

Collgar Wind Farm

Modern Slavery Statement

2021

'Nobody is Free, until
Everybody is Free.'

Fannie Lou Hamer



Acknowledgement of Country

Collgar Wind Farm respects and honours First Nations Elders past, present and emerging. We acknowledge the stories, traditions and living cultures of First Nations Peoples on the land on which our site is located and commit to building a brighter future together.

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Statement on the Reporting Entity

This Modern Slavery Statement (“Statement”) is made in accordance with the Australian Modern Slavery Act 2018 (Cth) (“the Act”). It applies to and describes the steps taken by all entities owned or controlled by CWF Holdings Pty Ltd (“CWFH”) during the financial year ending 31 December 2021 to identify and mitigate modern slavery in its operations and supply chains. The Statement addresses the risk of slavery, servitude, forced or compulsory labour, forced marriage, and human trafficking taking place in the Reporting Entity’s supply chains and business operations.

The Reporting Entity, Collgar Wind Farm Pty Ltd (“Collgar”, “Collgar Wind Farm” or “the Company”), is an Australian proprietary renewable energy business owned by the Retail Employees Superannuation Trust through the holding company CWFH. Collgar is registered in Perth, Western Australia and is the operating entity of a wind farm in Merredin, Western Australia’s Wheatbelt region.

The Collgar Community Fund Pty Ltd (“CCF”) is a Collgar subsidiary and the Trustee of Collgar Community Trust (“CCT” or “the Trust”), which receives an annual contribution from Collgar. The CCF’s activities are limited to providing grants to local not-for-profit organisations to undertake projects and programs benefitting the local community.

Special consideration has been given to whether there are unique modern slavery risk exposures related to these activities. The Reporting Entity has considered the regional location of the grant recipients, the size of grants awarded, and the types of activities the funding supports. The Wheatbelt region of Western Australia has not been identified as a jurisdiction at higher risk for modern slavery and the grants do not fund large scale development projects, which can attract higher exposure to modern slavery risks. As such, this Statement has not included assessment of modern slavery risks and impacts for the activities undertaken by the CCF. Furthermore, strict assessment and eligibility criteria exist for funding applications and Collgar’s processes ensure grant approvals align with Collgar’s values, including in relation to modern slavery.

A Message from our Chair and CEO

Collgar Wind Farm presents its second Modern Slavery Statement which outlines our ongoing commitment to assess and mitigate the risks of modern slavery in our operations and supply chain.

As a leading-edge wind farm in Western Australia, Collgar is very proud of its response to important social issues, including operating ethically and responsibly so that we can protect the people, communities, and environment in which we operate. An essential part of this is continuing to take action to address modern slavery risks, as underpinned by our values and strong commitment to upholding human rights.

During 2021, a key priority was increasing awareness and gaining a better understanding of our exposure to modern slavery risks. This included supply chain engagement, risk action plan monitoring, updating procurement practices, and continuing education.

At Collgar we hold ourselves to very high standards in everything we do. We aim to drive meaningful change within the sustainability and energy sectors, including through our approach for mitigating modern slavery risks. We look forward to building on our modern slavery action plan throughout our operations and supply chain with transparency.

We are pleased to present this, our second Modern Slavery Statement, which was approved by the Collgar Wind Farm Board on 15 June 2022.



Tony Iannello
Chair, Collgar Board



Thomas Scott-Morey
Chief Executive Officer

A handwritten signature in blue ink that reads "Tony Iannello". The signature is fluid and cursive.

Tony Iannello
Chair, Collgar Board



Our Structure, Operations and Supply Chain

Collgar Wind Farm Pty Ltd is a medium-size Australian renewable energy business owned by the Retail Employees Superannuation Trust, through the holding company CWF Holdings Pty Ltd. The head office is in Perth, Western Australia and all employees and entire customer base are located in Western Australia.

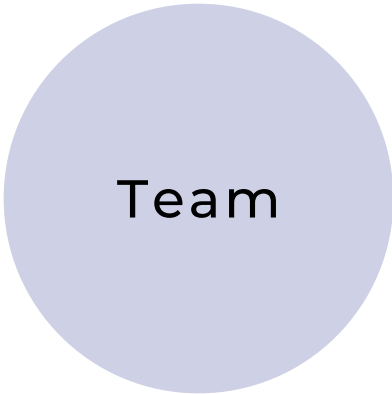
Collgar's main operations include management of the wind farm's site operations and maintenance activities while generating electricity and trading the energy into the market. Built over a land envelope of 18,000 hectares (on land leased to the project by Merredin farmers), the wind farm is the largest capacity wind power generator in Western Australia. Throughout the project's construction phase and now in the operational phase, community consultation and engagement remains a critical element.

We ensure relevant stakeholders and the wider Merredin community are kept informed of project news through media coverage, website updates and information sessions.

Collgar has a very small supply chain. Many of these suppliers are micro-businesses or sole traders with small annual spends across several procurement categories including:

- Construction and maintenance works
- Utilities
- Professional services
- Financial services
- Plant and equipment
- ICT

We have stable and long-term relationships with our suppliers, particularly those suppliers providing and maintaining our wind turbines; our energy retailers and electricity network providers; our legal, risk and finance consultants; our financial service providers; as well as suppliers of products and services used in our operations including IT equipment, personal equipment and clothing, and specialist wind farm equipment.



Team

- Direct Employees: 14
Long-term Contractors: 3
Long-term Outsourced Service Providers:
- Bookkeeping
 - Payroll
 - IT Management
 - O&M provider

All employees and long-term contracted service providers are located in Western Australia*



Operations

Head Office: Perth WA
Wind Farm: Merredin WA

Renewable energy generator connected to WA's SWIS network

111 Vestas V90 wind turbines with a total power production capacity of 222 megawatts (MW), generating between 630-750 gigawatt hours (GWh) per year

Emissions reductions are equivalent to taking 150,000 cars off our roads or planting between seven million and nine million trees




Supply Chain

Direct Suppliers in 2021: 184

78% of total spend went to 5 suppliers:

- O&M Service Provider: 57.5% (Labour located in Australia, majority of parts are manufactured in Denmark or sourced from Germany, UK, Spain, Russia, Italy, Turkey, China, India, USA, Argentina, Brazil or Mexico)
- Utilities: 13.3% (AUS)
- Market Fees: 3.6% (AUS)
- Special Project Labour Hire: 1.8% (AUS)
- Voltage Regulation Equipment: 1.5% (USA)



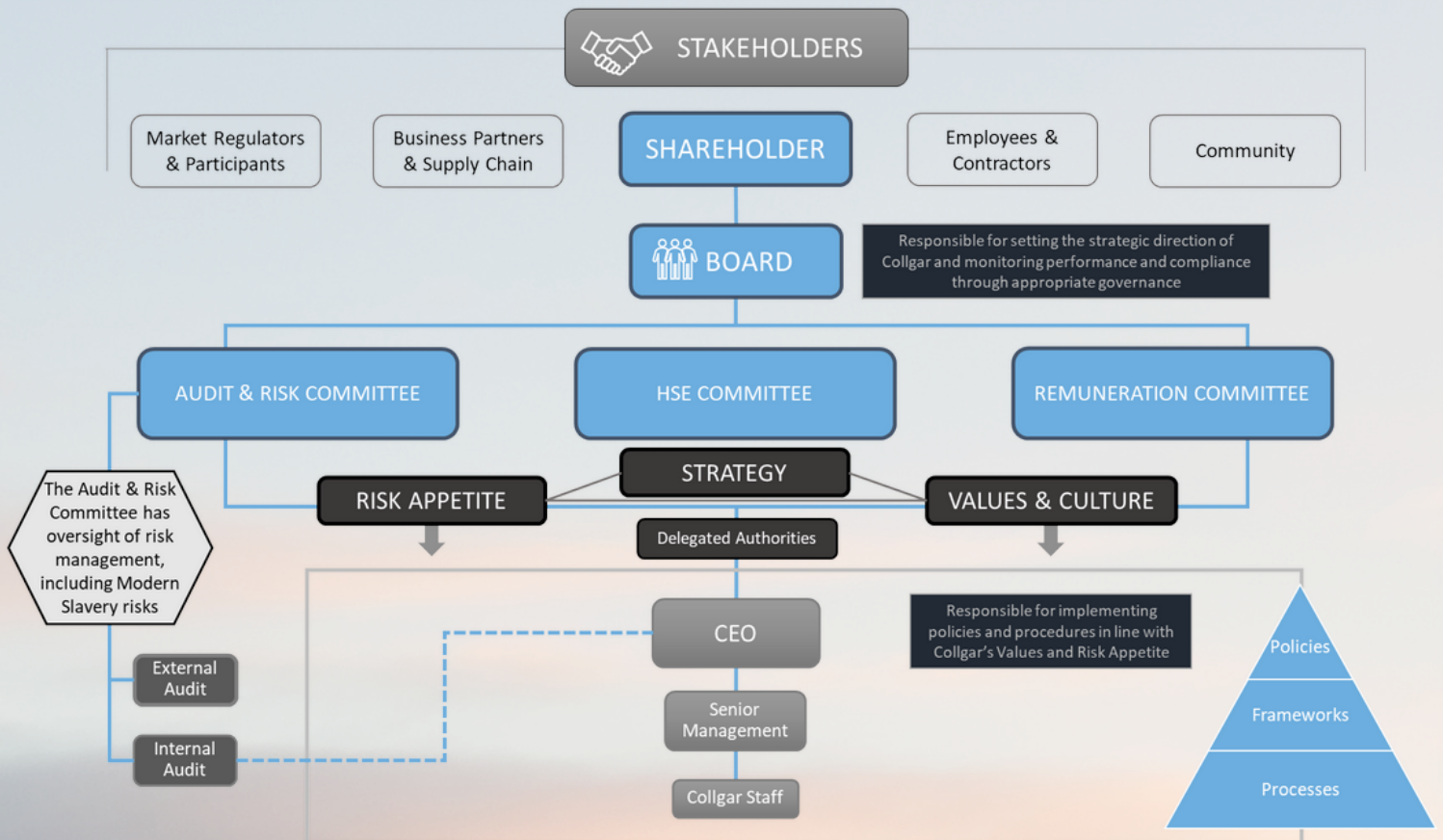
Customer Base

Collgar supplies wholesale renewable electricity to the market as part of an offtake agreement, which is then retailed direct to consumers

*The O&M contractors directly servicing the wind farm assets are located in Western Australia and perform these duties on site in Merredin. However, other supply chain interactions in support of the SCADA control system, technical and engineering issues, and product development are monitored and maintained globally in the following regions: Australia, Denmark, or India.

Governance

Collgar’s corporate governance framework includes Board responsibility for setting a culture that ensures we embed the protection of human rights into our business practices. This is achieved through board approved policies relating – directly or indirectly – to Modern Slavery.



The Audit and Risk Committee is accountable for ensuring Collgar maintains a robust and effective risk management program, which includes identifying, assessing, and mitigating the risk of Modern Slavery in our operations.

The leadership team lead by example and encourage employees to openly discuss and consider human rights issues. They are responsible for ensuring appropriate resources are available to deepen our understanding of Modern Slavery so we can detect and address, or even prevent, human rights violations within our operations and supply chain.

Our Policies

Collgar has several policies and processes to help identify and manage potential Modern Slavery and labour rights risks. The following policies reference our commitment to responsible and ethical business practices and protecting human rights generally.

Modern Slavery Policy

Our Modern Slavery Policy provides a robust framework for managing Modern Slavery risks and ensuring compliance with the reporting requirements of the Act.

The policy outlines our commitment to understanding, assessing and addressing Modern Slavery risks and potential impacts of our activities on the people working in our operations or extended supply chain; actively working to eliminate Modern Slavery practices from our operations, business partnerships and supply chain; and ensuring continuous improvement to enhance due diligence and transparency around reporting on Modern Slavery risks.

Additionally, the policy aims to promote a culture where employees and contractors have the skills, support, and resources to carry out their Modern Slavery risk management responsibilities.

Our Modern Slavery Policy was approved by Collgar's Board which has overall accountability for ensuring the policy and its implementation complies with our business objectives and legislative reporting requirements.

Whistleblower Policy

Collgar encourages the reporting of any instances of suspected wrongdoing; unethical, illegal, fraudulent, suspicious, improper, or undesirable conduct involving our business, and will ensure that those persons who make a report shall do so without fear of intimidation, disadvantage, or reprisal.

This policy ensures compliance with Australian workplace legislative framework including corporate governance, whistleblower, work, health & safety, and employment legislation. It sets out the types of behaviours and conduct, which will be taken to constitute wrongdoing and 'Reportable Conduct', how to make a disclosure, to whom disclosures may be made, and how Collgar will address and manage disclosure reports.

The policy is accompanied by guidance material for whistleblowers and Eligible Recipients of disclosures.

HSE Policy

This policy documents our commitment to providing a safe and healthy work environment in compliance with State and Federal work, health and safety legislation.

This commitment to health and safety aims to build a culture that encourages everyone in the workplace to take responsibility for maintaining a safe and healthy workplace.

The policy supports compliance with the Australian health and safety and employment framework.

Procurement Policy

Collgar is in the process of formalising its procurement practices in a Procurement Policy and Manual, which will set out Collgar's 'Procurement Principles' and 'Procurement Rules'.

The principles and rules ensure effective processes are in place, appropriate governance controls are established, and capabilities and capacities identified. Collgar has also updated material contracts by including specific clauses to address Modern Slavery risks.



Modern Slavery Risks and Actions

Identifying and taking action to address risks of modern slavery practices in our operations and supply chains

Throughout 2021, Collgar continued its engagement with a third-party human rights consultant to provide ongoing support in the delivery of our roadmap plan. The focus remained on gaining a deeper understanding of the risks of modern slavery practices in our operations and supply chains.

Our focus in 2021 was to build on our modern slavery risk management initiatives and conduct further due diligence on our highest priority suppliers. We further promoted our Modern Slavery Policy and expectations to our extended supply chain, and worked with suppliers to identify and assess our collective Modern Slavery risks.

Operational Risks

Employment

Collgar has a well-developed employment system, designed to provide flexibility and certainty for employees. Our team actively engage with subject-matter experts relating to employee relations, employment legislation, immigration, and whistleblower laws. This ensures hiring practices, workplace policies, treatment of employees and a variety of other factors comply with all relevant laws. Collgar conducts regular audits and reviews, to ensure the Company's ongoing compliance in meeting applicable legislative and regulatory obligations.

Across our business we raise awareness, conduct training, and build capability so our people are aware of our policies and standards. Appropriate training supports the expectation that employees can identify and assess risks and are equipped to respond appropriately. Employees are also required to complete Modern Slavery training modules and expected to speak up if any behaviours are inconsistent with Collgar's values.

After consideration of various factors related to our direct employment workforce, particularly location and types of services provided, Collgar considers the risk of modern slavery in our direct operations as low.

Safe and Fair Workplace

The key human rights issue in Collgar's operations is ensuring we maintain a safe and fair workplace for our team. During 2021, Collgar consulted the Chamber of Commerce and Industry WA (CCIWA) to undertake an independent review of our employment arrangements and to advise on industry award allocation. The findings concluded most employees are covered by the Electrical Power Industry Award 2020 (the "Award").

The Award contains the minimum conditions of employment for employees covered by the award, including:

- mechanisms for employees to seek alternative or flexible working arrangements,
- standard hours of work,
- minimum wages and overtime penalties,
- leave benefits, and
- a dispute resolution process to ensure due process

Upon receipt of the findings from CCIWA and a legal review of the Award conditions, Collgar took action to change the frequency of payroll cycles to align payroll frequency with the award terms, being at least fortnightly.

Operational Risks (cont.)

COVID-19

We recognise the ongoing impact of the COVID-19 pandemic on our team, particularly as the government has mandated periodic lockdowns, vaccination requirements, and enacted other restrictions on travel and access to normal daily activities. The safety and wellbeing of our people, key stakeholders and the broader community is our priority.

Collgar is classified as an essential services provider and therefore employees fall under WA's Critical Infrastructure Worker (Restrictions on Access) Directions. This places a requirement that all employees must be "fully vaccinated" as per the WA definition, which included double vaccination by the end of 2021.

Collgar has continuously updated and maintained appropriated measures to ensure business continuity, while managing the risks to employees and protecting community wellbeing. The measures implemented abide with the Commonwealth and State laws and recommendations. We have encouraged employees to maintain social distancing and minimise unnecessary contact with stakeholders by using available technology and facilities to engage in normal business interactions.

Further measures to support our team include:

- Reimbursement of CBD public parking fees so team members are not exposed to public transportation infection risks.
- Office visitor protocols, including mandatory check-ins, use of face masks, proof of vaccination status, and temperature checks.
- Encouraging team members to work from home, if possible, and providing necessary equipment to ensure a safe home office
- Investment in COVID-19 related safeguards including PPE, hand sanitisers, face masks and temperature check devices to protect our team and the broader community.
- Information campaigns have been maintained to ensure employees understand government mandates, and particularly how those impact our team as critical infrastructure workers.

Our O&M service provider has responsibility for HSE obligations at the wind farm site. As such, Collgar has worked with them to ensure appropriate measures are being followed with regard to COVID-19 mandates and best practices.

Supply Chain Risks



Collgar engaged external human rights consultants to help identify, assess and prioritise our Tier 1 (direct) suppliers for modern slavery risk indicators. Collgar has a relatively high number of medium and small suppliers (i.e., micro businesses or sole traders with spend below \$50,000), which presents a different modern slavery risk profile to Collgar's larger suppliers. During 2021, our primary focus was on larger Tier 1 supplier risks and actions within our existing operational processes to manage those risks.

Large Tier 1 Suppliers

Tier 1 Suppliers were analysed for potential modern slavery risk against for key risk indices:

- **Industry sector** - Specific industry sectors deemed as high risk in international and national guidance documentation.
- **Commodity/product** – Specific products and commodities deemed as high risk by the US Department of Labor's 2018 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.
- **Geographic location** – Based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI. While we predominantly use Australian suppliers, we recognise that our goods and services may come from countries other than those of suppliers' headquarters.
- **Workforce profile** – In undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low-skilled, vulnerable or migrant labour is used, or where the work is deemed as '4D' work (dirty, dull, degrading or dangerous).

Supply Chain Risks (cont.)

Large Tier 1 Suppliers (cont.)

An updated analysis of those largest suppliers, who account for over 80% of our annual spend, resulted in the following findings:

- Construction and Maintenance (“C&M”) works makes up almost 70% of spend
- Two spend categories are potentially high risk for modern slavery (C&M and plant and equipment)

Overall, our Tier 1 Supplier risk analysis suggests that while there is potential modern slavery risks in our supply chain, only a very small number of suppliers and spend categories present the highest risk. Of these, one particular supplier requires further due diligence to understand the commodity supply chain.

Labour Hire and Consultants

Our operating model makes use of third-party service providers to undertake a number of regular, ongoing, and ad hoc work, both on site and in the Perth office. This type of indirect labour carries an inherently higher risk of modern slavery.

Collgar has four key third party service providers engaged on a long-term basis to provide support for bookkeeping, payroll, IT management, and C&M of the wind farm. During 2021, Collgar also engaged a labour hire provider to assist with a one-off upgrade project on site.

Collgar has less visibility and control over how workers are engaged to perform these services and there may be a tendency to subcontract or make use of independent contractor models. We also recognise that with the competitive market and tight industry margins, workers in these categories are more exposed to exploitation or unfair working environments.

Collgar has identified that the workers are either professional in nature (e.g., accounting, ICT experts, engineers) or are highly skilled technicians (e.g., elevated work platform operators). This factor, along with all contractors being located in Western Australia, has informed Collgar’s assessment of the risk as low.

Supply Chain Risks (cont.)

Labour Hire and Consultants (cont.)

Despite being a low risk, Collgar has still undertaken to ensure that working arrangements align with Collgar's values, particularly concerning forced labour or unfair working conditions. Examples include:

- inclusion of modern slavery clauses in major project documents
- contract clauses limiting the use of subcontractors unless agreed otherwise
- due diligence on new vendors (both the bookkeeping and payroll vendors were new during 2021 and thorough due diligence and background checks were performed prior to engagement)
- all new vendors (not just key third parties) must now indicate whether they have modern slavery policies or processes, which will support and inform Collgar's roadmap activities to address the supply chain due diligence beyond Tier 1 vendors.

In addition to the above, Collgar relies on professional services firms such as lawyers and accountants. These vendors have been reviewed in line with the key risk indices and we consider them as low risk for potential modern slavery practices.

COVID-19

Collgar has assessed the impact of COVID-19 on our extended supply chain. We have undertaken extensive analysis of our major equipment and components necessary to continue business activities, resulting in a Failure Modes and Effects Analysis and update to our Business Impact Assessment. These tools support Collgar in planning and preparing for COVID-19 related delays and supply chain disruptions to prevent undue pressure on suppliers.

Collgar has worked with suppliers to maintain relationships and increase communication levels, to ensure no material changes occur to the delivery of services and equipment. We have also captured feedback from suppliers through a survey to further assist in monitoring for modern slavery risk indicators, with the view of introducing more robust procurement arrangements targeted at addressing COVID-19 related risks.

Supply Chain Risks (cont.)

Micro Businesses and Sole Traders

Although these suppliers make a very small proportion of our supply chain, Collgar still invests in ensuring our operations do not enable modern slavery practices. In addition to early engagement with smaller vendors regarding their own modern slavery policies or risk management processes, Collgar now participates in the Payment Times Reporting Scheme. The purpose of the scheme is to help ensure that small businesses receive timely payments for invoices issued to large enterprises, which includes Collgar. We believe prompt payment of supplier invoices, particularly in relation to small businesses, reduces the likelihood of the risk of modern slavery practices.



Roadmap and Action Plan

Roadmap Activities Undertaken in 2021

In addition to the specific risk mitigation activities described in the Operational and Supply Chain Risks, a cross-disciplinary team worked collaboratively to progress our modern slavery action plan and a three-year road map. This included actions for enhancing our approach to modern slavery governance, due diligence, risk and compliance; procurement and supply chain systems and processes; supplier engagement and monitoring; and broad awareness, training and communications.

During the reporting period the following actions were completed:

- Published Collgar's Modern Slavery Policy on website.
- Incorporated modern slavery assessment criteria into procurement practices .
- Conducted further spend analysis of highest risk, highest priority suppliers.
- Followed-up supplier questionnaires, and negotiated new modern slavery clauses in major contracts.
- Integrated modern slavery risk management into company strategic objectives.
- Commenced a social value impact assessment to better understand social and economic impact of Collgar's operations, particularly in the Central Wheatbelt of Western Australia.
- Continued training and awareness for new employees.

Our Plans Beyond 2021

We recognise that managing modern slavery risks requires ongoing commitment and we aim for continual improvement. We will extend our due diligence of suppliers and supply chain beyond those identified as highest risk and monitor the appropriateness of our procurement practices. We will review, evaluate, improve, and evolve our risk management approach and ensure we strive towards best practice in our industry sector.

While we intend to engage with all providers to understand modern slavery risks within their businesses, we have identified the following focus areas for 2022:

- The regular purchases of complex electrical and technical equipment to help maintain and operate the wind farm. These components often contain cobalt, which is considered a high-risk product due to the geographical location of the product source.
- Increased visibility around the manufacture of specialist wind farm equipment, including information outlining where the equipment is manufactured and assembled.
- Review and update of the action plan and roadmap to strive for continuous improvement.
- Continue to review and report on modern slavery risk management initiatives.
- Additional training opportunities for our Board.



Continuous Improvement



Effectiveness Reviews

Our effectiveness review program increases transparency of modern slavery issues, supporting awareness and recognition of these risks. The reviews provide us with the ability to improve overall workplace practices and better assess the effectiveness of our activities.

Annual Review

On an annual basis Collgar's Board reviews the Modern Slavery Statement and provides recommendations and strategic direction for Collgar to consider as part of its ongoing commitment to address risks.

We treat our risk register as a dynamic, living document. While it undergoes a formal review on an annual basis, the register is reviewed more frequently to align with our risk appetite and to continuously monitor risk treatment plans and effectiveness of controls. As and when modern slavery risks are identified and assessed these will form part of the review process.

Quarterly Review

Members of the leadership team and operational employees who have accountability for ownership of risks associated with managing our supply chain, procurement, and contract management practices review these risks on a quarterly basis. The review includes assessment of the effectiveness of any planned modern slavery mitigation plans as well as the identification of other corrective action plans.

In addition, the Audit and Risk Committee is updated on the progress of any risk treatment plans in relation to Collgar's modern slavery action plan and initiatives.

Collaboration

As a small employer with a professional workforce, we consider the risk of modern slavery to be low within our direct business operations. However, we recognise that our employees and contractors will benefit from increased education around Modern Slavery risks, particularly in relation to supply chain and procurement practices. We also recognise that the risks of modern slavery are enhanced through our supply chain and other third-party relationships.

Importantly, our board and leadership team have committed material resources to identify and address modern slavery risks in our operations and supply chain. Our Modern Slavery action plan and three-year road map, which was developed collaboratively with key representatives across our organisation, has established a clear pathway for improvement.

We also recognise that the operating context of our various suppliers will influence their level of awareness in the modern slavery setting. Some of our suppliers are based overseas and have yet to progress the kind of due diligence required by Australia's *Modern Slavery Act*.

Nevertheless, we adopted a collaborative approach in an effort to garner further information from our suppliers. In one instance, we referred to a supplier's published policies on human rights and the outcomes from its human rights impact assessment. In another instance, we worked with a supplier to agree an appropriate contractual mechanism enabling assessment and validation of that supplier's modern slavery risk exposure and management practices.

We have learned from these experiences and understand that Collgar has an opportunity to engage and share best practices, and where possible we will continue to collaborate in an effort to mitigate the risk of modern slavery throughout our supply chain.

Benchmarking



With the support of external consultants, we continue to undertake a Modern Slavery benchmark review to identify areas of improvement across five key categories:

- Management systems
- Human resources and recruitment
- Procurement and supply chain
- Risk management
- Customers and stakeholders

The analysis identified gaps and opportunities for better managing our response to Modern Slavery risks and human rights due diligence more broadly. We acknowledge that we are at the starting point of a journey and recognise that there is much work to do. This first year enabled us to better understand the essential elements of an effective Modern Slavery risk management program, particularly in the context of our existing Environmental, Social, and Governance program.

The following table provides the results of our modern slavery benchmark review conducted in 2019, 2020, and again in 2021, reflecting the improvements made during our first reporting years.

Modern Slavery Benchmarking

Category & Topics	2019	2020	2021	Comments
Management Systems				
Governance	Starting Out	Making Progress	Making Progress	Targets have been set and progress is reported to senior management
Commitment	Starting Out	Leading Practice	Leading Practice	
Business Systems	Starting Out	Starting Out	Starting Out	
Action Taken	Starting Out	Starting Out	Making Progress	
Monitor/Report	At the Starting Line	Starting Out	Starting Out	
Risk Management				
Risk Framework	Starting Out	Making Progress	Leading Practice	We have some understanding of the risk exposure in our supply chain but require further information from our suppliers.
Operational Risk	Starting Out	Making Progress	Making Progress	
Identifying External Risk	At the Starting Line	Making Progress	Starting Out	We actively monitor and report on modern slavery risks and have implemented policies to enable stakeholders to raise concerns.
Monitoring & Reporting Risk	At the Starting Line	Making Progress	At the Starting Line	
Procurement & Supply Chain				
Policy & Procedures	At the Starting Line	Starting Out	Starting Out	
Contract Management	At the Starting Line	Starting Out	Starting Out	
Screening & Traceability	At the Starting Line	Starting Out	Starting Out	
Supplier Engagement	At the Starting Line	Starting Out	Starting Out	
Monitoring & Corrective Action	Starting Out	Starting Out	Starting Out	
Human Resources & Recruitment				
Awareness	At the Starting Line	Making Progress	Making Progress	At present, our labour hire and outsourcing practices have not been assessed for exposure to modern slavery risk. This will be a focus in the coming year.
Policies & Systems	At the Starting Line	Making Progress	Making Progress	
Training	Starting Out	Leading Practice	Leading Practice	
Labour Hire/Outsourcing	At the Starting Line	At the Starting Line	At the Starting Line	
Customers & Stakeholders				
Customer Attitude	At the Starting Line	At the Starting Line	Starting Out	We have a basic understanding of our customer's expectations in relation to modern slavery.
Information Provision	At the Starting Line	Starting Out	Making Progress	
Feedback Mechanisms	At the Starting Line	Making Progress	Making Progress	We have published our Modern Slavery Statement on our website.
Worker Voice*	Not Applicable	Not Applicable	Not Applicable	

*Worker voice has been assessed as a very low risk for Collgar and further actions are not required at this time. We will continue to monitor our operations for red flags necessitating this type of communication.



Due Diligence

Addressing Modern Slavery risks is a complex and challenging process. Collgar's response will continue to evolve over time as we strengthen and refine our approach in future reporting cycles. We will also monitor the regulatory landscape to ensure we develop our action plan in line with any amendments or new initiatives. We recognise the need to undertake human rights due diligence to identify, prevent, mitigate, and account for how we address actual and potential adverse human rights impacts in our operations and supply chains, including Modern Slavery.

At the end of the reporting year 2021, Collgar developed a comprehensive set of ESG targets based on a materiality review of our operations and supply chains. One initiative, which will commence in 2022, is a social value assessment of Collgar's operations. The focus will be on the rural community in which our wind farm operates, and the results will inform future decision making and charitable giving opportunities. We also see this assessment as relevant for further understanding social factors and insights into potential modern slavery practices.

Consultation

Collgar wholly owns and manages the Collgar Community Fund (CCF), the trustee for the Collgar Community Trust, which provides grants to other not-for-profits in the local community where the wind farm is located. The requirement to consult on this statement is not required given the unique operations of the CCF, as described on page 4. The CCF is aware of Collgar's obligation to prepare an annual Modern Slavery Statement, and has an opportunity to participate in the process if required.

Other Information

Collgar's work in defining and making public commitments to social issues, including our work in developing our modern slavery action plan, has contributed to Collgar being recognised as Sector Leader in Renewable Power in the GRESB ESG benchmarking assessment.



G R E S B
INFRASTRUCTURE
sector leader 2021

Description of Revised Statement

In accordance with section 20 of the Act, Collgar has requested the Minister of Home Affairs to register this revised version of a registered Modern Slavery Statement, as originally submitted on 30 June 2022.

The revised statement provides further details on how Collgar complied with mandatory criterion six - the process of consultation with any entities the reporting entity owns or controls. The additional details can be found on page 24 under the heading "Consultation".

The revised statement has been re-approved by Collgar's Board of Directors as of 21 September 2022.



Tony Iannello
Chair, Collgar Board



GRESB
INFRASTRUCTURE
sector leader 2021

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