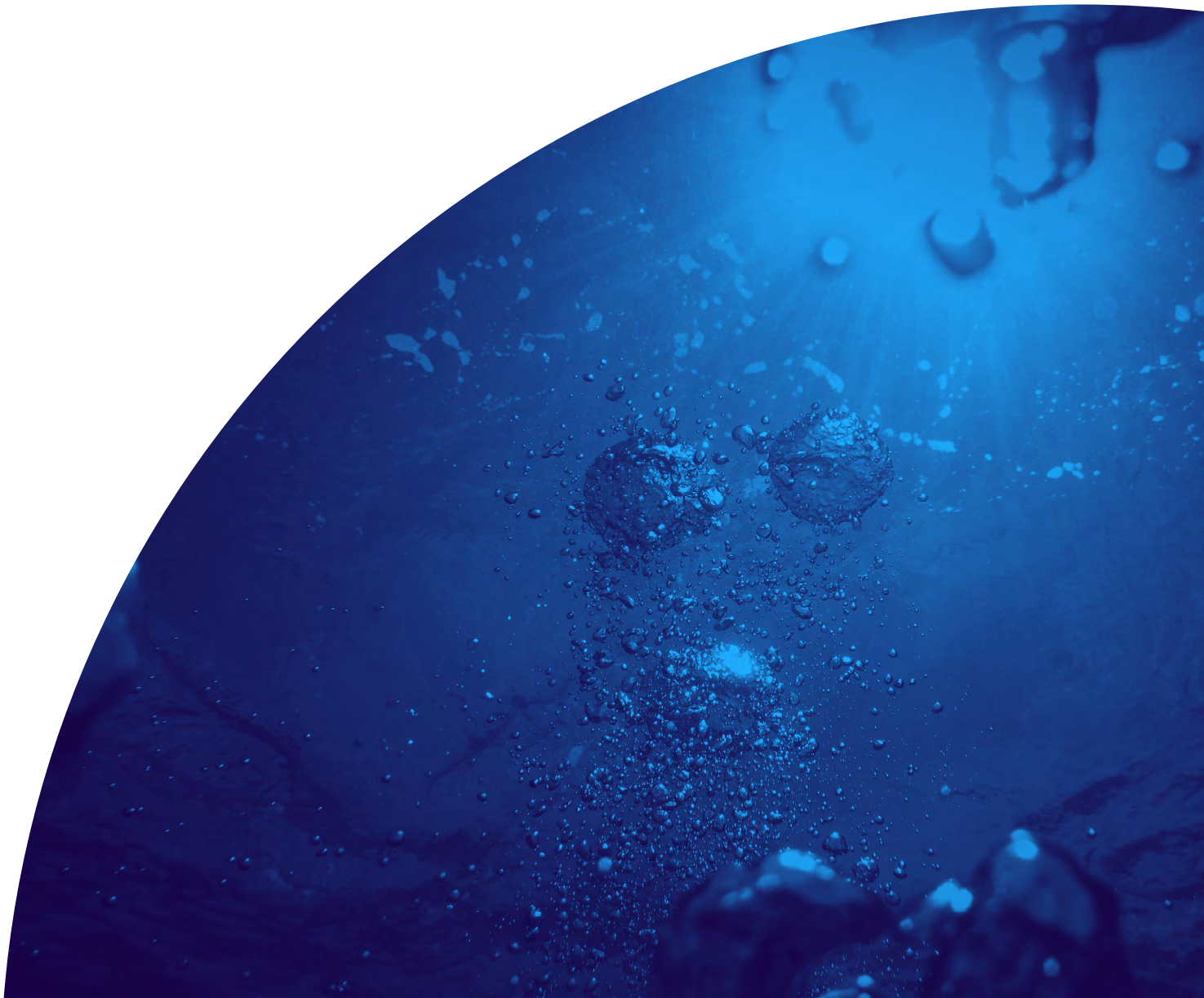




## Modern Slavery Statement

August 2025

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## 1 Introduction

Osmoflo Holdings Pty Ltd (Osmoflo) is committed to respecting and protecting human rights and preventing modern slavery in all its forms across our operations and global supply chain.

Osmoflo submits this Modern Slavery Statement (Statement) for the financial year ending 31 March 2025 in accordance with the Modern Slavery Act 2018 (Cth) (Act) and sets out the actions taken by Osmoflo and its owned and controlled entities to identify, assess and address modern slavery risks.

The management of all companies and branches owned or controlled by Osmoflo were consulted in the development of this Statement.

This Statement has been approved by the Osmoflo Board of Directors in their capacity as principal governing body of Osmoflo and is publicly available via the Company's website at [www.osmoflo.com](http://www.osmoflo.com).

This Statement is signed by Carmine Ciccocioppo in his role as the Chief Executive Officer and Managing Director of Osmoflo.

**Carmine Ciccocioppo**  
CEO and Managing Director

A handwritten signature in black ink, appearing to read 'Carmine', is shown on a light blue background.

Signed August 25, 2025





## 2 Our Mission and Values

Osmoflo is committed to creating a circular future for water.

Osmoflo must serve this vision through a strong culture of service excellence. Continued success depends on our ability to deliver results for our customers and for each other. Our corporate reputation depends on our people, and our Code of Conduct sets out the minimum standards and expectations about how we conduct ourselves and our business.

Osmoflo offers solutions to a world experiencing water scarcity – but it is our reputation of being responsive to industry changes and exceeding standards wherever we conduct our business that our customers respect.

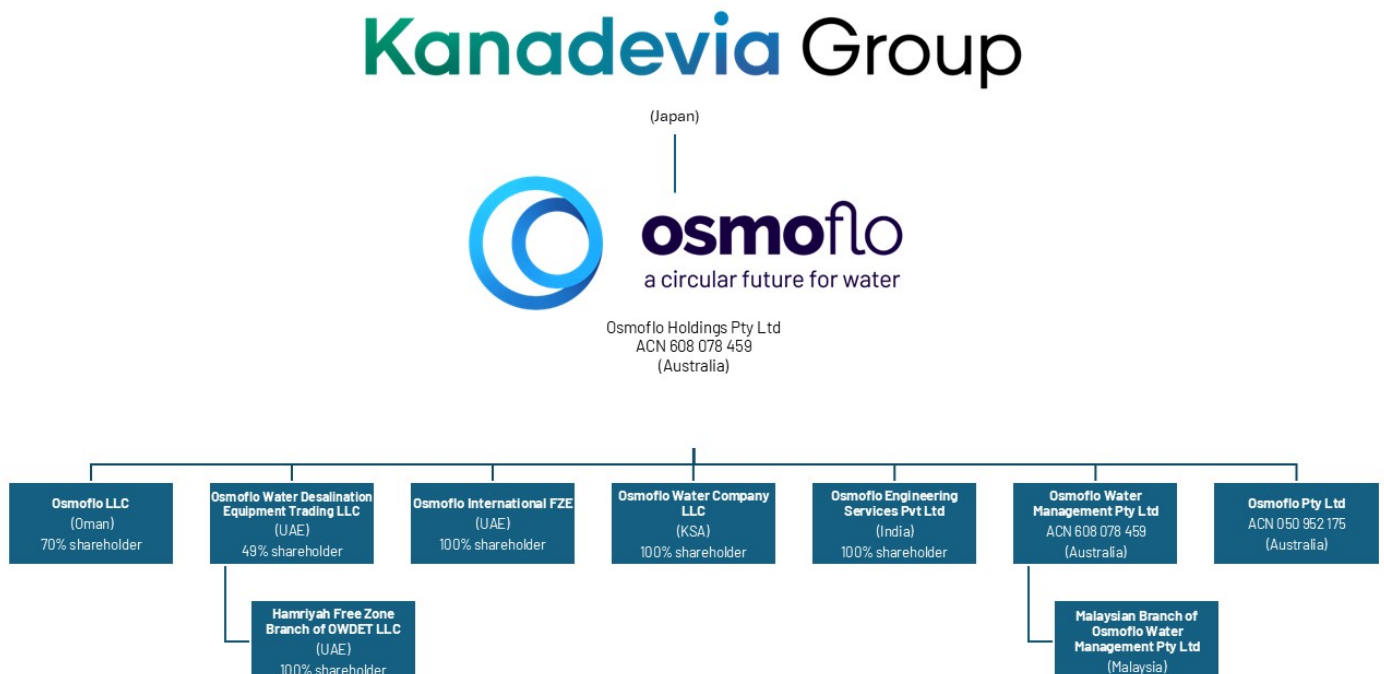
**MISSION: TO PROVIDE INNOVATIVE, SUSTAINABLE AND VALUE BASED WATER SOLUTIONS THAT CONTRIBUTE TO A CIRCULAR ECONOMY**

To achieve our mission, we must lead our industry in terms of professionalism, business conduct and how we fulfil our social responsibilities within our communities. To guide us on this path, we are encouraged to embrace and champion our core values:

**VALUES: AGILE, QUALITY-DRIVEN, TEAM-ORIENTED, INNOVATIVE, COMMITTED**

## 3 Our Structure

Osmoflo is a wholly owned subsidiary of Kanadevia Corporation of Japan, a large engineering, technology and environmental services firm listed on the Tokyo Stock Exchange. The Group structure is set out in a diagram below.





Osmoflo and each of our owned and controlled subsidiaries operate as one group with central management and control functions. As a result, each of Osmoflo's owned and controlled subsidiaries adhere to group wide policies and procedures and all Human Rights and Modern Slavery risks are reported and monitored centrally.

## 4 Our Operations

Starting as a designer and fabricator of medical equipment in 1991, Osmoflo has evolved to become the largest Australian headquartered global desalination and water recycling company with a vision of a sustainable water future.

In 2017, Osmoflo was acquired by the Japanese listed company, Kanadevia Corporation (formerly Hitachi Zosen). Osmoflo is a key pillar in Kanadevia's global water business, providing expertise and capability in desalination, advanced water treatment and wastewater reuse, brine minimisation and critical resource recovery and global rentals including rapidly deployable treatment and desalination solutions.

Osmoflo develops efficient, sustainable and scalable water and wastewater treatment solutions. Osmoflo has delivered over 600 projects globally, and it currently has over 90 long-term operation and maintenance agreements.

Osmoflo's Australian operations include its fabrication facility at its corporate headquarters in Burton, Adelaide and sales and operations offices in Perth, Brisbane and Sydney. Osmoflo has subsidiary entity offices in Pune, India; Dubai, United Arab Emirates (UAE) and Riyadh, Kingdom of Saudi Arabia (KSA). As at 31 March 2025, Osmoflo directly employed a total of 311 staff globally, comprised of 214 staff in Australia, 76 staff in India, 20 staff in UAE and 1 staff member in KSA.

## 5 Our Supply Chains

Osmoflo's supply chains include the manufacture and transportation of the products/equipment it uses in its fabrication and operation of water treatment plants, such as containers, skids, pipework, pumps, membranes, electrical equipment and chemicals. In this context, our supply chain includes the overseas factories where the products/equipment are made, and the sale and subsequent transport of the products/equipment to our worldwide Osmoflo locations.



Osmoflo's supply chain include services that contribute to its operations, such as the engagement of additional external labour hire resources for fabrication and operation of its plants, the cleaning companies that service Osmoflo offices and building sites and transportation companies used to transport goods and equipment to Osmoflo and completed water plants from Osmoflo to clients.

## **6 Risks of Modern Slavery Practices in our Operations and Supply Chains**

Osmoflo undertook risk assessments of modern slavery risks in its operations and supply chains over the reporting period to consider the risk that we are causing, contributing to, or directly linked to with respect to modern slavery practices including assessments of modern slavery risks due to:

- the geographic locations from where Osmoflo engages staff and sources materials;
- the nature of the products and services that Osmoflo sources; and
- the sectors in which Osmoflo operates and the supply chain model involved.

The Global Slavery Index is a global study of modern slavery published by the Minderoo Foundation's Walk Free initiative and widely referenced in assessing modern slavery risks. While the Global Slavery Index reports that some of the countries in which Osmoflo operates have high to very high risk for modern slavery, specifically, KSA, UAE and India; during the assessment process, we considered the actual risk of Osmoflo causing and/or facilitating modern slavery practices as low due to our actions and controls in place, as outlined in the following sections of this Statement.

Osmoflo acknowledges that the risks of it being directly linked to modern slavery may be heightened by sourcing products from suppliers located in countries having a high prevalence of modern slavery according to the Global Slavery Index.



In the reporting period, the majority of our suppliers (91.90%) were based in Australia and the United States of America constituting 84% of Osmoflo's total procurement value for the reporting period. Only 0.93% of our suppliers and 5.59% of Osmoflo's total procurement value for the reporting period came from locations having a high prevalence of modern slavery according to the Global Slavery Index (India and UAE).

Osmoflo also acknowledges that we lack visibility in certain overseas markets and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our group's products.

To minimise these risks, Osmoflo is committed to working with subcontractors and suppliers to ensure their practices are aligned with Osmoflo's expectations concerning modern slavery, and has in place clear procurement policies to assist in identifying risks of modern slavery in its supply chains.

Osmoflo recognises that there is always opportunity to improve its systems and processes as well as controls that assist with ensuring supplier compliance with our policy and expectations. Additionally, Osmoflo continues to seek to further improve its understanding of modern slavery and how it might manifest in our supply chain as well as conducting more targeted engagement with suppliers from high-risk sectors.

## 7 Management of Risks

The following outlines Osmoflo's current and planned actions which address modern slavery risks within its operations and supply chains.

### 7.1 Current Actions

#### Industrial Relations

- All of Osmoflo's employees are engaged freely under individual employment contracts and terms and conditions that are in accordance with applicable industrial laws, regulations, statutory obligations, codes of practice and guidelines.
- Under their contracts, employees themselves must comply with Osmoflo Policies, including relating to modern slavery.





- The Osmoflo Human Resources team maintain an up-to-date knowledge of changes to applicable industrial instruments through professional body memberships and training, and undertake annual internal audits to ensure compliance with legislation.

### Compliance and Ethical Standards Framework

Osmoflo's policies are reviewed regularly to ensure that they are current and appropriate and demonstrate our commitment to uphold proper and ethical business practices, including as follows:

| Policy   | Overview  |
|--|---|
| <b>Code of Conduct</b>                                       | Establishes the professional and ethical standards of behaviour expected of Osmoflo employees to promote and uphold the Osmoflo Values and maintain public and stakeholder trust and confidence.  |
| <b>Anti-Harassment, Bullying &amp; Discrimination Policy</b> | States Osmoflo's commitment to strive for a diverse and inclusive culture where all individuals are treated with courtesy, dignity and respect and reinforces that everyone has the right to work in a professional and safe environment that promotes equal employment opportunities and is free from unlawful discrimination, harassment, and workplace bullying.   |
| <b>Anti-Bribery and Corruption Policy</b>                    | Describes Osmoflo's requirement to conduct business with a high level of integrity, and without the use of corrupt practices or acts of bribery to obtain an unfair advantage. Osmoflo is committed to ensuring adherence to the highest legal and ethical standards in every aspect of the way in which we operate.  |
| <b>Whistleblower Policy</b>                                  | Encourages the reporting of instances of suspected unethical, non-compliant, illegal, fraudulent or undesirable conduct involving Osmoflo's business activities.  |
| <b>Health, Safety and Environment Policies</b>               | States Osmoflo's commitment to providing a safe and healthy workplace for employees, contractors, customers and visitors, which is underpinned by Osmoflo's Health, Safety and Environment Policies and Procedures, including Osmoflo's Essential Rules for Life, which align with applicable health and safety laws and assist to ensure that Osmoflo remains a safe and healthy workplace at all times and that its activities do not pose a risk to the environment. |
| <b>Procurement Policy</b>                                    | States Osmoflo's commitment to ensuring the procurement of all goods and services are conducted in a competitive, fair and transparent manner which complies with all regulatory, ethical and environmental requirements (including removing the incidence of modern slavery from the supply chain) from the initial enquiry to the receipt, delivery and performance of a good and/or service.   |



### Procurement Processes

- Under its Procurement Policy, Osmoflo requires staff procuring goods & services to apply due diligence to ensure all contractors & vendors adhere to a code of conduct related to labour / industrial relations, preservation of the environment and ethics. As part of this, suppliers complete a questionnaire to confirm they at minimum comply with the modern slavery standards as set out in the Modern Slavery Act 2018.
- Osmoflo's contract templates include relevant contractual prohibitions against suppliers/subcontractors engaging in modern slavery practices. They also contain provisions requiring subcontractors to certify that all statutory requirements are adhered to, and to comply with our safety frameworks and standards, again reducing the risk that Osmoflo will contribute to modern slavery practices.

### Contractor Management

- To ensure that subcontractors have the required skills to complete the scope of work/services and are compliant with relevant legislation, Osmoflo prequalifies shortlisted subcontractors in accordance with specific assessment criteria.
- Osmoflo is committed to encouraging all contractors to comply with applicable industrial instruments, while recognising their right to have their own industrial relations policies and arrangements. Osmoflo may from time-to-time request that contractors provide evidence of compliance with relevant Industrial Relations practices.

## 7.2 Planned Activities

In the next reporting period, Osmoflo commits to assessing and implementing where practicable, the following actions:

1. Identify a suitable information and training package on modern slavery and roll out to key groups.
2. Osmoflo Modern Slavery Assessment questionnaire to be sent to vendors that contribute to the top 80% of Osmoflo's procurement spend.





3. Review the results of returned questionnaires to further understand Osmoflo's exposure to modern slavery.
4. Continue to develop our internal review framework to develop more specific due diligence processes for those supply chains identified as being higher risk of containing modern slavery risks.
5. Establishment of appropriate key performance indicators to assess effectiveness of the above actions.

## 8 Assessment of Effectiveness of Actions

During the reporting period, Osmoflo was not aware of any modern slavery events within Osmoflo, or any modern slavery events which Osmoflo has contributed to or is directly involved with.

Osmoflo's focus during this reporting period was to gain a better understanding of modern slavery risks in Osmoflo's operations and supply chains. At this early stage, the effectiveness of measures we have undertaken cannot be readily assessed. However, Osmoflo has commenced and will continue to work on developing frameworks and processes to ensure it can review the effectiveness of its actions being taken to assess and address modern slavery risks in its operations and supply chains.

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