

## **Modern Slavery Statement**

### **Supply Partners Pty Ltd**

Supply Partners Pty Ltd (ABN 94 155 169 074) (“**Supply Partners**”) is an Australian-owned and grown business, with a focus on offering products from diversified manufacturers that will stand the test of time and a national Distributor of Solar and Energy Storage Products.

Supply Partners has an intrinsic commitment and desire to ensure all individuals within the broader Supply Partners network are afforded the courtesy, respect, and dignity that they deserve. Supply Partners vehemently opposes and actively denounces modern slavery in all forms. Supply Partners wishes to foster an environment in which employees, suppliers, business partners, and community members feel respected, secure, and heard.

Supply Partners is committed to minimising and addressing the risks of modern slavery in all forms within its operations and supply chains by ensuring its business partners operate ethically and with a fundamental respect for the sanctity of life and human rights.

#### **Structure, Operations, and Supply Chains**

Supply Partners provides Australia and surrounding regions with renewable energy products sourced from all around the world. Supply Partners operates all over Australia, with warehouses in Queensland, New South Wales, Victoria, Northern Territory, and Western Australia. We also acquire the services of third-party logistics services in Townsville and Perth with overflow warehouses in Sydney, Melbourne, and Brisbane. Moreover, Supply Partners have fostered a strong and prosperous relationship with overseas manufacturers and suppliers of which around 70% are based in China, and 30% from Europe, Indonesia, America, and Australia.

Our organisation consists of the following operational lines:

- Finance;
- Sales;
- Technical sales;
- Technical design sales;
- Order processing;
- Warehouse team; and
- Executive team.

#### **Risks of Modern Slavery**

Supply Partners is acutely aware that across all facets of operations, both on a local and global scale there are risks of modern slavery. Supply Partners recognise these risks and understand the importance of having effective controls and practices in place to address such risks.

In alignment with the UN Guiding Principles on Business and Human Rights, we evaluate the risk of modern slavery practices by considering their potential to cause, contribute to, or be directly linked to modern slavery within our operations and supply chains. Our definition of ‘modern slavery risk’ focuses on the potential harm to individuals rather than risks to our business, encompassing aspects such as reputational or financial damage.

Whilst we here at Supply Partners implement measures and controls to prevent and mitigate the occurrence of modern slavery, we also acknowledge the inherent risks that come with the structure of our supply chains. Largely, Supply Partners relies on products manufactured overseas, which despite our conscientious efforts to mitigate risks of modern slavery, the nature of the practice itself presents the risk of being unable to oversee all elements of the supply chain or the suppliers’ working environments.

Supply Partners acknowledge that supply chains involving the sourcing of raw materials can pose elevated risks for those workers involved. We understand that many of those workers in supply chains are often unskilled and comparative to skilled workers, they face a greater risk of exploitation. We also recognise the exploitation risks inherent to the importation of products and the risks seemingly entrenched in the importation and exportation sector.

The utilisation of overseas Labour forces in our supply chain stands out as a specific area of concern with heightened risks. It is important to consider that these modern slavery issues can arise and need to be addressed at all levels, even where operations are considered low-risk such as our local Australian workforce. Despite the implementation of robust protections and procedures, it is crucial to recognise that risks persist and are prevalent even in seemingly safe environments. This is particularly true when it comes to addressing the risks unskilled workers face.

### **Actions taken to address Risks**

Supply Partners strives to deal with partners of comparable ethical fortitude, to address the modern slavery risks identified across all facets of the business. Supply Partners acknowledges that these are complex issues with no 'one size fits all' fix available, but rather seeks to implement controls and protections tailored to the specific risk factors unique to each facet of the business operations.

Supply Partners holds that recently established organisations tend to pose higher risks of engaging in or failing to address modern slavery issues effectively. As such, where possible, Supply Partners endeavors to foster relationships with well-established manufacturers and supply chain partners of high regard and preferably those with audited supply chains.

As part of Supply Partners' due diligence process, beyond conducting our own inquiries into a potential partner's practices, we request anti-slavery documents from them and ensure they are in accord with not only our stance on the matter but with legislation and recommendations from bodies such as the UN. Documents such as factory audits, supply chain reports, and modern slavery statements are a part of ensuring our due diligence requirements are satisfied. We also seek 3rd party reports to understand any alternative points in conflict with the modern slavery statements from the manufacturers themselves. Supply Partners are yet to discover evidence which suggests any of its Suppliers modern slavery statement are misleading.

Supply Partners put our ethical obligations, including anti-slavery obligations, at the forefront of discussions with prospective partners.

All our key partners are to hold their own anti-slavery statements and we proactively seek updated versions on an annual basis. Supply Partners will not engage with a partner who fails to provide a statement of suitable quality or engage with us throughout a modern slavery consultation process. Supply Partners strives to be a leader amongst partners, suppliers, and other third parties encouraging parties to adopt similar standards concerning human rights and procure suitable statements.

Supply Partners would never knowingly work with anyone known or suspected to be acting in a way that denies basic human rights through actions such as not complying with wage and hour laws, permitting the exploitation of children, or not respecting the decision to join or choice to not join a trade union.

Amongst our partners across all areas of our operations lines, should we become aware of any risks real or potential, we will make decisive steps to address them. We will not hesitate to contact business owners and question them concerning the identified risks and the means by which they will address such issues. This is not limited to manufacturers and suppliers, but rather the greater network of businesses we associate with. This reflects our desire to foster a holistic culture that denounces modern slavery and exploitation in any and all forms across all our dealings.

Supply Partners and our staff at all levels strive to continually respect the human rights of those with whom we work with and come into contact with. We are committed to ensuring that every individual engaged by the Company is afforded the dignity, courtesy, and respect they deserve.

Supply Partners acknowledge this is an ever-growing and changing issue and as such we continue to review our supply chains and policies to ensure we and our partners adhere to the above.

**Assessing the Effectiveness of our Actions**

Even prior to the legislation's inception Supply Partners have been implementing strategies to combat modern slavery and exploitation. We continue to report to the register, and we take great pride in our actions taken thus far and our ongoing commitment to addressing this pressing issue. Statements such as this provide an important opportunity for us to demonstrate our moral fiber as a business and allow us to reflect on our efforts, share our progress and learnings, and address where challenges may persist.

Through implementation of the previously mentioned actions to address and assess the risk of modern slavery, Supply Partners has ceased using Supplier who we deem to be at a high risk of modern slavery, notwithstanding a lack of concrete evidence.

A key benchmark for us in determining the effectiveness of our actions is through the actions of our key partners. We hope to be a benchmark in our field and push our key partners to address these issues and where possible implement their own anti-slavery statements and policies. At current all our key partners hold their own anti-slavery.

A key pillar for Supply Partners is the fostering and creation of a culture that does not tolerate exploitation and modern slavery in any form. We consider the strong culture of respect we have to be a prime indicator of the effectiveness of our actions. We believe this culture filters through at all levels of our operations, be it from dignity and mutual respect in our peer-to-peer interactions to identifying and addressing modern slavery risks with our partners.


Supply Partners' approach to managing modern slavery risks for the FY22-23 reporting period has been developed in consultation with key stakeholders across our organisation.


Whilst we take great pride in the work we have done to get to this point, it is important we continue to strive to be greater and continue to be vigilant in addressing the issues of modern slavery and exploitation. Preventing and addressing our own potential involvement in modern slavery is central to our commitment to running a safe, responsible, and sustainable business. We will continue to work on developing frameworks and processes to ensure we can continue to review the effectiveness of our actions and build upon those that we already have in place.


**Approval**

This Modern Slavery Statement was approved by the board of Supply Partners Pty Ltd (ABN 94 155 169 074) in accordance with the *Modern Slavery Act 2018* (Cth) and relates to the reporting period of 1 July 2022 – 30 June 2023.

**For and on behalf of  
Supply Partners Pty Ltd**

  
\_\_\_\_\_  
John Corrigan Degotardi  
Director

  
\_\_\_\_\_  
) Patrick James Fitch Morrissey  
) Director  
)

  
\_\_\_\_\_  
Lliam Ricketts  
Director