



## Modern Slavery Statement

### Introduction

This is the first Modern Slavery Statement (**'Statement'**) made jointly by Airmaster Australia Pty Ltd ATF Airmaster Australia Unit Trust (**'Airmaster'**), Airmaster Corporation Pty Ltd, Airmaster Australia (QLD) Pty Ltd, Airmaster Australia (VIC) Pty Ltd, Airmaster Australia Pty Ltd; Airmaster Fire Services Pty Ltd, Airmaster Mechanical Services Pty Ltd, Optimum Air Limited, Optimum Air Limited T/As ControlCo Automation, and Airmaster Corporation Pty Ltd T/As Specialised Fire Protection.

While this Statement is our first public disclosure specifically addressing modern slavery in line with the requirements of the new Act, we have been committed to the improvement of the rights and wellbeing of people across our operations and within the community for many years. We do not tolerate behaviour that is breach of the law or which is non-compliant with our corporate policies and expect our employees and suppliers to operate in a manner which is consistent with our values and standards.

### Reporting entity

The reporting entity is Airmaster Australia Pty Ltd (ABN 62 618 982 426), with its Head Office located at 52 Rocco Drive, Scoresby VIC 3179

Airmaster reports to Daikin Australia Pty Ltd (**'Higher Entity'**) and is a wholly owned subsidiary of Daikin Australia Pty Ltd.

Below is a list of controlled entities that Airmaster obtains control. Control exists where Airmaster has the power to govern the financial and operating policies of the entity to obtain benefits from its activities.

| Name of entity   | ABN / NZBN       | Country of Incorporation | Ownership percentage |
|--|------------------|--------------------------|----------------------|
| Airmaster Australia Pty Ltd ATF Airmaster Australia Unit Trust | 62 618 982 426   | Australia                | -                    |
| Airmaster Fire Services Pty Ltd                                | 18 617 448 736   | Australia                | 100%                 |
| Airmaster Australia (VIC) Pty Ltd                              | 98 064 735 459   | Australia                | 100%                 |
| Airmaster Australia Pty Ltd                                    | 62 618 982 426   | Australia                | 100%                 |
| Airmaster Mechanical Services Pty Ltd                          | 45 007 360 858   | Australia                | 100%                 |
| Airmaster Australia (QLD) Pty Ltd                              | 46 100 241 478   | Australia                | 100%                 |
| Airmaster Corporation Pty Ltd t/as Specialised Fire Protection | 26 133 652 749   | Australia                | 100%                 |
| Airmaster Corporation Pty Ltd                                  | 26 133 652 749   | Australia                | 100%                 |
| Optimum Air Ltd  | 9429 046 990 747 | New Zealand              | 100%                 |
| Optimum Air Ltd T/As ControlCo Automation                      | 9429 046 990 747 | New Zealand              | 100%                 |



### Structure, Operations, & Supply Chains

Airmaster is a full service technical solutions, heating, ventilation, air conditioning, building automation specialist, & Essential Safety Measures provider. We employ our own technicians who are specialists in their individual areas of expertise including Refrigeration/Chiller Mechanics, Electricians, Plumbers, Pneumatic and Analogue Control technicians, DDC Control technicians, Mechanical Fitters and Boiler Mechanics. This enables us to handle most maintenance and ad-hoc repairs in-house.

Airmaster is one of the leading service providers in the Mechanical Services field. We employ experienced technical staff as well as managerial and supervisory personnel qualified to carry out duties outlined in our offer.

Airmaster has a diverse workforce that come from a multiple disciplined background with a variety of skills, experience, qualifications and values, which ensure the Company's success. This ensures having a strong human resources team that addresses the needs, risks and issues within our employee base, and ensures that we comply with our employment conditions for occupational health and safety, minimum wages, hours of work, leave entitlements and employee support. We also offer a number of employee incentives, benefits, goodwill gestures and support for the mental and physical health of our employees.

Airmaster has a recruitment process to ensure all new employees align with our culture, values and are the most competent and qualified people to provide the highest level of performance in the relevant role. We also complete criminal record checks for all roles, and there may be additional background checks for certain jobs of seniority.

The process adopted by the Airmaster is applied fairly across the company and for each service line. We ensure that our recruitment practices ensure diversity and inclusion for all demographics, which enriches our company and involvement within the community.

Airmaster has long supported reciprocal business practices as well as the local communities in which it operates through offering a variety of apprenticeships, sponsorships, scholarships and donations. An engineering program has been established for mutual benefit

Airmaster has a number of selected sub-contractors that are specialists in their fields. This greatly simplifies our management processes as we always require a single point of contact and account management within any particular sub-contractor that we appoint.

Our materials suppliers supply products such as refrigerant gas, air conditioning filters, etc. Most products we are purchasing are for maintenance of existing plant. On the occasion of replacement of components or new installations, the client generally specifies these through their engineering consultant or by origin of the existing installed plant.



### Commitment

Airmaster respects human rights and is committed to preventing modern slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Airmaster has a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all activities and business relationships. We expect our supply chain, contractors, employees, and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

### Statement

All Airmaster workers are responsible for the detection, reporting and prevention of modern slavery in our own business operations, and supply chain.

Workers are encouraged to raise any concerns regarding instances of possible modern slavery. If it is suspected or believed that a breach of this policy has occurred contact the Branch Manager as soon as possible.

If unsure about whether a particular act or conditions represents any of the identified forms of modern slavery, raise concerns with your manager in the first instance or the Branch Manager.

Airmaster has a no-blame policy regarding modern slavery reporting and will support all persons raising genuine concerns in good faith. No workers will suffer detrimental treatment (e.g. dismissal or disciplinary action) as a result of reporting their concerns in good faith.

### Modern Slavery Risks

Airmaster operates in Australia & New Zealand, which has a low prevalence for Modern Slavery from the 2018 Global Slavery Index. The risk for Airmaster of Modern Slavery practices is low as Airmaster and advised entities employs staff in line with the applicable Country & State legislations/Acts/Awards. Our nature of business is commercial HVAC-R service, maintenance, technical solutions provider & fire systems maintenance.

The risks within our supply chain and contractor supply chain is low, as our contractors are providing maintenance, service and installation works and the products from our supply chains are predominantly manufactured within Australia. Only a small quantity of parts/products are sourced from overseas, from countries that are also listed as low prevalence for Modern Slavery from the 2018 Global Slavery Index.

### Actions to address risks

- Ensuring implementation and maintaining controlled procurement procedures for all entities
- Training – training awareness program – source training awareness video for inductions and existing employees
- Supply Chain – suppliers - to encompass Modern Slavery during creditor application process and set up internal approval process



- Supply Chain – subcontractors - 3<sup>rd</sup> party compliance – we are currently working with providers to improve on current Modern Slavery systems and implement appropriate questions within the onboarding systems
- Risk Register – Airmaster’s Risk Register detailing mitigation process e.g., policy, training, audit

#### Monitoring the Effectiveness

- Schedule annual verification process - internal and 3<sup>rd</sup> party audits

#### Our Consultation Process

All entities listed in our Introduction have acknowledged that they are both aware that a joint Statement is being made and each entity has had an opportunity to participate in the statement’s process.

This process is carried out via email communications and meetings.

Approval has been granted by the Higher Entity of Airmaster.

This statement was approved by the Board of Directors of Airmaster and all listed entities on 21/07/2021 and signed on their behalf by:

Alistair McDonald  
Managing Director  
Airmaster Australia Pty Ltd

Isao Tsumura  
Managing Director  
Daikin Australia Pty Ltd

Dated: 21/07/2021

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