



MODERN SLAVERY STATEMENT

FY 2020/21



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1 PURPOSE

Modern slavery is a crime and a violation of fundamental human rights. Ampcontrol Limited is committed to acting ethically and with integrity in all our business dealings. In addition, Ampcontrol Limited will strive to implement effective systems and controls, to ensure that it is not occurring anywhere within our business.

Ampcontrol Limited is also committed to ensuring there is transparency within the business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the *Modern Slavery Act 2018* (Cth) and *Modern Slavery Act 2018* (NSW) (collectively, “the Legislation”). We expect the same high standards from all our suppliers, contractors and business partners and also fully expect that they hold their own suppliers to the same high standards.

2 SCOPE

This Statement will fulfil Ampcontrol Limited’s obligations under the Legislation for the financial year 1 July 2020 to 30 June 2021 and has been approved by the Board of Directors of Ampcontrol Limited.

3 POLICY STATEMENT

3.1 Reporting Entity and Structure of Related Bodies Corporate

The reporting entity is Ampcontrol Limited, however the required reporting under the Legislation also covers any related body corporate.

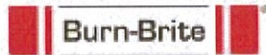
Ampcontrol Limited comprises the following wholly owned subsidiaries:

- Ampcontrol CSM Pty Limited;
- Ampcontrol SWG Pty Ltd;
- Ampcontrol Service (NSW) Pty Ltd;

- Ampcontrol (QLD) Pty Ltd;
- Ampcontrol Cables NSW Pty Ltd;
- Ampcontrol Burn-Brite Pty Ltd;
- Ampcontrol International Holdings Pty Ltd;
- Verico Group Pty Ltd;
- Verico Training Services Pty Ltd;
- Austech Instruments Pty Limited;
- Capacitor Technologies Pty Ltd (Captech);
- Complete Power Solutions Pty Ltd (CPS National);
- Ampcontrol Transformers Pty Ltd; and
- Ex Testing and Certification Pty Ltd.

Ampcontrol Limited also includes the following related entity (for reporting purposes under the Legislation):

- Restech Pty Limited;
- (Collectively, “Ampcontrol” or “Ampcontrol Group”).



3.2 Ampcontrol Group Operations and Supply Chains

The Ampcontrol Group delivers integrated electrical, electronic and control solutions to improve safety and efficiency in mining, renewable, infrastructure and industrial applications.

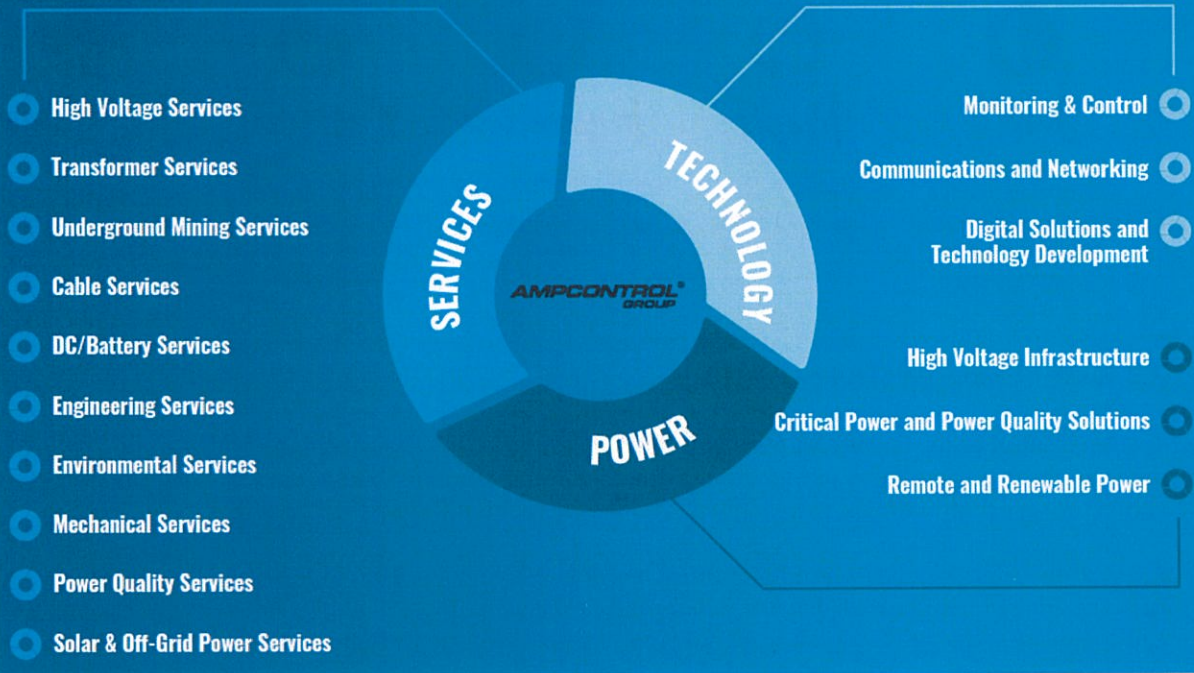
What sets Ampcontrol apart is our ability to engineer unique solutions that deliver on both performance and reliability. To achieve this, Ampcontrol works in partnership with our customers, lending our electrical engineering expertise to solve their operational challenges. From the most complex electrical infrastructure to the most hazardous industrial environments, we engineer solutions which focus on whole of life optimisation.

Drawing on the multi-disciplined technical resources within the Ampcontrol business, we step outside the conventions of traditional problem solving, and seek new ways to improve electrical infrastructure design through smart electronics, intelligent data gathering; and operational networking and control. Ampcontrol then back this up with in-house manufacturing, commissioning, testing, electrical engineering and maintenance support teams.



Our Core Capabilities

We apply our engineering expertise, advanced manufacturing capabilities and an ongoing commitment to R&D to develop and deliver solutions across these core disciplines.



Our Markets

We specialise in the design and supply of complete solutions with a focus on electrical and control applications



Renewables and Power



Infrastructure



Mining and Resources



Industrial and Commercial

Our Values

We are guided by values and behaviours which support the best and safest possible outcome for our employees and customers



Safety

Our goal is to have everyone arrive home safely every day



People

Our people make our business better



Innovation

Our innovation team spirit is what sets us apart



Customer

Our focus is all about helping our customers with their challenges



Performance

Our combined efforts see maximum results

3.3 Risks of Modern Slavery Practices

The Ampcontrol Group operate across many different locations, and as such Ampcontrol have identified that the risk of modern slavery varies across these business operations and locations. From a practical perspective, this means that within the Ampcontrol Group, each entity faces different modern slavery challenges.

A few of the specific issues which Ampcontrol have made enquiries about in their supply chain are conflict minerals, issues relating to identification documentation, and child labour. These enquiries are made via the Supplier Assessment Questionnaire and a desktop audit to identify the supplier's management process and controls.

3.4 Actions Taken to Assess and Address Risks

Ampcontrol are striving to implement effective systems and controls to ensure modern slavery is not occurring anywhere within our business or supply chains. The process of assessing modern slavery risks is being approached in stages. The first step being current supplier audits and potential supplier evaluations, future steps include identifying countries which may have a higher risk profile and addressing supply issues related to these countries.

A range of actions have been undertaken to identify and avoid suppliers who may use slavery or goods/services produced using modern slavery.

Current Suppliers

To ensure that modern slavery is a consideration in the procurement process, updates have been made to the Procurement Supplier Purchasing and Inventory Management Business Standard. This Business Standard includes requirements relating to ethical behaviour, sustainability, modern slavery and social responsibility.

Assessment of modern slavery risk will form part of the annual or bi-annual supplier audit process. To facilitate this the Supplier Quality Risk Matrix has been updated to include Modern Slavery in the Supply Risk Calculation Matrix.

Within this Risk Matrix business rules have been established by group procurement, and relevant business units, in response to suppliers who advise they do not have a Modern Slavery Policy or Statement in place. These rules include a determination of the suppliers risk profile, to determine how critical this supplier is to Ampcontrol's supply chain. Ampcontrol will recommend that these suppliers take measures to investigate, and where required, address modern slavery risks within their supply chains. Particularly where the supplier may not have a statutory obligation they will be encouraged to submit a voluntary statement.

New Suppliers

Modern slavery has been added to the Supplier Evaluation or Review Work Instruction. This work instruction provides guidance on how to use the mechanisms in the Supplier Assessment Questionnaire. A key step in Ampcontrol's procurement process involves vetting new suppliers via the Supplier Assessment Questionnaire.

The Supplier Assessment Questionnaire includes questions relating to modern slavery and conflict minerals, and is used to assess new companies entering the Ampcontrol supply chain. This information is reviewed and a determination is made as to whether the supplier will be engaged.

- Where a supplier has a turnover of greater than \$100 million and they advise they have not assessed their modern slavery risk – Ampcontrol will request that they review their legislative obligations and prepare a Modern Slavery Statement where required. A time-line will be requested to complete the Statement (where required).
- For suppliers with a turnover of less than \$100 million, who have not assessed their modern slavery risk, Ampcontrol will encourage them to prepare a voluntary Modern Slavery Statement (refer them to the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities Section 3). For those deemed higher risk/higher spend suppliers, Ampcontrol will communicate clearly the expectations in relation to preparation of a voluntary Modern Slavery Statement and make them aware of modern slavery risks. Where the supplier does not comply Ampcontrol will assess how critical this supplier is to its supply chain. For low risk/low spend suppliers a greater timeframe will be given for them to evaluate their supply chain before preparing a voluntary Modern Slavery Statement.

Other Actions

Under Ampcontrol's Whistleblower policy a discloser may report to Ampcontrol's external independent whistleblowing service any instances of modern slavery in their supply chain. A report using this service can be made anonymously and will be handled in accordance with Ampcontrol's Whistleblower Policy.

A Modern Slavery Policy has been developed which will be used for tenders, customer enquiries and to educate staff. This Modern Slavery Policy underpins this Modern Slavery Statement on a practical level, giving Ampcontrol a document which can be utilised on an everyday basis. This policy also helps to ensure compliance and transparency in our business and in our approach to eradicating any modern slavery identified throughout our supply chains.

3.5 Measures to Assess the Effectiveness of the Actions Taken

The Supplier Assessment Questionnaire will be reviewed periodically to ensure that modern slavery risks are being adequately captured and assessed where they are identified in the Ampcontrol supply chain.

Ampcontrol will assess the results of the audit process to determine if further actions are required. In addition, the business rules, established by group procurement, will be assessed to determine if a more rigorous auditing process would be appropriate to assess the effectiveness of our actions.

3.6 Consultation Process

Staff from Procurement, HSEQ, and the Legal/Commercial Team met in March 2021 to discuss the requirements of the modern slavery legislation and how the annual or bi-annual supplier audit process would be utilised to assist to address modern slavery risk within the business.

Information in relation to the requirements under the Legislation were provided to Ampcontrol Group Procurement department and the HSEQ Steering Group. The HSEQ Steering Group has members from various entities within the Ampcontrol Group.

The Ampcontrol Group Procurement department and the HSEQ Steering Group were provided the Modern Slavery Policy for comment before it was finalised and approved by the board of Ampcontrol Limited.

3.7 Other relevant information – COVID-19 Impact

Ampcontrol would like to acknowledge the challenges which COVID-19 has placed on the business in the 2020/21 financial year. Ampcontrol have strived to proactively manage the COVID-19 risk to Ampcontrol, its customers, and our employees. During this period a COVID-19 response team was established and meet with the Senior Leadership Team as required to review the situation, our approach and action plans to respond to the rapidly evolving global issue. As the issue eases Ampcontrol will relax these measures in the appropriate manner, however can re-instate them as required.

4 RESPONSIBILITIES

4.1 Compliance, Monitoring and Review

This Statement will be updated on an annual basis, as per the requirements under Legislation.

4.2 Reporting & Records Management

The commercial team will keep records of any incidents of modern slavery identified and the actions taken. Where appropriate the Commercial Team will refer to the Chief Financial Officer any incidents which may require further investigation or management.

5 TERMS AND DEFINITIONS

“Ampcontrol” means all references contained in this document to Ampcontrol Limited including any related body corporate.

“Modern Slavery” is as defined in the Modern Slavery Act 2018 (Cth) as including any conduct constituting a modern slavery offence (as defined within the Act), and/or any conduct involving the use of any form of slavery, servitude or forced labour to exploit children or other persons taking place in the supply chains of government agencies or nongovernment agencies.

6 RELATED LEGISLATION AND DOCUMENTS

Legislation

Modern Slavery Act 2018 (Cth)

Modern Slavery Act 2018 (NSW)

Internal Policies and Procedures

BS-05 Procurement Supplier Purchasing and Inventory Management Business Standard

FRM-492 Ex Supplier Quality Risk Matrix

FRM-1629 Supplier Assessment Questionnaire

POL-007 Ampcontrol Modern Slavery Policy

WI-668 Supplier Evaluation or Review Work Instruction

7 FEEDBACK

Users and managers may provide feedback about this document by emailing:
Commercial.Services@ampcontrolgroup.com.

8 APPROVAL AND REVIEW DETAILS

This Statement has been approved by the Board of Directors of Ampcontrol Limited.



Rod Henderson
MANAGING DIRECTOR & CEO

October 2021

Approval and Review	Details
Approval Authority	Approved by the Board of Ampcontrol Limited
Administrator	Commercial Services
Next Review Date	Financial Year 2022/23 Statement

Approval and Amendment History	Details
Original Approval Authority and Date	Created by Commercial Services and approved by Legal Counsel
Amendment Authority and Date	Approved and adopted by Ampcontrol Limited Board of Directors

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