

# Diemme Filtration Srl

## Modern Slavery Statement

### 1. PURPOSE OF THIS POLICY AND IDENTIFICATION OF REPORTING ENTITY

- 1.1 This statement is made by Diemme Filtration Srl (Italian registration number REA199895), being a reporting entity pursuant to section 13 of the *Modern Slavery Act 2018* (Cth) (“**the Act**”) and covers the relevant report period ending 31 December 2024.
- 1.2 Diemme Filtration Srl is committed to upholding strong corporate values and behaviours and to respecting human rights (including anti-slavery provisions) in its interactions with its employees, customers, communities and suppliers.
- 1.3 Diemme Filtration Srl has a zero-tolerance approach to modern slavery. Diemme Filtration Srl commitment to maintain the highest ethical standards is reflected by its regulations, in particular by applying the Diemme Filtration Srl’s Code of Conduct as a guideline for our employees dealing with ethical challenges in the course of everyday business.
- 1.4 Diemme Filtration Srl has reviewed its existing compliance and risk management processes to review the measures already in existence, and what further measures may be required to prevent slavery taking place in any part of its businesses.

### 2. MODERN SLAVERY

- 2.1 Modern slavery is a grave problem affecting many people around the world.
- 2.2 Modern slavery is a criminal offence and can occur in various forms, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. Slavery under the Act includes, *inter alia*, the following criminal activities:
  - a. Slavery: where ownership is exercised over an individual;
  - b. Servitude: involves the obligation to provide service imposed by coercion;
  - c. Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty;
  - d. Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them.
  - e. The worst form of child labour: the employment of children that is exploitative or is likely to be hazardous to or interfere with a child’s education, health (including mental health), physical wellbeing or social development.
- 2.3 This statement has the aim of the prevention of opportunities for modern slavery to occur within its businesses.

### 3. STRUCTURE, OPERATIONS AND SUPPLY CHAINS OF Diemme Filtration Srl

- 3.1 Structure and operations:
  - a. Diemme Filtration Srl is a company that is part of the Aqseptence Group a group of companies the structure of which is annexed and marked “A” (“**the Group**”) employing around 1,500 employees in the group, 158 of those being employed by Diemme Filtration Srl.
  - b. Diemme Filtration owns 89% of company B-Plas sbrl. This latter company, which has 4 employees and is located in Italy, designs and builds fully automated plants that transform

wastewater sludge into PHA, a bio-based and biodegradable bioplastic, with a lower environmental impact than available technological alternatives. B-Plas adopts the principles of "Green Growth" in its circular technology model, embracing a path of environmentally and socially sustainable economic growth.

- c. Diemme Filtration Srl is part of the abovementioned Group of companies that is a leading global supplier of specialised products, equipment and system solutions for filtration, separation and water technology, serving industrial and municipal customers in Europe, North and South America, Asia and Australia.
- d. Diemme Filtration Srl is the world leader in the production of filter presses, the machinery of choice for the treatment of industrial and municipal sewage sludge which can be used in a variety of applications, such as the mining and the chemical industries, the power plants and the oil and gas sector, where high dewatering performance, low operational expense and reliability are key drivers in the selection of technology.
- e. Diemme Filtration Srl has the widest range of filters available on the global market in terms of size, design and technical characteristics. The equipment is tailor made and designed according to the needs of the specific application. Diemme Filtration Srl also began to design and supply its own range of high-rate thickeners, thus broadening the company's scope of supply and giving more support to the customer.
- f. Diemme Filtration Srl's registered office is located at Via Gessi, 16, 48022 Lugo (RA), Italy. Diemme Filtration Srl carries on business in Australia.

### 3.2 Supply chain

- a. Diemme Filtration Srl's supply chain consists of goods and services from suppliers and specialists from Australia and internationally including the items outlined in paragraph 3.1.c.

## 4. DESCRIBE THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS OF THE REPORTING ENTITY, AND ANY ENTITIES THAT THE REPORTING ENTITY OWNS OR CONTROLS

- 4.1 Modern slavery risks and issues could arise as a result of any of Diemme Filtration Srl 's and B-Plas sbri's business operations and supply chains; therefore, the day-to-day responsibility for management of modern slavery resides within each individual business unit. This includes implementing processes and controls to ensure compliance with the requirements of this statement relevant to their operations.
- 4.2 Diemme Filtration Srl and B-Plas sbri conduct periodic risk assessment for operational activities and suppliers where it considers the likelihood and impact of known modern slavery risk factors. The risks assessed included:
  - a. Sector and industry risks – certain sectors and industries may have higher modern slavery risks because of their characteristics, products and processes. An example of this is the use of foreign workers or unskilled labour to carry out functions at night-time or in remote locations.
  - b. Product and services risks – certain products and services may have higher modern slavery risks because of the way they are produced, provided or used. Examples include excessive work hours or child labour.
  - c. Geographic risks – Some countries may have higher risks of modern slavery due to poor governance, weak law, conflict, migration flows and poverty.
  - d. Entity risks – some entities may have modern slavery risks because of poor governance structures, a record of treating workers poorly or a record of human rights violations.

- 4.3 Diemme Filtration Srl and B-Plas sbrl focus on identifying relevant risks by collecting compliance information concerning each supplier before entering into contractual relationships as well as regularly reviewing existing business partners. Non-compliance issues are prevented through contract management, regular internal audits, review and meetings.
- 4.4 During the twelve month reporting period and as at the date of this statement, it is considered that the risk of modern slavery in Diemme Filtration Srl's and B-Plas sbrl's business activities is low.
- 4.5 In conducting this assessment, Diemme Filtration Srl acknowledges that:
- a. Visibility of modern slavery practices in the downstream supply chain is limited.
  - b. Modern slavery risks to Diemme Filtration Srl and B-Plas sbrl will change over time as operational requirements change and understanding of our supply chain improves.
- 5. DESCRIBE THE ACTIONS TAKEN BY THE REPORTING ENTITY AND ANY ENTITIES IT OWNS OR CONTROLS TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES**
- 5.1 The Compliance Team (“**Compliance Team**”) is primarily responsible for reviewing and overseeing on risks and prevention of modern slavery and for incorporating considerations into relevant policies, procedures, frameworks, action plans and associated training programs for Diemme Filtration Srl and B-Plas sbrl. As at the date of this statement, Diemme Filtration Srl and B-Plas sbrl refer to the Group's Compliance Team of which Dr. Sönke Schröder, General Counsel; Barbara Hensgen, Corporate Legal Counsel, and Kenneth Zigrino, Corporate Legal Counsel are part.
- 5.2 The Management Board also oversees and recognises the importance of compliance, including the matters considered in this statement and the Act.
- 5.3 Diemme Filtration Srl and B-Plas sbrl are committed to the continuous work to ensure that there is no modern slavery and labour related harm from its operations and supply chain. Diemme Filtration Srl and B-Plas sbrl is committed to the following principles:
- a. No child labour or forced labour is used, and that employment is freely chosen;
  - b. Workers have fair wages and employment agreements;
  - c. Work hours do not exceed the maximum limit set by relevant legislation;
  - d. All workers are free to exercise their right to form and/or join trade unions and to bargain collectively;
  - e. Workers experience fair and equal treatment and access to opportunity;
  - f. All workers' health and safety is protected in the workplace.
- 5.4 Modern Slavery related risks will be considered as part of due diligence, risk assessment and monitoring processes where appropriate. Review processes will be undertaken to review the effectiveness of Diemme Filtration Srl and B-Plas sbrl modern slavery requirements. As outlined above, by collecting compliance information concerning each supplier before entering into contractual relationships as well as regularly reviewing existing business partners. Non-compliance issues are prevented through contract management, regular internal audits, review and meetings.
- 5.5 As part of due diligence and risk assessment processes, Diemme Filtration Srl and B-Plas sbrl may consider relevant best practice industry standards and guidelines, certifications and verification systems in assessing whether third parties are giving due consideration to human rights related risk.

- 5.6 Diemme Filtration Srl and B-Plas sbrl will take a risk-based approach to decide when increased due diligence is required to understand, assess and address the potential human rights violations associated with its business relationships, customers and transactions.
- 5.7 Where a risk of modern slavery is identified, Diemme Filtration Srl and B-Plas sbrl will continue to provide education to staff on any potential risks/impacts and possible controls. These may include closer due diligence of suppliers. Aqseptence Group GmbH's internal legal team will assist to determine any specific areas that should be more closely monitored and include additional clauses in contracts as appropriate.
- 5.8 Should Diemme Filtration Srl and/or B-Plas sbrl discover that, through the actions of third parties, it is (or may be) associated with modern slavery violations, appropriate action will be taken in a timely manner. Actions may include notification to regulators and/or law enforcement agencies, engaging with the relevant parties to promote good practice and/or avoiding the business relationship.
- 5.9 Whilst Diemme Filtration Srl and B-Plas sbrl take steps to ensure that modern slavery is not taking place in its supply chains, Diemme Filtration Srl acknowledges that it does not control the conduct of individuals and organisations in its supply chains. However, Diemme Filtration Srl and B-Plas sbrl will continue to implement the following measures:
- a. conduct risk assessments when appropriate to determine which parts of the business and which of the suppliers are most at risk of modern slavery so that efforts can be focused on those areas;
  - b. conduct pre-screening on business partners, suppliers and contractors and introduce contractual provisions for them to confirm their adherence to this statement and accept Diemme Filtration Srl's and B-Plas sbrl's right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion;
  - c. reserve the right to terminate any contractual arrangement if there is breach of this statement.
- 5.10 In addition, Diemme Filtration Srl and B-Plas sbrl will continue to conduct business in a way that respects the rights, dignity and equality of people, and avoids complicity in human rights abuses, while complying with legal and regulatory requirements which incorporate the protection of human rights. These include:
- a. employment laws, covering areas such as discrimination, harassment – including sexual harassment, workplace bullying, victimisation, domestic violence and occupational health and safety; and
  - b. consumer, customer, community and supply chain related requirements, covering areas such as responsible products and services, accessibility requirements and modern slavery.
- 5.11 Diemme Filtration Srl and B-Plas sbrl will continue to:
- a. avoid causing or contributing to adverse human rights impacts through Diemme Filtration Srl's and B-Plas sbrl's own business activities, and address such impacts if they occur;
  - b. take actions to promote a culture of respect for human rights and embrace both inclusion and diversity in Diemme Filtration Srl's and B-Plas sbrl's workforce, with equal opportunities for all;
  - c. take actions to build an inclusive culture where differences are valued, including considering the rights of people with a disability and raising awareness of accessibility; and
  - d. ensure mechanisms to allow those adversely affected to raise concerns and seek remedy (as appropriate).

5.12 Employees of Diemme Filtration Srl and B-Plas sbrl are encouraged to raise any concerns about suspected modern slavery associated with Diemme Filtration Srl and B-Plas sbrl or our suppliers and should do this through directly contacting the Group Compliance Team

5.13 Diemme Filtration Srl and B-Plas sbrl aim to encourage openness and will support anyone who raises genuine concerns in good faith under this statement, even if they turn out to be mistaken. Diemme Filtration Srl and B-Plas sbrl are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

**6. DESCRIBE HOW THE REPORTING ENTITY ASSESSES THE EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS**

6.1 Diemme Filtration Srl assesses the effectiveness of actions being taken to assess and address modern slavery risks through contract management, regular internal audits, review and meetings. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

**7. DESCRIBE THE PROCESS OF CONSULTATION WITH ANY ENTITIES THE REPORTING ENTITY OWNS OR CONTROLS**

7.1 Diemme Filtration Srl had (for the development of this statement), and continues to have meaningful and ongoing dialogue amongst all of the entities in the Group, including B-Plas sbrl. This includes segment guidelines, as well as legal entity guidelines and business unit guidelines. In addition, any relevant topics regarding the Act are to be included in briefings for the boards of the Group as well as the key stakeholders and business unit leaders.

**8. ANY OTHER RELEVANT INFORMATION**


8.1 This statement was presented to and approved by the principal governing body of Diemme Filtration Srl, being the Board of Directors of Diemme Filtration Srl on 31/01/2025 and is signed below by responsible members of Diemme Filtration Srl.



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Name: Rosario Eduardo Tagliavini

Position: Managing Director and Chief Executive Officer of Diemme Filtration Srl



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Name: Giuseppe Ferraro

Position: Managing Director and Chief Financial Officer of Diemme Filtration Srl

