

HEAT AND CONTROL

Annual Modern Slavery Statement prepared for the Australian *Modern Slavery Act 2018 (Cth)*

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Introduction

This statement constitutes our fourth annual modern slavery statement made under the *Modern Slavery Act 2018 (Cth)* for the reporting year 1 January 2024 to 31 December 2024.

Modern slavery represents a serious human rights abuse that unfortunately still persists today in virtually all parts of the private economy linking businesses through their supply chains. As a member of the wider business community, Heat and Control shares the responsibility in preventing, mitigating, and where possible, stopping practices that unfairly take advantage of humans who work on these supply chains. We believe that it is therefore incumbent on Heat and Control to do what it can to support and promote the integrity of these supply chains.

This statement sets out what steps Heat and Control has taken since its last Report to further these objectives. While Heat and Control is proud of the steps it has taken to date, it looks forward to further developing its strategies in meaningful ways to help put an end to modern slavery.

Mandatory Criteria One and Two:

Identify Heat and Control as the reporting entity and describe its structure, operations, and supply chains

This annual modern slavery statement relates to Heat and Control Pty Ltd, (**Heat and Control**) as the reporting entity. Our ACN is 009 742 803 and our registered head office in Australia is in Mount Gravatt, Queensland, 4122.

What does Heat and Control do?

Heat and Control Pty Ltd is a global leader in food processing systems and packaging equipment with an expanding export market and worldwide affiliations. Our equipment is exported and used around the world.

We provide an array of applications and packaging line technologies for a variety of foods such as cereals, bakery, cheese, corn chips, potato chips, nuts, pasta, legumes, tortillas, vegetables, fruit, and pet food snacks.

Our products include food processing machines, conveying, weighing, packaging, seasoning application and high-quality inspection and controls.

We provide an individual solution or an entire integrated production line for ultimate efficiency and performance. We are supported by a network of highly skilled engineers and other skilled technicians and tradespersons providing food manufacturers with confidence to achieve production goals.

Heat and Control's Organisational Structure

Heat and Control Pty Ltd is an Australian company based in Mt Gravatt, Brisbane, Queensland.

Heat and Control Pty Ltd is owned by a holding company Heat and Control Inc which is based in Hayward, California, United States of America. Heat and Control also operates branches in Australia (Sydney and Melbourne), in the United Kingdom, and Dubai.

Our subsidiaries are based in New Zealand (Heat and Control Ltd); China (Heat and Control Co Ltd); India (Heat and Control Pvt Ltd and its sub-subsidiary Flavorite Technologies Pvt Ltd); Scotland (Heat and Control Pty Ltd); and the Netherlands (Heat and Control BV); South Africa (Heat and Control SA Pty Ltd), Singapore (Heat and Control Pte Ltd) and its subsidiary that is based in Malaysia (Heat and Control Sdn Bhd Ltd).

Heat and Control and each of our subsidiaries provide technical service support, while manufacturing operations are provided by Heat and Control in Australia, China, and India.

Heat and Control's broader global presence offers 11 manufacturing facilities, 12 technical and demonstration centres, and more than 30 offices globally. Our international team has developed extensive knowledge and a wealth of experience in the engineering and manufacture of modern industrial food processing, coating, seasoning, conveying, weighing, packaging, inspection, and controls systems.

As of December 2024, we had over 2,500 staff operating globally.

Heat and Control's Supply Chain

Heat and Control's supply chain supports our operations by providing specialised materials, services, and componentry. Our customised process and packaging lines feature start to finish integration that may include equipment from global strategic partnerships that strengthen our offering to provide individual equipment solutions or an entire integrated system.

At a first-tier level, these supplies include:

- specialised complementary solutions for product handling, weighing, packing and inspection, thermal technology systems, and size reduction equipment.
- high-grade flow-control equipment such as pumps, motors, valves, and conveyor belts,
- cabling and electronic componentry,
- high-grade stainless steel and plastics; and
- services from electricians and other skilled technicians.

We also rely on a freight, shipping, and transport distribution network for the supply of end- product to domestic and international markets.

Our first - tier suppliers are primarily based in China, the United States, Australia, the European Union/United Kingdom, India and Japan.

Mandatory Criterion Three:

Describe the risks of modern slavery practices in the operations and supply chains of Heat and Control and any entities Heat and Control owns or controls

Heat and Control recognises the existence of modern slavery internationally and domestically. It is therefore incumbent on us to identify the risks of modern slavery in our supply chains. To do this, we have used a risk matrix approach. Our evaluation is fully informed by a review of the international literature on modern slavery including authoritative sources such as:

- Walk Free's *Global Slavery Index*,
- *UN Guiding Principles for Business and Human Rights*,
- The *OECD Guidelines for Multinational Enterprises*,
- The *Ethical Trading Initiative's Human Rights Due Diligence Framework*.

Risk matrix

The below matrix maps out Heat and Control's risks of modern slavery in its operations and supply chains. While we focus on all types of risks in our operations, we have significantly less visibility and influence (leverage) over the working conditions in our supply chains. Due to these limitations, we have adopted a 'risk-based' approach in relation to our supply chains. This means that we prioritise our focus on 'higher-risk' areas over 'lower-risk' areas. This approach is in line with international best practice in accordance with the *UN Guiding Principles on Business and Human Rights*, the *OECD Guidelines for Multinational Enterprises*, and the *Ethical Trading Initiative's Human Rights Due Diligence Framework*.

The risk of modern slavery in our supply chains is informed by an extensive review of the international literature; and information that we have received from our suppliers, staff and other stakeholders. It is also based on the likely presence of risk indicators. Using risk indicators to help map out our risks is consistent with international best practice as recommended by the *International Labour Organisation* and other authoritative sources.

RISK CATEGORY	RISK INDICATORS (Internationally recognised)	EVALUATION
Geographic location	<ul style="list-style-type: none">• Political & social unrest• Conflict & war• Weak legal infrastructure• High levels of corruption• Large migrant populations• Poor recognition of internationally recognised human rights• Lack of basic needs (eg, education, clean water, social security)• High unemployment• High prevalence of violation of human rights	Based on total expenditure, a vast majority of our first-tier suppliers have headquarters based in the Australia, India, China, United States, United Kingdom, Japan, Germany, Netherlands, Hong Kong, Singapore, Taiwan, Italy and New Zealand . According to the <i>2018 Global Slavery Index</i> , China and India are more vulnerable to modern slavery. Therefore, based on a risk-based approach, we shall focus our due diligence on our suppliers in these countries.

RISK CATEGORY	RISK INDICATORS (Internationally recognised)	EVALUATION
Industry sector	<ul style="list-style-type: none"> • Process intensive functions • Complex supply chains • High reliance on unskilled labour and migrant workers • Direct involvement with children • High reliance on casual work • Presence of economic processing zones 	<p>We operate in and acquire our goods from the manufacturing sector which is generally associated with the risk indicators of intensive process functions, complex supply chains (and therefore low visibility), and reliance on unskilled, migrant, and casual labour.</p> <p>However, <i>industry sector</i> risk indicators are not present in our operations. We sell large, customised equipment that is designed by our highly skilled engineering teams and constructed by other skilled technicians. Our operations are not process driven and a vast majority of our staff are permanently employed.</p> <p>In relation to our first-tier suppliers, we have reduced the risks of modern slavery by purchasing goods and services from reputable suppliers. In addition, our due diligence does not reveal any industry-specific risks regarding our first-tier suppliers that would warrant specific focus.</p>
Business practices	<ul style="list-style-type: none"> • Reliance on third parties to source workers • Imposition of recruitment fees • High turnover, low profit margin, cost sensitive • Poor governance & ineffective internal control mechanisms • Informal working conditions (eg, no written contract) • Use of products made from materials or using services 	<p>We have not observed any risk indicators regarding <i>business practices</i> in our operations or in relation to our first-tier suppliers that would suggest the presence of modern slavery.</p> <p>However, based on a literature review, we acknowledge that the supply of shipping services may be exposed to risks of modern slavery due the captive nature of that work, the reliance on unskilled migrant workers, the presence of less formal working conditions, and cross-border gaps in regulation. To mitigate this risk, we only engage reputable suppliers. We have also conducted due diligence on our primary suppliers and believe they have sufficient internal controls in place to prevent modern slavery in their operations, and to help control the risks in their supply chains.</p> <p>Literature suggests that the supply of the goods</p>

RISK CATEGORY	RISK INDICATORS (Internationally recognised)	EVALUATION
	<p>reported to have a high risk of labour exploitation</p>	<p>and services that we acquire to run our operations may be exposed to the risk of modern slavery. Examples of goods that we typically acquire are factory tools, office supplies, furniture, uniforms, and electronics such as computers and phones. Of these goods, the literature suggests that the supply of uniforms and electronics may carry higher risks of exposure to modern slavery.</p> <p>We also:</p> <ul style="list-style-type: none"> - acquire cleaning and maintenance services. The literature suggests that the supply of cleaning services may carry higher risks of modern slavery due to the low barriers of entry, and reliance on unskilled and often migrant workers. - rely on third-parties to source workers in Australia, India and China. According to the literature, the supply of labour through third-parties carries higher risks of modern slavery.
Workers	<p>Presence of:</p> <ul style="list-style-type: none"> - vulnerable workers (eg, children, migrants, unskilled and socio-economically challenged, - abuse, coercion, threats, intimidation & deception, - physical, sexual & psychological violence - reprisal & discipline through punishment or fines - debt bondage, & retention of personal papers & assets - forced overtime, excessive hours 	<p>We have not observed any risk indicators regarding workers in our operations or supply chains that would suggest the presence of modern slavery.</p> <p>We adequately control risks because:</p> <ul style="list-style-type: none"> • we promote the rights of our workers as evidenced by our strong human resource policies and procedures, and the fact that we have had no reported incidences of modern slavery, • we have mature quality control systems in place and take our obligations under local workplace laws seriously, and • although a small minority of our workers are engaged through third-party providers in Australia, China and India, the risks of modern

RISK CATEGORY	RISK INDICATORS (Internationally recognised)	EVALUATION
	<ul style="list-style-type: none"> - underpayment, withholding of wages - workers are afraid to speak or leave employment - workers are closely monitored, restricted, or confined - degrading and unsafe working conditions - degrading living conditions 	<p>slavery are controlled for the reasons stated above. In addition, in Australia we only use licensed providers. In India, we audit the providers for risks on a 6-monthly basis and in accordance with the law; while in China we work very closely with the workers and have daily oversight of their working conditions.</p> <p>We understand that it is incumbent on us to remain vigilant to ensure our operations continue to operate in an environment where there is no tolerance for modern slavery; and help encourage our suppliers to do the same.</p>
Entity	<ul style="list-style-type: none"> - presence of any of the above risk indicators regardless of geographic location, industry sector, or product - vulnerable entities who may not have formalized or systematic approaches to addressing modern slavery (eg, smaller, under-resourced entities) 	<p>We have not observed any risk indicators in any of our operations or supply chains that would suggest the presence of modern slavery.</p>

Mandatory Criterion Four:

Describe actions taken by Heat and Control and any entities that Heat and Control owns or controls, to assess and address these risks, including any due diligence and remediation processes

The Actions we undertook to assess and address these risks include:

Literature review

To further inform our due diligence process, we updated our review of the literature on modern slavery to include the following publications:

Publication	Author	Purpose
Transparency in Supply Chains (TISC): statutory guidance (25 March 2025)	The UK Home Office	To provide detailed recommendations and practical guidance for meaningful disclosure and improved practices across global supply chains

Mapping of our risks

We updated the mapping of our first-tier suppliers based on 'spend' and geographic location and in accordance with the internationally recognised risk-based approach.

Due diligence

We investigated and undertook preliminary steps to conduct due diligence on our 3 manufacturing sites in Australia, China, and India. This due diligence will be finalised in the 2025 reporting year and will involve:

- (a) completing a Self-Assessment Questionnaire by Sedex for our 3 manufacturing bases located in Australia, India and China. Sedex is a non-profit member organisation that promotes responsible business practices in global supply chains; and
- (b) conducting a 4-pillar Sedex Members Ethical Trade Audit (SMETA) of our manufacturing bases located in India and China. SMETA is a globally recognized audit developed by Sedex. This SMETA audit is designed to assess ethical and responsible business practices within companies and their supply chains. Relevantly, the audit will entail a review of the processes and procedures regarding labour standards, health and safety, and business ethics. We have focused on our manufacturing sites in India and China because, according to the literature, the risks of modern slavery are higher in these countries.

Communication with our related entities

We continued to engage with our related entities to facilitate the communication within the group regarding our modern slavery risks.

Remediation

While Heat and Control is yet to encounter a specific instance of modern slavery in

our operations and supply chains, if modern slavery is found, we will adopt a remedial approach based on the *UN Guiding Principles on Business and Human Rights*. This means that we will place the worker at the heart of the remediation process and as appropriate, engage in meaningful dialogue with the supplier and other stakeholders to identify how modern slavery occurred and implement measures to prevent future incidents.

Our approach will be flexible and may involve ending engagements with suppliers who refuse to co-operate or comply with requests for information.

Mandatory Criterion Five:

Describe how Heat and Control assesses the effectiveness of these actions.

Heat and Control assesses the effectiveness of our actions by a process of continual review and monitoring. We also assess the effectiveness of our actions by reflecting on:

- a) the extent, reliability, currency, and effectiveness of our supply chain mapping,
- b) the depth, reliability and currency of our literature review,
- c) the relevance, integration, and effectiveness of our procedures and policies as measured against stated objectives within those policies, the objectives of the business,
- d) reflecting on the quality of our responses to due diligence enquiries and requests from our customers regarding ethical sourcing and labour practices (such as through Sedex),
- e) feedback we receive either formally or informally,
- f) the effectiveness of any remediation.

We look forward to adapting and strengthening our assessment processes as a means of self-reflection and learning.

Mandatory Criterion Six:

Describe Heat and Control's process of consultation with any entities it owns or controls

Heat and Control works collaboratively with the entities it owns and controls. In preparation of this Statement, Senior Management and the Compliance Team engaged with the relevant entities regarding due diligence and to better understand Heat and Control's exposure to the risks of modern slavery.

Mandatory Criterion Seven:

Describe Heat and Control's next steps.

Heat and Control looks forward to deepening its understanding of the risks of modern slavery in its operations and supply chains, and how best to control them. Going forward, Heat and Control is committed to:

- a) continuing our commitment to help prevent, mitigate and where possible, stop modern slavery practices,
- b) deepening our assessment of the risks of modern slavery in our operations and supply chains,
- c) developing strategies to address the risks of modern slavery in our supply chains by focusing on the risk areas identified in this report,
- d) updating our knowledge base,
- e) continuing to raise awareness about the risks of modern slavery within our operations and our suppliers,
- f) continuing our commitment to remedy and to work with our suppliers to remedy instances of modern slavery,
- g) continuing to improve our performance through a process of continual learning and self-reflection, and
- h) continuing to maintain management oversight.

Approval of this Statement

MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

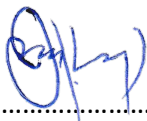
Principal Governing Body Approval

This modern slavery statement was approved by the principal governing body of Heat and Control Pty Ltd as defined by the *Modern Slavery Act 2018* (Cth) on:

17 June 2025.

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of the Board of Directors of Heat and Control Pty Ltd.



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David Tambyah, Director

Heat and Control Pty Ltd