



**MODERN SLAVERY
STATEMENT**

FY 2019/20



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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 June 2019 to 30 June 2020 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); and
- Ampcontrol Transformers 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.

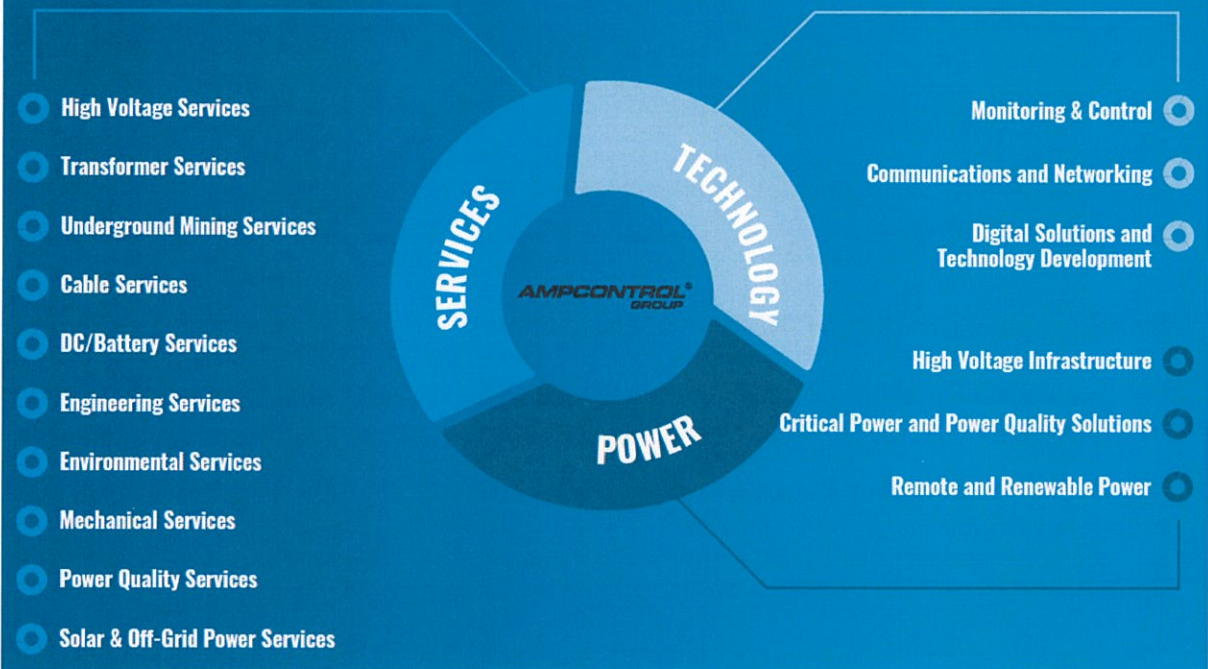
What sets Ampcontrol apart is our ability to engineer unique solutions that deliver on both performance and reliability. To achieve this, Ampcontrol works in partnership with our customers, lending our electrical engineering expertise to solve their operational challenges. From the most complex electrical 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. A range of actions have been undertaken to identify and avoid suppliers who may use slavery or goods/services produced using modern slavery.

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.

Our procurement process involves vetting new suppliers via a Supplier Assessment Questionnaire. The Supplier Assessment Questionnaire includes questions relating the Modern Slavery and conflict minerals, and therefore operates as an important tool 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.

Ampcontrol have also separately contacted selected suppliers, via an email questionnaire, to assess the modern slavery risks within the supply chain. The Ampcontrol 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. This process will continue into 2020/21 Financial Year.

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.

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 are compiling the results from the email questionnaire and analysing the data to determine where there may be any Modern Slavery issues within our supply chain. Action/s required from these questionnaires will be taken on an as needs basis and may be followed up by a by an audit of the suppliers operational facilities to identify any corrective actions required. This process will continue into 2020/21 Financial Year.

3.6 Consultation Process

Information in relation to the requirements under the Legislation was provided to the HSEQ Steering Group. This Steering Group has members from various entities within the Ampcontrol Group.

The Steering Group was 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 latter half of the 2019/20 financial year. Ampcontrol have strived to proactively manage the 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 daily to review the situation, our approach and action plans to respond to the rapidly evolving global issue. As this issue has eased Ampcontrol have relaxed 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" means Modern Slavery crimes including trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

6 RELATED LEGISLATION AND DOCUMENTS

Modern Slavery Act 2018 (Cth)

Modern Slavery Act 2018 (NSW)

POL-007 Ampcontrol Modern Slavery Policy

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

December 2020

Approval and Review	Details
Approval Authority	Approved by the Board of Ampcontrol Limited
Administrator	Commercial Services
Next Review Date	Financial Year 2020/21 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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