Australian companies.

Here is an overview of ATCO's operations in Australia.



This statement covers the following ATCO operations in Australia:

- a) **ATCO Gas Australia**, which owns and operates Western Australia's largest reticulated gas network, with more than 15,000km of pipeline serving more than 830,000 residential and business customers.

ATCO Gas Australia operates a distribution network delivering gas to customers across the Perth greater metropolitan area (from Yanchep in the north to Mandurah in the south), as well as Geraldton, Kalgoorlie, Bunbury, Busselton and Albany in the regions.

The three main gas distribution systems operated by ATCO Gas Australia are:

- **The Mid-West and South-West Gas Distribution Systems (MWSWGDS)** – Natural gas distribution networks which reach Geraldton, Eneabba, Bunbury, Busselton, Harvey, Pinjarra, Kemerton, Capel and the Perth greater metropolitan area including Mandurah. The MWSWGDS is a regulated network, meaning it is subject to a set of rules and requirements established through an Access Arrangement which is reviewed and approved by the Economic Regulation Authority.
 - **The Kalgoorlie Gas Distribution System (Kalgoorlie GDS)** – A natural gas distribution network that serves the Kalgoorlie-Boulder area. The Kalgoorlie GDS is not subject to an Access Arrangement.
 - **The Albany Gas Distribution System (Albany GDS)** – A liquefied petroleum gas (LPG) distribution network that serves the Albany area. The Albany GDS is also not subject to an Access Arrangement. ATCO has announced it will be decommissioning the Albany GDS commencing from 2027.
- b) **ATCO Structures and Logistics** – has been designing, manufacturing and installing modular building solutions across Australia since 1961, to a wide range of industries including mining, oil and gas, construction, education, healthcare, government and the commercial sector.

ATCO also provides turnkey lodge services including catering, housekeeping, retail, maintenance and utility services.

ATCO's modular building solutions include offices, classrooms, accommodation units, lunchrooms, toilets, kitchen and dining facilities, recreation buildings, gyms and laundries.

ATCO also delivers outside-the-box, custom-designed buildings and villages for even the most specific requirements. With manufacturing facilities strategically located throughout Australia, ATCO can mobilise project needs quickly. With superior scale and speed, ATCO continually provides among the fastest deployment lead times available in the sector.

3.2.1 Energy Infrastructure

While not covered by this statement (due to their smaller turnover), ATCO's operations in Australia also include the following:

- **Power** – Leveraging a legacy of over 70 years of power generation in Canada, ATCO has been providing gas-fired power generation in Australia for more than 20 years. Through its two gas-fired power facilities in Karratha, Western Australia, and Osborne, South Australia, ATCO supplies the Western Australian Wholesale Electricity Market (WEM), and the National Electricity Market (NEM). The Osborne Cogeneration Power Station is a joint venture between ATCO and Origin Energy.

OUR VALUES

Our history includes a long-standing commitment to business excellence in all areas.

Our values portray who we are and include a commitment to integrity and ethical business conduct. In today's business environment, living our values is critical for our continued success. Our values guide the conduct of all employees, officers and directors. We seek out business partners who share them as well. It is important that all members of our team embrace these values as they are fundamental to how we do business. We live by the following values:

SAFETY

Safety is the first consideration in everything we do. We hold a shared belief that safety must direct all our day-to-day priorities and decisions, and we are accountable for understanding and following the health and safety requirements for any work we undertake.

CARING

We care about our customers, our employees and their families, our communities and the environment. We seek to understand and care enough to challenge each other.

COLLABORATION

We work together, share ideas, recognise the contribution of others and learn from our failures and successes. We are clear about our intentions and communicate openly especially when problems or issues arise. We value and encourage diversity and different perspectives. We work together to build strong networks.

AGILITY

We are creative, innovative and take a measured approach to opportunities and risk, balanced with a long-term perspective. We stay relevant, reward action and learn from failure.

INTEGRITY

We are honest, ethical and treat others with fairness, dignity and respect. We make good decisions, take personal ownership of tasks, are responsible for our actions and deliver on our commitments.



4.1 Governance

Modern slavery, characterised by low wages, excessive working hours, unsafe conditions, bonded labour contracts and trafficking, persists in regions where poverty rates are high, where the rule of law is under-developed, and enforcement is absent or undermined by corruption. ATCO Australia recognises, given the global nature of its supply chain, it is at risk of exposure to modern slavery through the suppliers and business partners we engage.

ATCO Australia has developed a Human Rights and Modern Slavery Practice (the Policy) that outlines its commitment in respecting human rights and acting with integrity and managing modern slavery risks within its supply chain, including prohibiting Modern Slavery within ATCO's operations. ATCO's commitment is also detailed in our Code of Conduct, "How We Do Business, Living the ATCO Values" ("How We Do Business"), which details the standards of conduct we expect of ourselves and our business partners, and the means of reporting concerns relating to actual, suspected or anticipated unlawful or unethical behaviour relating to ATCO Australia's businesses.

If ATCO Australia becomes aware of any evidence or information to suggest that one of our partners or suppliers is engaged in human rights harm or modern slavery, we will investigate, and work with the partner or supplier in resolving the issue, then where appropriate, terminate the relationship and report such practices to the responsible national or international authorities.

In addition, ATCO Australia has a number of key procedures and practices (policies) which govern procurement and contracting processes and related business activities including:

- Procurement
- Conflicts of Interest
- Anti-Bribery & Corruption
- Speaking Up (Whistleblower)

Each of these policies are referenced in "How We Do Business", and awareness and training in the policies is supported by on-line training modules for ATCO Australia employees at induction, and via ongoing compliance refresher training, including specific content addressing Modern Slavery, supporting employee awareness and understanding of ATCO's expectations in this area.

4.1.1 Consultation

Representatives from the reporting entities have worked together to develop and implement the modern slavery risk treatment actions as set out in this modern slavery statement and consulted with the Executive Teams of the reporting entities in the development of this modern slavery statement.

OUR PEOPLE

We are committed to fostering an environment where human rights are respected and protected. We prohibit all forms of slavery, compulsory and forced labour, human trafficking and child labour in our operated business activities.

We ensure compliance with all relevant employment legislation and policies that govern our operations.

The integration of industrial relations and human resource management with our business strategies, values and culture ensures that every person who is employed by ATCO is treated fairly.

We employ over 800 employees on a full-time, part time and fixed term basis across Australia. The majority of our workforce resides in Western Australia and are employed by ATCO Gas Australia.

In addition to adhering to all applicable sector awards and legislation, ATCO Gas Australia has also entered into an Enterprise Agreement with its field technicians.

We are proud of our diverse workforce. Our ultimate DEI vision is to foster a community where everyone can bring their whole selves to work and reach their full potential.

To keep ourselves accountable, ATCO has made a number of social commitments to further promote diversity, equity and inclusion in the workplace as part of our 2030 Environmental, Social and Governance (ESG) targets. To read more about ATCO's 2030 ESG targets, and our progress so far - Read more in our current [2025 Sustainability Report](#).

OUR SUPPLY CHAINS

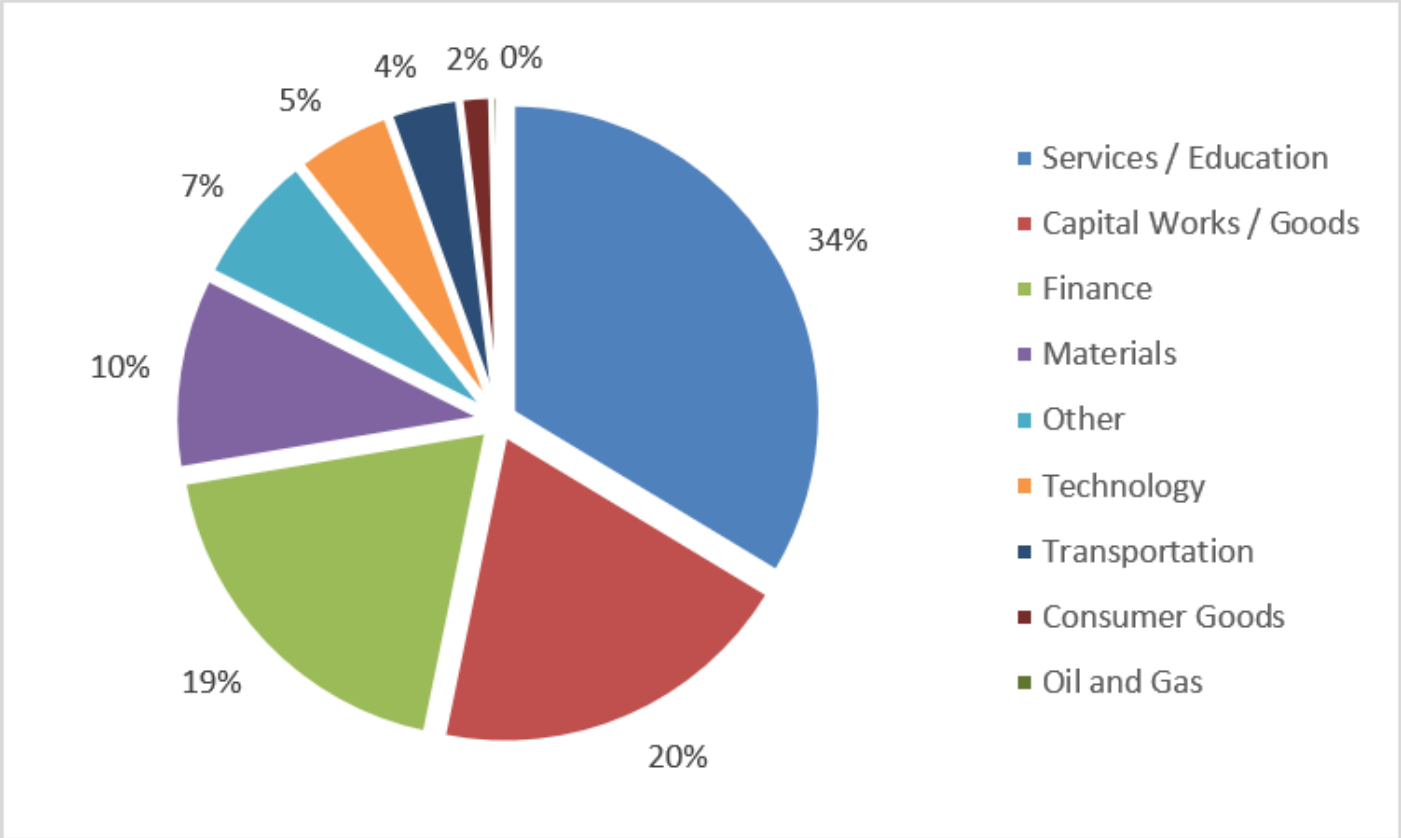
ATCO delivers its services and solutions using a combination of our internal workforce, external suppliers, and contractors to ensure that activities, projects and work program resources are deployed efficiently and at the lowest sustainable cost, maintained over the long-term.

ATCO Gas Australia and ATCO Structures and Logistics believe in working with business partners who demonstrate high standards of ethical business conduct. We expect them to be guided by the principles outlined in our policies and Codes of Conduct, and we will not knowingly work with business partners who operate unethically, unsafely or who violate the law, compete dishonestly or use unfair business practices.

When engaging with our business partners, we take steps to retain them on commercially reasonable terms and conditions and ensure they are aware of, and contractually bound by, our standards of business conduct.

Our success is linked inextricably to the performance of our global supply chain. In 2024, ATCO Gas Australia and ATCO Structure and Logistics assessed the inherit modern slavery risk of approximately 1,200 vendors. As part of our supply chain review, we have mapped our suppliers and our 2025 spend with those suppliers by sector (refer to Chart 1 below).

Chart 1: 2025 spend by sector



6.1 Risk of Modern Slavery in our Supply Chain

In 2021, ATCO Gas Australia and ATCO Structures & Logistics implemented its initial online supply chain assessment tool, used to assess the modern slavery risks within our supply chain. Commencing 2024, having tested the market for options available we transitioned to a new third-party platform, seen as providing a more effective option for engaging with our suppliers.

ATCO identifies the following supply chain industry categories to have a higher modern slavery risk profile:

- in materials and equipment, particularly given global commodity sourcing, manufacture and logistics (including maritime transport) from overseas countries;
- in asset construction and maintenance such as traffic management;
- in information technology and professional services, in particular those engaging lower skilled off-shore labour in higher risk regions; and
- in support and ancillary services such as cleaning and security.



MATERIALS AND EQUIPMENT

Pipeline, fittings, valves, meters, vehicles (light and heavy commercial), parts, tools, fabrication materials (timber, metals, fittings), cabling, building materials (concrete)



INFORMATION TECHNOLOGY

Software licences, hardware (servers and personal computing); support services, cloud services (including Software as a Service), telecommunications and data services



SUPPORT AND ANCILLARY SERVICES

Logistics (transport, courier and storage), safety and PPE supplies (incl. clothing), security, cleaning



PROFESSIONAL SERVICES

Legal, audit, tax, accounting, banking (including debt finance), engineering (design, construction), recruitment, training, meter reading, environmental (testing, laboratory and advisory), insurance, agency and contract staff services



ASSET CONSTRUCTION AND MAINTENANCE

Field services (construction, repair & maintenance, emergency response, new connections), vegetation control, high-pressure gas mains surveillance, manufacturing, trades services (carpentry, electrical, civil, mechanical)

MANAGEMENT OF MODERN SLAVERY

ATCO Gas Australia and ATCO Structures and Logistics are committed to assess the effectiveness of its modern slavery risk treatment actions as follow:

- **Suppliers' assessment –**
Continue to monitor the labour and human rights risk assessment score of our suppliers, in particular, the score distribution within categories of "Human Rights", "Activity", "Workforce", "Jurisdiction", and "Policies & Systems". At a minimum, we aim to work with our suppliers to better understand circumstances in areas of moderate to high-risk scoring.
- **Independent assessment of ATCO's performance –**
ATCO Australia engaged our ESG Supply Chain Assessment Provider and completed a detailed assessment of our ESG management practices. A reassessment will be undertaken in 2026 to evaluate the effectiveness of our actions and initiatives to manage modern slavery risks.
- **Training and awareness –**
Each year, ATCO delivers mandatory training on its Code of Ethics and supporting policies. This training includes specific content addressing Modern Slavery, supporting employee awareness and understanding of ATCO's expectation.
In addition, 100% of our employees involved in procurement decision making complete an online modern slavery training, refreshed each two years.

7.1 How effective were we?

In 2025, ATCO Gas Australia and ATCO Structures & Logistics worked to meet our stated objectives and made progress on our commitment to mitigate the risk of modern slavery within our Supply Chains.

We have continued to utilise the online supply chain screening solution to assess our key suppliers (incl. potential key suppliers) and identify those that should be prioritised for further engagement by ATCO. This risk assessment factored in the supplier's inherent labour and human rights risks, and considers the supplier's industry risk, country risk and procurement risk (based on the level procurement spend level).

As our understanding of the risk of modern slavery continues to evolve, and technology is developed to support the evaluation of modern slavery in supply chains, we have a responsibility to ensure we are utilising the right tools and resources to effectively analyse our supply chain. In late 2023, we tested the market and selected a new system that will enable ATCO Gas Australia and ATCO Structures & Logistics to undertake supplier risk assessments at a larger scale. This solution was implemented in 2024 and leveraged through 2025.



7.1.1 Suppliers’ Assessments

46 suppliers had completed an in-depth supplier assessment through our original ESG Assessment Provider, and in 2023, 52% of the assessed suppliers were re-evaluated.

Overall, they scored above average in ESG maturity compared with the provider’s benchmark, which includes all other suppliers rated by the provider across its global network of more than 100,000 companies. During 2024 ATCO Gas Australia and ATCO Structures and Logistics transitioned to a different platform more appropriate for our requirements. As part of the initial transition a predictive modern slavery risk assessment was undertaken on more than 1200 suppliers. In 2025, a limited number of business partners were added. 88% of whom rated as Low risk, 11% as moderate, and less than 1% has high (percentages rounded to whole numbers).

The platform facilitates the issue and assessment of vendor self-assessment questionnaire, specific to the issue of human rights / modern slavery. 72 vendors were invited to submit a response to this Modern Slavery Self-Assessment Questionnaire in 2025, of which 45 (63%) were completed in 2025.

53% rated as “low” risk, 29% as “moderate”, and 18% (eight assessments) as “high” risk (see chart 2 Modern Slavery Questionnaire Rick Score).

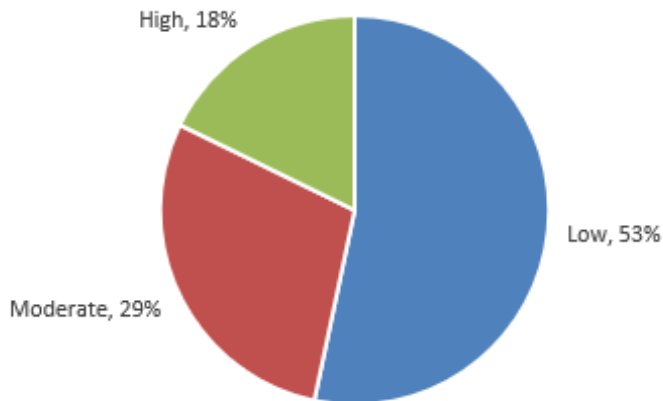
As indicated in the 2023 report, the Modern Slavery Questionnaire became a mandatory submission for our competitive tendering processes, with 72 questionnaires issued for both competitive tenders and due diligence reviews. ATCO did assess vendors identified as “high” risk through the questionnaire process. Following a detailed review, it was determined that the likelihood of modern slavery risks being present in ATCO’s specific engagements with these vendors is low. In particular, some of these vendors operate in the construction sector, where ATCO’s established engagement approach and control measures, such as project-specific oversight and workforce requirements, help mitigate potential risks. Others incorrectly responded in the self-assessment, identified in follow up verification.

Chart 2: Modern Slavery Questionnaire Risk Score

Questionnaires:

- Issued 72
- Completed 45
- In Progress 27

Chart demonstrates results from completed Questionnaires



Labour and Human Rights

It is important for ATCO Gas Australia and ATCO Structures & Logistics to understand how our chosen business partners compare to the industries and countries in which they operate. Chart 3 below demonstrates the majority of our assessed suppliers as having a low predictive risk rating, having factored the industry they perform in, the level of spend and their country of operations. Chart 4 shows the distribution mapping of suppliers, with a large concentration of supplier's directly engaged within Australia. This provides confidence that our chosen business partners who, on the balance of probabilities, represent a low risk.

We also recognise there is room to take this assessment further to understand and test the actual risk within our current supply chain, such as interrogating tier 1 supplier self-assessments (and sub-tier 1 suppliers' self-assessments where threats are indicated). Where such assessments identify opportunities for improving the standard of documentation on labour and human rights policies we shall continue working with our suppliers to educate and raise awareness of the importance of robust systems and frameworks that support the fair treatment of employees and mitigate the risk of modern slavery.

7.1.1.1 Sustainable Procurement

Sustainable procurement is the integration of ESG principles into a company's procurement processes and decisions while ensuring they still meet business objectives.

Sustainable procurement practices have entered into the spotlight for government and private industries and is increasingly becoming an integral factor in managing one's Supply Chain. The impact of Covid-19 on global markets has taught us that the integrity of our Supply Chain beyond tier 1 suppliers is of greater importance than ever and represents the biggest opportunity for both us and our suppliers to improve upon.

While our suppliers, in the majority score "low" risk with respect to the industries, countries and cost exposure, ATCO Gas Australia and ATCO Structures & Logistics are cognisant that we have a responsibility to ensure all entities within a Supply Chain are treated ethically. We believe that by asking our suppliers to improve their sustainable procurement practices, this will assist to mitigate the risk of modern slavery across ATCO Gas Australia and ATCO Structure & Logistics entire supply chain.

Chart 3: 2025 (updated) supplier's predictive assessment score

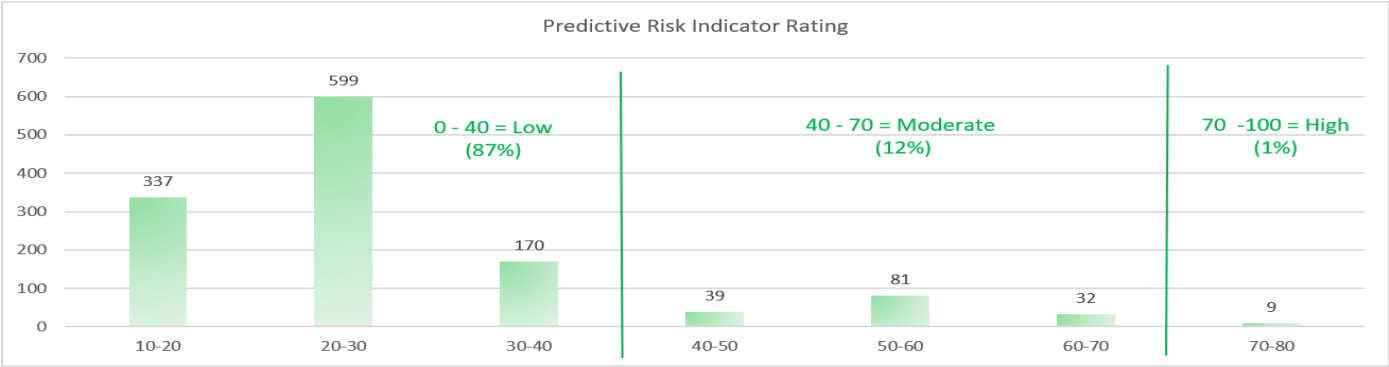


Chart 4: 2025 supplier's global distribution (tier 1)



7.1.2 Training and awareness

ATCO Gas Australia provide training on modern slavery to employees that are involved in procurement decisions, including all members of its executive team, and the Procurement business unit. The training is in the form of an online training module, and these employees initially completed the modern slavery training in 2022 and refresher training in 2024, with all new employees involved in procurement decisions also completing the training in 2024. We will continue to provide modern slavery training to new employees involved in procurement decisions as part of the onboarding process, with existing employees completing refresher training every two years.

7.1.3 Independent Assessment of ATCO's Performance

ATCO Australia undertook a detailed assessment of our ESG management practices in 2022 (refer to Chart 5 for the score). In summary, ATCO Australia scored in the 85th percentile of all companies rated by the ESG Supply Chain Assessment Provider. As previously mentioned, the solution provider has assessed over 100,000 companies globally to date, so we are confident this demonstrates ATCO Australia has strong systems in place for ESG management.

Chart 5: ATCO Australia risk assessment score

Theme score comparison



Key Strengths of ATCO Australia's ESG Management per the external assessment included -

a) Our Governance Structures

The company demonstrates an advanced management system on labour & human rights issues.

- The company demonstrates an advanced management system on ethics issues.
- Grievance mechanism on discrimination and/or harassment issues.
- Awareness training regarding diversity, discrimination, and/or harassment.
- Actions to promote the inclusion of minority/vulnerable groups in the workplace.

b) Our Industrial Relations Practices

- Communication to all employees of remuneration process (e.g. procedure for salary advancement).
- Annual employee satisfaction survey.
- Flexible organisation of work (e.g. remote work, flexi-time).
- Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances).

Key Area for Improvement includes -

A key area for improvement for ATCO Australia is our Sustainable Procurement systems and practices. Out of the recommended improvement areas, ATCO Australia will continue to focus on two key items:

• Documentation on sustainable procurement policies

ATCO Australia will continue to update and mature its procurement policy and procedures to integrate commitments and operational objectives on all material sourcing risks the company faces.

• Inclusion of social or environmental clauses being included in supplier contracts.

ATCO Australia have incorporated provisions in business contracts that cover social and environmental issues which are not directly connected to the subject matter of the specific contract. Maturity in this space will focus on follow up and using these positions in our assessment of supply chain risk.

ATCO is continuing to progress on the above actions and aim to be reassessed in 2026.

2026 - OUR APPROACH AND PLAN

8.1 Supply Chain Risks – Continuous Improvement

Our focus in 2026 will be to continue to mature our processes, and expand, in a risk-based approach, the number of active suppliers completing the modern slavery risk assessment. The aim is to invite business partners in high-risk industries and with global high-risk products (tier 1) or, where indicated, indirect (tier 1+n) to undertake a modern slavery questionnaire to enable ATCO Australia to better identify modern slavery risks within our supply chain.

Commencing in 2026 ATCO will undertake to perform an updated self-assessment through an independent provider of our own policy and procedure position.

In 2026, we will continue to incorporate the supplier risk assessment solution into our sourcing process, maturing the processes, specifically in the approach to assessing the information for a more informed supplier / product selection.

8.2 Training

We will continue to provide training on modern slavery to all existing and new employees involved in procurement decisions and employees in management position. Existing employees who have previously completed the modern slavery training will be provided periodic refresher training once every two years, to reinforce their knowledge and maintain their awareness on this very important issue.

8.3 Contract

ATCO Gas Australia and ATCO Structures & Logistics will continue to ensure Modern Slavery compliance clauses are included in its supplier agreements. Leveraging the expectations set by these clauses to further embed within the supplier base ATCO's expected supplier conduct and management of risk, especially with respect to human rights (including modern slavery).

APPENDIX A: REPORTING ENTITIES

Below is a list of the ATCO entities in Australia covered by this statement as at 31 December 2025 -

- ATCO Gas Australia Networks Pty Ltd (ABN 24 659 123 636)
- ATCO Gas Australia GP Pty Ltd (ABN 76 151 245 779)
- ATCO Gas Australia Pty Ltd (ABN 90 089 531 975)

ATCO Gas Australia Pty Ltd is the only operating company within the list of reporting entities above, and the consolidated revenue reporting entity is ATCO Gas Australia Networks Pty Ltd.

- ATCO Structures & Logistics Pty Ltd (ABN 71 083 902 309)



