

REDARC



MODERN SLAVERY REPORT

2024/2025 FINANCIAL YEAR

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1. ENTITY OVERVIEW



REDARC Trust ('REDARC' or 'REDARC Electronics') is a privately owned Australian business specialising in the development, design and manufacture of voltage conversion products and supporting accessories including Battery Chargers, Brake Controllers, Inverters and Power Supplies. Founded in 1979, REDARC has over 45 years of experience in the electronics industry. Today REDARC Electronics operates in a state-of-the-art advanced manufacturing facility, employing more than 350 people in Australia. The head office and manufacturing facility are based in Lonsdale, South Australia with offices in Victoria and New South Wales. REDARC has further staff operating nationally across Australia and internationally across Europe, New Zealand and North America.

This statement covers REDARC Electronics Pty Ltd as trustee for REDARC Trust ABN 77 136 785 092, a discretionary trust trading as REDARC Electronics. REDARC Electronics does not control any other entities. The statement is made under the Australian Modern Slavery Act 2018 for Financial Year 2024-2025. This statement was approved by Anthony Kittel as the sole Director and Principal governing body of REDARC Electronics Pty Ltd and as trustee for REDARC Trust on the 19th of December 2025.

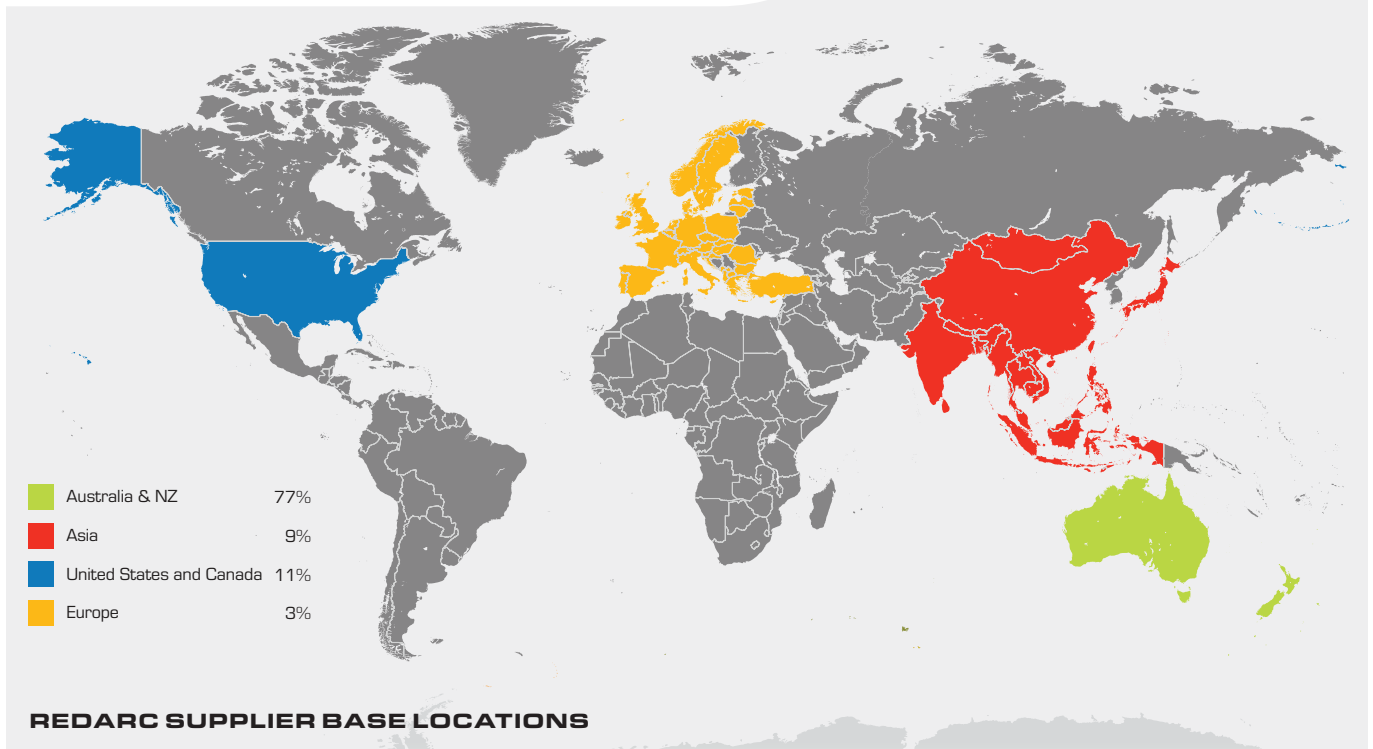
Anthony Kittel

Managing Director and
Chief Executive Officer

19th December 2025

- ADVANCED ELECTRONICS MANUFACTURER
- STATE OF THE ART ENGINEERING TESTING FACILITIES
- 147 ENGINEERS AND TECHNICIANS
- 354 STAFF BASED NATIONALLY AND INTERNATIONALLY
- VAST RANGE OF AUSTRALIAN MADE PRODUCTS
- THREE NATIONAL LOCATIONS
- 14% REVENUE INVESTED IN R&D
- EXPORTS GLOBALLY

2. REDARC'S OPERATIONS AND SUPPLY CHAIN



REDARC is a leader in the design, development and precision manufacturing of advanced electronic products for mobile power, safety and defence applications. The company's headquarters and state-of-the-art manufacturing facility is located in Lonsdale, South Australia, where REDARC has set an international benchmark for innovation in electronics manufacturing. Over the past 28 years, REDARC has made significant investments in cutting-edge machinery, production techniques, and talent to remain globally competitive in a rapidly evolving market. The Lonsdale facility enables REDARC to design, build, and test products close to its key markets and customers, ensuring high-quality outcomes.

REDARC's supply chain is global, with materials and services sourced from multiple regions to support the development of high-reliability products. The majority of REDARC's sourcing of specialised electronic components occurs through working with multinational corporations (MNCs) who have strict social responsibility structures within their supply chains. Global distribution partners are often engaged to streamline logistics and ensure timely delivery of parts. REDARC also emphasises working with local suppliers in Australia and New Zealand to procure goods such as metalwork, plastics, wiring and consumables to support advanced electronics manufacturing.

As of FY24–25, REDARC works with 266 active suppliers across domestic and international locations. REDARC purchases a wide range of products that we use in the manufacture of our equipment or as buy-in products that supplement the customer offering. In FY24-25, our suppliers were based in the following regions of the world:

Australia & NZ: 77%

Asia: 9%

United States and Canada: 11%

Europe: 3%

REDARC maintains stringent quality standards and seeks long-term strategic relationships with responsible and innovative suppliers who align with the company's core values. The supplier onboarding process includes comprehensive audits, especially for overseas partners, to ensure compliance with REDARC's standards, including modern slavery prevention measures. In FY24–25, REDARC completed 12 audits at supplier facilities, during which modern slavery questionnaires were conducted in person to further minimise risks within the supply chain.

3. MODERN SLAVERY RISKS IN REDARC'S OPERATIONS AND SUPPLY CHAIN



In FY24–25, REDARC carried out a comprehensive review of its internal operations and international supply chain to identify and address potential modern slavery risks. This assessment examined exposure across all levels of the business, reaffirming our commitment to transparency, ethical conduct, and compliance with Australian legislation and international human rights standards.

The following 3 key questions have been addressed:

IS THERE A RISK THAT REDARC MAY CAUSE MODERN SLAVERY?

REDARC undertakes its direct operations in Australia, New Zealand, North America, and Europe. All employees and contractors are protected by the governing laws of the country and REDARC's internal policies, procedures, and codes of conduct. Social responsibility is at the core of REDARC's operations to ensure there is no risk that the company can directly cause modern slavery.

IS THERE A RISK THAT REDARC MAY CONTRIBUTE TO MODERN SLAVERY?

REDARC's Procurement Team operate under a Procurement Policy that promotes ethical and sustainable global sourcing. REDARC has conducted extensive due diligence and work with our suppliers to ensure that the potential risk of contributing to modern slavery is minimised.

All REDARC Procurement Team members have undertaken modern slavery awareness training to ensure that modern slavery risks can be identified and mitigated. All key suppliers have been screened for modern slavery risk using questionnaires and follow up interviews if required. REDARC selects and works with suppliers who demonstrate our core values and operate in an ethical and socially responsible manner.

IS THERE RISK THAT REDARC MAY BE DIRECTLY LINKED TO MODERN SLAVERY?

REDARC operates a Global Supply Chain to support the manufacture of its high-quality electronic products. REDARC acknowledges that although all efforts are made to ensure that direct suppliers are not associated with modern slavery, there is a potential risk in supply tiers outside of REDARC's control. In many instances, REDARC sources via MNC's who impose strict standards in the Supply Chain to avoid modern slavery.

In FY24–25, REDARC has been able to visit suppliers in some high-risk geographic regions to screen for modern slavery risks and promote risk reduction. In addition, REDARC has conducted interviews with strategic suppliers to better understand their supply chains, and operations to further minimise potential risk of modern slavery practices.

POTENTIAL RISKS:

**SECTOR AND
INDUSTRY RISKS**

Electronics industry

REDARC operates in the electronics industry which has been identified as high risk.

**PRODUCT AND
SERVICES RISKS**

Electronic components

REDARC purchases large quantities of electronic components which are proven to be high risk.

**GEOGRAPHIC
RISKS**

REDARC procures supplies from countries that have been deemed higher risk for modern slavery.

Staff uniforms

Although REDARC is not directly involved in the uniform manufacturing, the textile industry has been identified as high risk.

Solar products

Modern slavery risk has been reported in some regions of the world specific to these products.

4. REDARC'S MODERN SLAVERY RISK MANAGEMENT



REDARC promotes safe, fair and ethical behaviour within its Operations and Supply Chain. Employees are provided with REDARC's code of conduct upon employment which depicts the standards, values and principles expected from all team members. REDARC's high standards are extended to our contractors, service providers and suppliers within REDARC's Supply Chain through our Supplier Guidebook.



CUSTOMER FIRST

We forge relationships, listen to understand and ensure we exceed customer expectations.

We take pride in making our customers' experience effortless.

Our No Limits attitude makes us the benchmark by which our competition is measured.



RELENTLESS INNOVATION

Our competitive spirit drives us to embrace risk.

Our agility enables us to move fast and achieve big goals.

We relentlessly find better ways to outpace the competition.



WINNING TOGETHER

We prioritise safety and wellbeing, while supporting each other to have fun and celebrate wins as a team, believing no one succeeds alone.

We have the courage to challenge each other, take action and treat others with dignity and respect.

We promote open and transparent communication, building trusting and inclusive relationships.



COMMUNITY IMPACT & ENVIRONMENT

We remain humble, support others to grow and develop and foster integrity driven relationships with colleagues, customers, suppliers and the community.

We take care to have a positive impact on our planet for future generations.

Our lasting legacy will be the contribution we make to a thriving community around us.

REDARC MODERN SLAVERY RISK-MANAGEMENT ACTION PLAN REVIEW

FY20-21

- ✓ Updated supplier questionnaire to address modern slavery risks in onboarding new suppliers.
- ✓ Trained staff and procurement teams on identifying, addressing and reporting modern slavery risks in the supply chain.
- ✓ Updated Purchase Order Terms, Master Supply Agreement and supplier guidebook to address modern slavery concerns.
- ✓ Attended modern slavery training conducted by external parties.
- ✓ Participated in online modern slavery webinars presented by Chartered Institute of Procurement and Supply to seek best practice.

FY21-22

- ✓ Publish our first publicly available modern slavery report.
- ✓ Map out Tier 1 and 2 suppliers to address modern slavery risks deeper in the supply chain.
- ✓ Set up procedures to allow people in REDARC's supply chains to safely report modern slavery risks.
- ✓ Improve supplier awareness of modern slavery through training and support.
- ✓ Enhance and update the Whistle Blower and reporting process for REDARC.

FY22-23

- ✓ Physically inspect and audit international high-risk suppliers for modern slavery risks.
- ✓ Build partnerships with NGOs, industry peers and relevant stakeholders to combat modern slavery.
- ✓ Develop modern slavery supplier engagement plan with strategic suppliers.
- ✓ Arrange for strategic in country audits for modern slavery risk by REDARC staff or our approved supply auditors.
- ✓ Create a modern slavery operations management team to annually assess the risk and actions for REDARC.

FY23-24

- ✓ Publish a disclosure on the CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT.
- ✓ Publish our modern slavery policy.
- ✓ Audit Pacific Region key suppliers.
- ✓ Conduct audits in new supply clusters in Asia.

FY24-25

- ✓ Conduct audits in new supply clusters in Europe and Asia.
- ✓ Implement modern slavery risk management KPIs.
- ✓ Implement a modern slavery risk matrix.

FY25-26 AND BEYOND ACTIONS:

Modern Slavery Training Campaign – All Employees

Launch a company-wide, multi-format training program for all REDARC staff across Australia and overseas.

- Incorporates scenario-based learning modules, toolbox talks, and interactive activities.
- Designed to reach employees across different roles.
- Target: 100% completion by June 2026.

Key Supplier Modern Slavery Training

Deliver targeted training for Tier 1 and strategic suppliers in higher-risk regions.

- Aligns with REDARC's Supplier Guidebook and Code of Conduct.
- Encourage suppliers to cascade awareness through their own supply chains.

Implementation of Modern Slavery Contingency Plan

Finalise and roll out REDARC's escalation and remediation framework.

- Defines reporting, corrective-action, and disengagement procedures.
- Integrate into Supplier Audit and Risk Management systems.

Supplier Audits – United States and Europe

Extend audit program beyond Asia to verify compliance and working conditions.

- Conduct audit in U.S. facility.
- Begin on-site audits of selected European suppliers to confirm ethical alignment.

FY24-25 DETAILED REVIEW

Supplier Audits in Europe and Asia

In the FY24–25 reporting period, REDARC continued to strengthen its supplier assurance framework with a focus on ethical risk identification and compliance monitoring across global supply clusters. Building on the commitments outlined in our previous Modern Slavery statement, the company prioritised supplier audits in Asia and plans to extend this program to selected European suppliers.

Asia Supplier Audits

Between July 2024 and June 2025, REDARC carried out detailed on-site reviews of several key suppliers in China and Taiwan.

The assessment process involved:

- On-site visits and facility walkthroughs.
- Discussions with management and production employees (including staff in offices and factory/workshop environments across China, Taiwan, Malaysia, and Indonesia).
- Reviews of workplace procedures and general compliance practices.

Summary of Observations:

- **Legal Compliance:** Based on interviews and on-site observations, all suppliers audited confirmed that employees have formal contracts in place and receive legally required entitlements - including social security/superannuation. Pay is delivered on time with regular pay records.
- **Working Conditions:** Facilities provided appropriate standards for health, safety, and employee welfare, with no non-conformances observed.
- **Working Hours:** All suppliers visited were compliant with local working hour requirements. No evidence of forced or unpaid overtime was witnessed.
- **Management Systems:** Suppliers demonstrated strong ethical awareness and well-documented management systems, resulting in higher transparency and consistent operational practices.

REDARC will continue to work closely with these suppliers through follow-up engagement, capability development, and ongoing continuous-improvement reviews.

Europe Supplier Engagement

While supplier audits in Europe were initially planned for FY24–25, this activity was rescheduled to FY25–26 due to prioritisation of higher-risk regions and changes in sourcing activity. REDARC's European supplier base is currently classified as low risk under our Modern Slavery Risk Assessment Framework, given the regulatory alignment with Australian and EU labour standards, as well as the relatively small number of suppliers operating in this cluster.

Implement a Modern Slavery Contingency Plan

Development of the Modern Slavery Contingency Plan was deferred during FY24–25 due to a focus on completing the supplier risk assessment framework rollout. With that foundation now in place, REDARC plans to finalise and implement the contingency plan in FY25–26. The Contingency Plan will define escalation, remediation, and reporting procedures in the event that potential modern slavery indicators are detected, ensuring timely response and transparent communication with affected parties.

Modern Slavery Risk Management and KPIs

In FY24–25, REDARC strengthened its approach to identifying and managing modern slavery risks within its global supply chain, by embedding human rights considerations into its broader supplier risk assessment process. Modern slavery risk is now evaluated as part of REDARC's Supplier Risk Assessment Framework, which incorporates both Environmental, Social and Governance (ESG) factors and Geopolitical exposure. This ensures that suppliers are assessed not only on commercial and operational performance, but also on ethical conduct and the environments in which they operate.

The updated framework allows REDARC to identify suppliers located in regions or industries with elevated risk profiles and to apply targeted due diligence and monitoring. Social factors within the ESG assessment, such as labour conditions, transparency, and ethical employment practices, are central to this process and align directly with modern slavery risk indicators.

Throughout FY24–25, all Tier 1 suppliers were assessed under this model, providing greater visibility into both country-level and supplier-specific risks. The results informed the company's modern slavery KPIs, which now measure progress in areas such as:

- The proportion of suppliers assessed under the new framework.
- Identification and follow-up of higher-risk suppliers.
- Training and awareness activities completed with internal teams and external suppliers.

This integrated approach ensures that modern slavery risk is consistently monitored, mitigated proactively, and embedded into REDARC's ongoing supplier governance.

Audit of Suppliers in the United States of America

The planned audit of suppliers based in the United States, originally scheduled for FY24–25, has been rescheduled to FY25–26. Rescheduling the audit allows us to conduct a thorough and meaningful review at an appropriate time, while maintaining the integrity of our overall modern slavery due-diligence approach. In the meantime, based on our existing understanding of their operations, regulatory environment, and historical performance, we assess the modern slavery risk among our US suppliers as extremely low.

5. ASSESSING THE EFFECTIVENESS OF REDARC'S RISK MANAGEMENT

REDARC is committed to constantly improving our modern slavery risk management process and assessing our actions to ensure effectiveness. In FY24–25, REDARC completed the following actions.

ENGAGEMENT WITH EXTERNAL AUDITORS

For the FY24–25 REDARC engaged Cogent Impact Advisory, a specialist consultancy with extensive expertise in Modern Slavery compliance and human rights due diligence, to independently review and benchmark REDARC's Modern Slavery practises.

The purpose of this engagement was to obtain an external, evidence-based assessment of REDARC's disclosures against regulatory requirements and industry best practice, as well as to identify opportunities for further maturity development in our approach to managing Modern Slavery risks.

The external review found REDARC to be demonstrating strong governance and continuous improvement in audit activity, with opportunities identified to enhance transparency of supplier data and risk-model articulation. These recommendations are being incorporated into the FY25–26 action plan.

TRAINING

REDARC continued to strengthen its internal awareness and capability to identify and mitigate modern slavery risks across its operations and supply chain. Mandatory reading of the Modern Slavery Policy remains in place for all departments that engage with external stakeholders, including People & Culture, Engineering, Quality, and Finance. The policy outlines the definition of modern slavery, potential indicators, and the actions employees should take if a risk is suspected or identified.

The Modern Slavery Policy forms part of REDARC's internal training matrix, with a target of 100% completion across applicable departments. During the reporting period, an additional 21 employees completed the training, bringing the total number of trained staff to 134. This has further enhanced organisational understanding and cross-departmental collaboration in identifying and managing potential risks.

In the coming financial year (FY25–26), REDARC plans to introduce a mandatory Modern Slavery awareness campaign for all staff. This initiative aims to broaden participation, reinforce learning, and embed a culture of continuous improvement in ethical and responsible business practices.

MODERN SLAVERY RISK MANAGEMENT TEAM

REDARC has a dedicated modern slavery risk management team who meet quarterly to assess our current and future modern slavery risk mitigation actions. The team has assessed our actions in FY24–25 to be effective in identifying and mitigating potential risks. REDARC's modern slavery risk management team has plans to expand in the future to incorporate team members from broader departments.

INTERNAL AUDITS

REDARC conducts internal Risk Assessments on our supplier base to ensure that all suppliers deemed to have higher risk have been screened for modern slavery risks. This screening is conducted on all new suppliers and has been retrospectively applied to existing suppliers.

6. CONSULTATION WITH ANY ENTITIES



REDARC Electronics Pty Ltd does not control any other entities. This criterion does not apply to REDARC Electronics Pty Ltd as described in Section 1 Entity Overview.

7. FURTHER INFORMATION



REDARC recognises that combatting modern slavery is an ongoing journey requiring continual learning, collaboration, and refinement of processes. Our focus in FY25–26 is on strengthening practical implementation, deepening supplier engagement, and embedding modern slavery considerations across all aspects of procurement and governance.

OVER THE COMING YEARS, REDARC WILL:

- Continue strengthening organisational awareness and capability. REDARC will roll out a company-wide Modern Slavery awareness campaign to ensure all employees complete the training and are equipped to recognise and help mitigate modern slavery risks within their areas of responsibility.
- Strengthen supplier engagement by building on existing communication and support mechanisms. In FY24–25, REDARC maintained active dialogue with key suppliers to reinforce expectations around ethical sourcing and compliance with our Modern Slavery Policy. Future efforts will focus on expanding supplier participation in awareness initiatives and aligning due diligence practices across our broader supply chain.
- In the coming year, the assessment process will be expanded to include B-class suppliers, further strengthening transparency and risk oversight across REDARC's supply chain.
- Continue benchmarking REDARC's Modern Slavery framework against industry leaders to identify opportunities for improvement and innovation. In FY25–26, REDARC aims to build on this year's progress by deepening its understanding of best practice and enhancing collaboration with other organisations to share insights and strengthen collective action against modern slavery.
- Roll out a formal contingency plan to ensure a rapid and coordinated response in the event of a modern slavery breach. During FY24–25, REDARC prepared a draft framework outlining escalation procedures, supplier engagement steps, corrective actions, and reporting mechanisms designed to mitigate potential impacts. In FY25–26, REDARC will refine, finalise, and implement this plan to ensure consistent, timely, and effective management of any identified modern slavery incidents.



THE POWER OF
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