

# Modern Slavery Act Statement

**For the reporting period  
to 30 September 2025**

FLUENCE ENERGY PTY LTD

ACN 627 071 461

REPORTING PERIOD

30 SEPTEMBER 2025

# Modern Slavery Statement

## 1. Reporting Entity

This Modern Slavery Statement (**Statement**) is made in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) by Fluence Energy Pty Ltd (ACN 627 071 461) with its office at Level 7, 401 Collins Street Melbourne Victoria 3000.

This Statement sets out the steps Fluence undertakes to ensure compliance with applicable legal requirements pertaining to modern slavery risks. This document describes the policies and due diligence processes that we implement to help identify and address any potential risks in our business operations and supply chain. This Statement covers the reporting period ending 30 September 2025.

## 2. Structure, Operations and Supply Chain

Fluence Energy Pty Ltd is incorporated in Australia and is a wholly owned subsidiary of Fluence Energy, LLC (a Delaware, US corporation). Fluence's Nasdaq-listed entity, Fluence Energy, Inc, conducts its business operations through Fluence Energy, LLC and its subsidiaries, which include Fluence Energy Pty Ltd.

Fluence Energy Pty Ltd is a member of the Fluence group of companies which have offices and operations across the Americas, EMEA and Asia Pacific. As of 30 September 2025, Fluence has over 1,600 employees globally with 98 employees in Australia.

Fluence has a presence in 48 countries and is a global market leader in delivering intelligent energy storage solutions and optimisation software for renewables and storage. Fluence's energy storage solutions and operational services are designed to help create a more resilient grid and unlock the full potential of renewable portfolios. Fluence's solutions are integral to the energy transition and the global effort to combat

climate change through the modernisation of clean energy networks.

Fluence's supply chains include the sourcing of battery energy storage systems, electrical equipment, construction services, professional services, IT, and other business support services.

Fluence's energy storage business is supported by strategically diversified supply chain partnerships with components and parts required for the production of our integrated energy storage solutions sourced from suppliers and stakeholders from all over the world. Fluence Energy Pty Ltd leverages the Fluence group's global supply chains for the purpose of supplying energy storage solutions in the Australian market

## 3. Risks of Modern Slavery Practices in the Operations and Supply Chain

Fluence recognises that the risk of modern slavery practices is present within the sectors in which we operate. Examples of modern slavery risks may include work or operations conducted in high-risk geographies, the risk of forced labour or the use of certain raw materials that have a higher modern slavery risk due to the way they are extracted. The energy storage industry faces specific modern slavery risks, particularly in the production of lithium-ion batteries:

- **Supply chain issues:** up to 75% of lithium-ion battery supply chains have been found to involve forced and child labour; and
- **Geographical hotspots:** forced labour practices have been documented in the lithium-ion battery supply chain with areas of concern including China.

Governments and organisations are increasingly implementing regulations to combat supply chain risks in the battery energy storage sector. For example, the European Union’s Batteries Regulation 2023 and the U.S.’ Uyghur Forced Labour Prevention Act are designed to ensure that companies address human rights risks in their supply chains.

Fluence recognises its responsibility to prevent modern slavery and human trafficking in our operations and supply chains. As described in this Statement, Fluence has designed and implemented appropriate due diligence processes that help assess and manage potential risks in our supply chain and operations, as well as policies and procedures that reasonably mitigate such dangers.

If a potential non-compliance is discovered, Fluence takes immediate steps to implement remedial measures. In addition, Fluence conducts regular training courses with our employees to ensure employees are aware of our commitments and monitoring requirements.

Lastly, we use internal software mechanisms and external auditors to help us identify and mitigate these potential risks.

## 4. Actions taken by Fluence to assess and address modern slavery risks

### I. Our Policies

Our commitment to respecting and promoting human rights applies to all Fluence locations and business operations. We recognise that our policies, procedures, training, and monitoring may need to evolve, as needed, in response to changing circumstances. In addition, we expect our business partners – including suppliers and customers – to share our commitment to respecting and promoting human rights. We take a risk-based approach to managing modern slavery in our supply chains. In this respect, we have implemented the following processes

to help evaluate and monitor compliance with applicable modern slavery requirements:

#### A. Fluence Code of Conduct & Ethics

All Fluence employees are required to comply with our Code of Conduct & Ethics guidelines, which includes respect for the personal rights of every individual as well as the requirement to act with integrity and in accordance with the law.

#### B. Responsible Sourcing Policy

We originally published our responsible sourcing policy in 2023. This policy addresses our commitment to ethical, social, and environmental practices in the supply chain required for sustainable business growth. Fluence is adopting the key principles set forth in the United Nations Global Compact (UNGC) and our responsible sourcing policy embraces and incorporates UNGC’s core values of human rights, labor standards, the environment, and ethical practices. We strive to be a thoughtful and diligent role model in our industry and for the communities in which we operate.

#### C. Code of Conduct for Fluence Business Partners and Third-Party Intermediaries

We expect all our business partners to abide by the principles outlined in our comprehensive Supplier Code of Conduct which outlines the ethical, legal, and social expectations for all business partners and third-party intermediaries. The Code specifically prohibits the use of forced labour and child labour by our suppliers, requires our suppliers to respect the employment rights of their workers, and to use necessary efforts to promote compliance within their organisations.

## D. Responsible Sourcing Playbook

Our Responsible Sourcing Playbook serves as our “one-stop” for all supplier-related queries that may relate to the responsible sourcing program at Fluence. We support all our suppliers through our “Responsible Sourcing Framework” and guidelines.

The Responsible Sourcing Playbook initially targeted direct material suppliers that provide essential components such as battery cells, battery modules, containers, and fire safety equipment. However, since its inception, it has been extended further into our supply chain (including regional suppliers who provide critical materials for our project sites such as switchgear and transformer suppliers).

Further, we explicitly encourage our suppliers to extend these values further into their supply chain to create a network of interactions and business relations that are built on trust as well as any applicable modern slavery laws.

## II. Responsible Sourcing Program

Fluence’s Responsible Sourcing Program is a proactive blueprint for establishing ESG standards throughout our supply chain that drives accountability among our suppliers. The program is continually reviewed to ensure that the principle of protecting people and the environment from potential risks of supply chain failures is implemented and that our business partners share the same values. We maintain a rigorous system of supplier selection, engagement, education, assessments, and auditing to achieve supply base integrity and the standards we expect at Fluence.

Transparency is a core element in ensuring supply chain sustainability. Fluence’s responsible sourcing mission is to seize opportunities and mitigate risks within our supply chain. We are also working to manage modern risks associated with globalisation and climate change, among other market megatrends. We aim to exceed our current procurement targets without compromising future growth and long-term business sustainability.

Our Responsible Sourcing team oversees the evaluation system that grades, rates, and issues formal scorecards for each supplier. The responsible sourcing evaluation system helps to promote alignment with Fluence sustainability goals and initiatives while fostering continuous improvement and accountability across the supply chain.

Our Responsible Sourcing and Supply Chain & Procurement teams collaborate to support supplier risk management and implement supply chain sustainability programs. Our governance structure encourages this cross-functional collaboration and ensures all internal stakeholders are aligned.

## A. Supplier Onboarding & Validation Process

At Fluence, we view our supply chain as a key component of our overall business framework and expect all suppliers to adhere to the same level of integrity and ESG requirements to which we hold our own operations accountable. We make all reasonable efforts to ensure our suppliers know what is expected of them and have systems in place to help ensure compliance. We do this through the following:

### i. Supplier Qualification

The supplier qualification program is built upon our Responsible Sourcing program framework to meet and adhere to the Responsible Sourcing Policy and Supplier Code of Conduct requirements. The supplier qualification program also utilises various tools to help with the pre-qualification of suppliers. Prior to onboarding, we run thorough checks on all potential partners for any business transactions. Fluence leverages its supplier relationship management system to qualify and onboard new suppliers. This supplier relationship management tool has clearly defined objectives and serves as a foundation for our business partnerships.

Specific compliance and/or legal clauses are included in the contractual documentation between Fluence and our third-party intermediaries, and we expect adherence to those legal and contractual requirements monitored over the term of our

partnerships. This includes contractual terms which enable both preventative as well as incident-driven audits.

**ii. Selecting Suppliers based on adherence to our Supplier Code of Conduct**

The execution of the Supplier Code of Conduct is the first step in ensuring that our responsible sourcing vision is communicated with our business partners. Suppliers must (by confirming in writing) their agreement to the Fluence Supplier Code of Conduct as part of the supplier onboarding and contracting process.

**iii. Maintaining a mandatory program of Supplier Self-Assessment**

The Fluence Responsible Sourcing team will share the Self-Assessment Questionnaire with suppliers for initial risk assessment identification. The Responsible Sourcing team will review and evaluate the supplier risk and categorisation based on the completed questionnaire.

**iv. Supplier Onboarding**

Suppliers can be onboarded if no risk is identified from the Self-Assessment Questionnaire. It is at this stage that Fluence can place orders with the relevant supplier.

**v. Ensuring Supplier Commitment Through Third-Party Compliance Reports**

After a supplier has been onboarded, Fluence will undertake ongoing monitoring of that supplier's compliance with Fluence's Responsible Sourcing Framework.

If a risk is identified based on the supplier's responses to the Self-Assessment Questionnaire, the supplier will need to submit an acceptable audit report (conducted by a third-party audit firm) within 90 days from onboarding to the Responsible Sourcing team to get a Responsible Sourcing scorecard. It is expected that, in the applicable audit results and report, the supplier has complied with applicable human rights

regulations and standards, including those relating to forced labour, in their operations.

**vi. Conducting due diligence of suppliers**

Fluence conducts unannounced, random audits through third party firms to help further ensure suppliers' compliance with the Fluence Supplier Code of Conduct and other requirements on an ongoing basis.

To enhance our commitment to responsible sourcing, the Fluence Responsible Sourcing team has developed a proprietary auditing tool tailored to our specific requirements. We collaborate with designated qualified third-party auditing partners to conduct these audits on a random basis, utilizing a sampling protocol in accordance with ANSI/ASQ Z1.4 standards. This approach ensures a rigorous assessment of our sourcing practices while maintaining transparency and accountability.

**vii. Supplier Development**

With our diverse supplier base, we insist on stringent social compliance standards consistent with industry standards and international regulations. We identify social compliance risks by our vendor spend, vendor location, and the industry in which the vendor operates. After developing our risk assessment process, we implement an auditing program that focuses on high-risk vendors and create an annual schedule to govern social compliance by risk association. Unannounced audits are conducted through our third-party auditing partners to eliminate the chance for any bias. We use a trusted third-party system to conduct internationally recognised social compliance program audits or our own responsible sourcing program questionnaire with respect to social issues such as child labour, forced labour, and slavery in the supply chain. We also assess the vendor's working conditions for its employees, wages, and all accounts of possible overtime and leave.

## B. Supply Chain Assessments Undertaken in FY25

In the year ending 30 September 2025, Fluence introduced two updated self-assessment questionnaires (SAQs) specifically tailored for logistics providers and EPC contractors to address the unique risks of each industry. So far, 85% of supplier factories (both newly onboarded and existing) have completed the SAQ, while the remaining 15% are from the existing supply chain. According to our acceptable audit program, 85% of the factories that received a scorecard achieved a rating of Platinum, Gold, or Silver. For these suppliers that received Not Acceptable or High Risk scorecards, this was the result of issues such as excessive working hours and inadequate rest days, occupational or building health and safety concerns, gaps in regulatory compliance systems, poor general working conditions, and shortcomings in minimum wage or social benefits. Importantly, no critical human rights violations were found, and no suppliers were identified having Zero Tolerance issues.

Additionally, we conducted eight random compliance audits at supplier factories in China, India, Vietnam, and the United States using Fluence's own audit checklist with a nominated auditing partner for responsible sourcing scorecard issued factories. Most non-conformances identified were related to labor rights. Suppliers with identified issues developed Corrective Action Plans to resolve violations. The majority of these corrective actions were satisfactorily addressed during fiscal year 2025, with the remainder scheduled for completion in fiscal year 2026.

## 5. How we assess the effectiveness of actions being taken to assess and address modern slavery risks

As noted in section 4, Fluence continually evaluates the effectiveness of actions being taken to assess and address modern slavery risk, including tracking our

actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes. For example, third parties and suppliers are subject to due diligence screening, which is performed during onboarding via the use of a due diligence screening application. The due diligence screening includes two levels of restricted party screening (first level screening is conducted by onboarding teams; any escalations are reviewed by the Compliance team for approval). Lastly, screened parties are also subject to continuous monitoring.

In addition, if Fluence discovers potential evidence of non-compliance in our supply chain (for example, if self-assessment questionnaires or audits reveal infringements), Fluence will evaluate appropriate remedial actions. We expect our suppliers to remedy any material violations within a reasonable period. In addition to follow-up audits carried out by our external audit partners, the responsible procurement units and the suppliers involved will agree appropriate corrective actions as defined during our audits.

As a final measure, we reserve the right to terminate the arrangements with suppliers in the event of serious infringements or violations of law relating to slavery, servitude, human trafficking and forced labour. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

## 6. Process consultation with any entities Fluence Energy Pty Ltd owns or controls

Fluence Energy Pty Ltd does not own or control any entities.

## 7. Our Commitment

As noted, Fluence will not tolerate any violations of applicable laws pertaining to forced labour and modern slavery. In addition, Fluence will continue to take a zero-tolerance approach to violations of law in our supply chain.

Signed in accordance with a resolution of the Board of Directors dated 30 March 2026:

Fluence Energy Pty Ltd (ACN 627 071 461)



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**Name:** Robert Edward Hills

**Position:** Director

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