EVZ Limited

Modern Anti-Slavery Statement 2024

Table of contents

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 2 of 13

1. The reporting entity

EVZ Limited (ABN 87 010 550 357) is the 'reporting entity' (as defined in the Act) covered by this Statement and the terms 'The Group', 'we', 'us' and 'The Groups' refer to the entire Group (as defined below), except where the context otherwise requires.

2. Structure, operations and supply chain

The Groups structure:

The EVZ 'Group' consists of EVZ Limited and the following operating subsidiaries:

- Brockman Engineering Pty Ltd
- Brockman Services Pty Ltd
- Brockman Project Services Pty Ltd
- Syfon Systems Pty Ltd
- Syfon Systems Sdn Bhd
- Tank Industries Australia Pty Ltd
- TSF Power Pty Ltd

EVZ Limited is publicly listed company on the Australian Securities Exchange (ASX: EVZ).

Operations:

EVZ Limited is a leading Australian innovative provider of technical services in the Energy & Resources and Building Products sectors. The Company's multidisciplined capabilities across its operating subsidiaries, combine innovation, engineering experience and project delivery expertise to create value for our clients.

Supply chain:

The Groups supply chain includes providers of goods and services and other project focused materials, purchased and distributed through the groups various locations in Australia and Malaysia or delivered directly to project sites through third parties. Products are purchased domestically and from overseas. Overseas goods are imported through third party logistics providers.

The Groups suppliers operate in over 100 countries across the world.

The Groups suppliers operate in the following sectors:

- Accommodation and Food Service Activities
- Administration and Support Services
- Agriculture, Forestry, and Fishing
- Arts, Entertainment and Recreation
- Building services contractor
- Cleaning
- Construction
- Domestic work
- Education
- Electricity, Gas, Steam and A/C supply
- Finance and Insurance
- Government administration, Defence and Social Security

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 3 of 13

- Health and Social Work
- Information and Communication
- International organisations, Diplomatic and Consular Services
- Labour hire
- Maintenance and Repair of motor vehicles
- Manufacturing
- Mining and Quarrying
- Personal services
- Professional and Scientific Services
- Real estate
- Retail
- Security services
- Transportation and Storage
- Water supply, Sewerage and Waste Management
- Wholesale

3. Modern slavery risks in the Groups operations & supply chains

Modern slavery refers to various forms of exploitation and coercive practices that deprive individuals of their freedom, rights, and dignity. It encompasses situations where individuals are forced or coerced into labour, servitude, or human trafficking against their will. Modern slavery can take different forms, including forced labour, debt bondage, forced marriage, human trafficking, and child labour.

The International Labour Organisation estimates that over 50 million people around the world are victims of modern slavery. In recent years, supply chain transparency is a key policy strategy used by governments to identify and prevent business practices that lead to modern slavery.

Risks in the Groups operations:

All of the Groups employees and operations are located in Australia and Malaysia. We comply with all Australian and Malaysian labour laws and other applicable employment related legislation. The Groups internal reviews have found no evidence of any modern slavery practices or incidents in its operations.

Risks in the Groups supply chains:

The Groups suppliers operate, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

The below graphics show the high-risk sectors of operation, production, and sourcing for The Groups suppliers. The numbers in the graphics identify how many suppliers are in the corresponding sectors.

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 4 of 13

High-risk Sectors of Operation:

Accommodation and Food Service Activities **4**		Agriculture, Forestries, and Fishing **9**	
Building services contractor **13**		Cleaning **4**	
Construction **51**		Domestic work **1**	
Labour hire **5**		Maintenance and Repair of motor vehicles **8**	
Manufacturing **64**		Mining and Quarrying **18**	
Personal services **1**		Retail **28**	
Security services **3**		Transportation and Storage **19**	
Wholesale **17**			

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 5 of 13

Production of goods in High-risk Sectors:

Accommodation and Food Service Activities **13**		Agriculture, Forestries, and Fishing **14**	
Building services contractor **25**		Cleaning **6**	
Construction **70**		Domestic work **5**	
Labour hire **6**		Maintenance and Repair of motor vehicles **20**	
Manufacturing **66**		Mining and Quarrying **38**	
Personal services **2**		Retail **25**	
Security services **5**		Transportation and Storage **33**	
Wholesale **16**			

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 6 of 13

Sourcing goods in High-risk Sectors:

	Accommodation and Food Service Activities **10**		Agriculture, Forestries, and Fishing **2**
	Building services contractor **12**		Cleaning **12**
	Construction **35**		Labour hire **9**
	Maintenance and Repair of motor vehicles **18**		Manufacturing **66**
	Mining and Quarrying **4**		Retail **23**
	Security services **6**		Transportation and Storage **28**
	Wholesale **28**		

Approved by: EVZ Board

Version 1.0

EVZ Limited
Corporate Governance
Modern Anti-Slavery Statement - 2024

Page 7 of 13
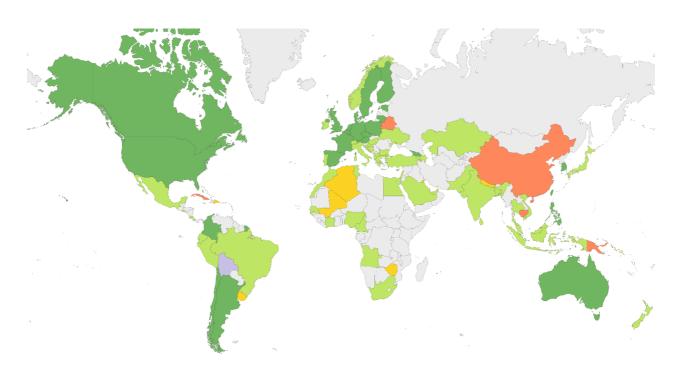
Some countries or regions where the Groups suppliers operate, as well as some goods produced and sourced by The Groups suppliers, can be described as high-risk due to the possibility of a link to modern slavery practices such as Forced Labour, Human Trafficking, Child Labour, and Debt Bondage.

The geographical regions where the Groups supply chain partners operate are shown in the map below. This map, and the supply chain maps that follow, have been overlaid with the colour tier system of the Trafficking-in Persons Report tiers. See legend below.

Tier 1

Countries and regions whose governments, at the date of this assessment, fully meet the Trafficking Victims Protection Act's (TVPA) minimum standards.

Tier 2 Watch List

Countries and regions whose governments, at the date of this assessment, do not fully meet the TVPA's minimum standards, and as the (increasing) number of victims is significant without proportional action, and/or no evidence of increased efforts to combat trafficking has been provided.

Tier Special Case

Due to civil conflict and humanitarian crises, gaining information is difficult and a tier has not been assigned.

Tier 2

Countries and regions whose governments, at the date of this assessment, do not fully meet the TVPA's minimum standards, but are making significant efforts to meet those standards.

Tier 3

Countries and regions whose governments do not, at the date of this assessment, fully meet the minimum standards and are not yet making significant efforts to do so.

Uncategorised

At the date of this assessment, insufficient information is available about these countries or regions and a tier has not been assigned.

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 8 of 13

There is modern slavery risk associated with producing the following goods from the countries listed below:

- Bangladesh:
    - Textiles
    - Textiles (jute)
- China:
    - Aluminium
    - Electronics
    - Footwear
    - Garments
    - Gloves
    - Solar Cells
    - Solar Modules
    - Textiles
- India:
    - Leather Goods/Accessories
- Malaysia:
    - Garments
- Pakistan:
    - Garments

4. Actions taken to assess and address risks

Assess:

The Group uses a third-party tool, the iPRO Modern Slavery Assessment Tool to assess modern slavery risks in its operations and supply chain. The risks identified in the previous section were all identified utilising this assessment tool. We engaged iPRO during the reporting period to conduct the assessments on the Groups operations, and a bulk assessment of The Groups 1035 suppliers. We intend to carry this process forward as an annual assessment of the Groups operations and supply chain.

Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Each supplier that completed the assessment was assigned one of the following 5 risk categories:

- High-risk (high levels of inherent risk)
- High-risk (inadequate risk control)
- Medium-risk (partial risk control)
- Low-risk (adequate risk control)
- Low-risk (low levels of inherent risk)

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing. This is referred to as the Inherent Risk Score. The Inherent Risk Score was calculated based on the geographical, type of goods, industry sector, and workforce parameters that the supplier indicated in the Modern Slavery Assessment Tool (MSAT).

Next, the Unmitigated Risk Score was evaluated. This score was calculated based on the policy and procedure responses on the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk control.

Then, the risk scores for each assessed supplier were aggregated and averaged, resulting in an Aggregated Inherent Risk Score and an Aggregated Unmitigated Risk Score for the overall supply chain.

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 9 of 13

EVZ limited also completed a self-assessment using the same process to determine a risk category for our operations.

<u>Address:</u>

Suppliers that completed the self-assessment were given action items to complete post-assessment. The action items provided to each supplier were based on their responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment.

Action items were also aggregated, giving the Group a focused view of the most impactful actions that could be taken by suppliers across the supply chain.

We have started rolling out a supplier follow-up initiative to further discuss the action items and address the risks identified through the assessment. Primarily this involves ensuring that suppliers have the right policies and procedures in place to mitigate inherent risks in their business.

Some of the policies we are focusing on include:

- Supplier to issue a vulnerability assessment policy
- Supplier to issue a modern slavery risk assessment policy

EVZ limited was also given action items to complete post-assessment to reduce the unmitigated risks identified for our operations.

The gaps in our operational modern slavery risk management have already started to be closed through the implementation of the actions including modern slavery training for supplier focused staff across the Group.

5. Assessing the effectiveness of the Groups actions

We utilise the benchmarking and KPI's in the iPRO Modern Slavery Assessment Tool to assess the effectiveness of our actions.

As this is the first year we have used the platform to conduct our assessments and due diligence, we will be able to objectively measure the effect when the assessments are completed during the next reporting period.

The main KPI's we are using to benchmark our efforts are the risk scores that are generated as part of the assessment process.

Each organisation who completed the assessment questionnaire was assessed and given 2 risk scores.

- Inherent Risk Score
- Unmitigated Risk Score

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

The Group is provided an aggregated risk score of all the assessed suppliers, and we use this aggregated score to measure the risk on an overall supply chain level.

We aim to continuously improve on these KPI's.

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 10 of 13

As we take actions within our organisation, and with our suppliers, we will be able to assess the effectiveness of our modern slavery action plan to reduce the Unmitigated Risk Score by introducing relevant policies and procedures.

We also measure the effectiveness of our engagement with suppliers and will continue to encourage participation in our assessment programme to better identify and mitigate modern slavery risks in our supply chain.

2024 Reporting Period Year KPI's

This is the score for EVZ Limited:

Operations Risk Scores	
Inherent Risk Score	90.00 / 100
Unmitigated Risk Score	23.22 / 100

This is the score for our aggregated supply chain:

Aggregated Supply Chain Risk Scores	
Inherent Risk Score	33.53 / 100
Unmitigated Risk Score	36.24 / 100

This is the questionnaire completion rate by suppliers:

Supplier Assessment Completions	
Completions	262 / 1035
Completion Rate	25.3%

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 11 of 13

6. Consultation within the EVZ Group

EVZ acknowledges that all the entities within the Group (refer section 2 for full list of group entities) have an equal role to play in understanding, identifying and reporting any known incidents of Modern Slavery.

The process of consultation involved discussions with the Directors/General Managers of all operating entities to inform them of EVZ's obligations under the Modern Slavery Act and to gather their input on The Groups collective approach to addressing this social governance issue.

This Statement has been prepared in consultation with each entity.

7. Approval of statement

This statement was approved by the EVZ limited board of directors.

Graham Burns
Chairman of the board of directors
28 January 2025

Version	Date Amended / Released	Amendments
1.0	31-December-2024	For board review
1.1	28-January-2025	Minor edits, approved for release

Approved by: EVZ Board

Version 1.0

EVZ Limited

Corporate Governance

Modern Anti-Slavery Statement - 2024

Page 12 of 13