

**Endress+Hauser Australia
Modern Slavery Voluntary Statement
2025 Calendar Year**

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Reporting Entity

This Modern Slavery Statement (Statement), for the calendar year ended 30 December 2025, is given by Endress+Hauser Australia Pty Ltd, ABN 47 095 963 134.

The registered office for Endress+Hauser Australia is 50 Broughton Road, Artarmon NSW 2064.

The Statement is made pursuant to the Modern Slavery Act 2018 (Cth) (Act). The Act requires businesses and entities that meet a revenue threshold (annual consolidated revenue of more than \$100 million) to report on the risks of modern slavery in their operations and supply chains, and the entities they own or control. Reports must cover the actions taken to address those risks, and how the effectiveness of those actions has been assessed.

Whilst Endress+Hauser Australia does not yet meet the threshold as at 31st December 2025, we have committed to provide this Voluntary Modern Slavery Statement to outline our commitment to supporting the Act and to outline our practices to date to prevent modern slavery in our workplace.

Introduction and Policy Statement

Endress+Hauser Australia and related entities are committed to supporting ethical labour practices and preventing the existence or prospect of modern slavery within our organization and supply chains through the continuous improvement of our policies, processes and engagement with our suppliers.

Treating people with respect is fundamental to Endress+Hauser's values, sustainability and growth. This means doing business in a way that acknowledges and respects the rights of our people, customers, suppliers and contractors to be free from practices of modern slavery.

This policy forms part of Endress+Hauser Australia's ongoing commitment to limit the risks of modern slavery in its business and supply chains.

Scope

This policy applies to all employees, contractors, suppliers, and representatives associated with Endress+Hauser Australia, including our international subsidiaries, joint ventures, and any entities over which Endress+Hauser Australia has significant operational influence.

What is Modern Slavery?

Modern slavery is depriving a person of freedom for commercial gain in violation of fundamental human rights. It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Modern slavery can occur in any industry and is often linked to other crimes such as corruption and environmental damage. The Modern Slavery Act 2018 (Cth) includes eight categories: trafficking in persons, slavery, forced labour, servitude, forced marriage, debt bondage, deceptive recruiting and child labour.

Examples of risks that could arise in Endress+Hauser Australia's business include:

- exploitation within subcontracted services (cleaning, security, business services)
- child labour or unsafe labour conditions in global supply chains for manufactured goods

What are Endress+Hauser Australia's responsibilities?

Endress+Hauser Australia is responsible for the implementation of effective systems and controls to identify, manage and minimise modern slavery risks, including:

- publishing an annual modern slavery statement
- supplier due diligence questionnaire and risk assessments
- internal training and awareness
- continuous improvement of processes
- annual review of the Modern Slavery Policy

What are your responsibilities?

All stakeholders must take reasonable steps to ensure our business and supply chain are free from modern slavery practices, including:

- complying with this policy
- reporting suspected cases
- completing training as and when required
- being alert to indicators of slavery
- paying attention to high-risk jurisdictions or outsourcing arrangements

Structure, Operations and Supply chains

Structure

The Endress+Hauser Group

Endress+Hauser Australia forms part of the Endress+Hauser Group of companies. The Endress+Hauser Group is a global leader in process and laboratory measurement technology. We offer a broad portfolio of instruments, solutions and services to help customers in the process industry to improve their products and manufacture them more efficiently.

The Endress+Hauser Group is headquartered in Switzerland and remains privately owned by the Endress family. The Endress+Hauser Group comprises a network of 18,000 + employees worldwide in 125 countries.

Our Culture

At Endress+Hauser, people are at the heart of everything we do. As a family-owned company, we live a culture of trust, responsibility and sustainability. We rely on robust values and follow clear principles. This attitude has grown into a very special corporate culture.

The Spirit of Endress+Hauser puts the values and convictions that are important to us into words. It has a clear focus on behaving ethically and responsibly. It determines the way we think, act and appear to others. It sets the standard for the image that customers, partners, potential employees and the public have of Endress+Hauser.

Our values can be found on our website by following this link: [The Spirit of Endress+Hauser Endress+Hauser](#).

Endress+Hauser Code of Conduct

It is an important element of our Endress+Hauser culture to carry out our business in a responsible and ethical manner. We care for the wellbeing of the individual, the society and the environment.

Our reputation is one of our most important assets. Our customers, associates and shareholders expect that we live up to our values and protect Endress+Hauser. We are convinced that integrity and ethical behavior are the main pillars of any sustainably successful business.

The Endress+Hauser Code of Conduct defines our basic behavioral rules and displays Endress+Hauser's expectations with regard to our business conduct.

All Endress+Hauser employees are required to undertake regular Code of Conduct training to ensure their understanding and compliance.

EcoVadis Accreditation

The Endress+Hauser Group has currently achieved a "Silver" rating with EcoVadis.

This report is produced by a recognised independent third party and considers human rights issues such as child labour and modern slavery. The report acknowledges that our Group has issued a formal comprehensive policy that integrates commitments, qualitative and quantitative objectives on labour and human rights issues in our operations. A copy of the report is publicly available; <https://www.endress.com/en/endress-hauser-group/endresshauser-at-a-glance/sustainability/sustainability-report/sustainability-ecovadis>.

Operations

The Endress+Hauser Australia

Endress+Hauser Australia comprises of 130 employees nationally. With its head office in Artarmon, Sydney, and additional office locations in Brisbane, Townsville, Perth, Melbourne, South Australia as well as a network of authorised representatives that extend local service and support across the country.

Endress+Hauser Australia has a strong industry focus and services a broad range of industries, these include Food and Beverage, Water and Wastewater, Oil and Gas, Mining and Power and Energy.

Endress+Hauser Australia is committed to our strong customer focus, technical expertise and our commitment to ethical, people centered business practices.\

Supply Chain

The majority of the instruments and products we supply are manufactured and sourced from our own production centres, located overseas. Our production centres are located in Germany, Switzerland, China, India and the United States. These production centres operate in line with the same culture, values and ethical standards that apply across the Group and within Australia.

Where Endress+Hauser Australia engages third-party suppliers, we expect them to uphold standards of behaviour equivalent to our own. This applies to suppliers whose goods or services are incorporated into our products or provided directly to our customers. Suppliers subject to evaluation are required to confirm their compliance with the Modern Slavery Act 2018 (Cth), including confirmation that any third parties engaged by them also comply with the Act.

Identifying the risks of modern slavery practices

Internal Operations

- Audit our employees' compliance to policies, standards and procedure
- Our Code of Conduct includes a comprehensive Whistleblower Policy, which encourages the anonymous reporting of any improper or unethical conduct.
- Work, Health and Safety (WHS) Committee conduct quarterly meetings to discuss hazards or issues that have been identified in each of the offices. Where they then rectify flagged issues.

Supply Chain

- Endress+Hauser Australia undertakes assessments of new suppliers and existing vendors in accordance with company policy
- In addition, we have enhanced our Third-Party Supplier Evaluation process to enable more meaningful and targeted responses from suppliers.

Actions taken to assess and address key risks

Endress+Hauser Australia has established a Modern Slavery Risk Register. The purpose of the Modern Slavery Risk Register is to identify, assess, and manage risks of modern slavery practices associated with Endress+Hauser Australia's operations, supply chains, and business relationships. Risks are measured by their likelihood and consequence.

This register supports compliance with the Modern Slavery Act 2018 (Cth) and aligns with the organization's commitment to ethical sourcing, human rights, and responsible business conduct.

Continuous Improvement

Our ongoing approach to addressing modern slavery risks includes a commitment to continuous improvement. Our key focus areas for 2026 and beyond include the following:

1. Continue to work closely with our group associated production centres to increase due diligence further down our supply chains.
2. To deliver training to employees on the impact of Modern Slavery and our responsibilities as a business to combat it wherever we can. This training on our code of conduct is now mandatory for all employees.
3. The revised Code of Conduct has a strong emphasis on the importance of speaking up and reporting any concerns
4. Raise awareness on our Whistleblower policy which encourages and protects individuals who report improper or unethical conduct
5. To ensure our recruitment policies include effective steps to identify and mitigate modern slavery risks.

6. We will review this policy annually or whenever there are significant changes in legislation, operations, or supply chains that could impact the risk of modern slavery.
7. Our supplier selection process has been reviewed in light of the Act and now includes targeted enquiries regarding ethical standards and behaviour. Suppliers are required to confirm compliance with the Act, including compliance with any third parties they engage. Where this assurance cannot be provided, Endress+Hauser Australia will not enter into, or will cease, the supplier relationship.
8. Our standard contractual terms of purchase and supply have also been reviewed and amended to reflect the requirements of the Act. These obligations are embedded across our standard and bespoke contractual arrangements and are reviewed annually.

Effectiveness of our actions

Internal Operations

The effectiveness of actions within internal operations is monitored through audits of employee compliance with policies, standards and procedures.

Supply Chain

In relation to goods and services procured by Endress+Hauser Australia, we continue to conduct our annual Third-Party Supplier Evaluation. This process has enhanced our ability to monitor supplier progress, including actions taken to improve due diligence, employee education, contractual controls and modern slavery reporting. Supplier responses are reviewed and managed internally, and targeted engagement is undertaken where appropriate.

Based on the most recent supplier evaluations, no instances of modern slavery were identified within supplier supply chains.

Consultation and Collaboration

The consultation process begins with a cross-functional team comprising representatives from our Quality and Assurance and Human Resource functions, who represent Endress+Hauser Australia.

Approval

By implementing this statement, Endress+Hauser Australia is demonstrating its commitment to putting measures in place to assist in eliminating modern slavery from its operations and supply chains.

We are dedicated to upholding human rights, ensuring ethical labour practices, and integrating modern slavery risk management into all aspects of our business. Our approach will evolve as new risks and best practices emerge, ensuring continuous progress toward a more sustainable and ethical future.

This statement was approved by the Board of Directors as the Principal Governing Body of approval.

Ali Hafeez
Managing Director

Alexander Isenberg
Finance Director