



**IXOM Group - Modern Slavery
Statement
2025 Reporting Period**

1. Introduction

Modern slavery statement

IXOM's Modern Slavery Statement (Statement), which meets the requirements of the Australian Modern Slavery Act 2018 (Cth) (Act), describes the steps taken by IX Infrastructure Pty Ltd and its subsidiaries (collectively, IXOM) to comply with its obligations under the Act.

For the purpose of this Statement IXOM's reporting period is 1 October 2024 to 30 September 2025.

This Statement is a joint statement comprising the following reporting entities under the Act (Reporting Entities):

1. IX Infrastructure Pty Ltd (ACN 629 750 401);
2. IXOM HoldCo Pty Ltd (ACN 602 722 547);
3. IXOM Holdings Pty Ltd (ACN 131 367 112);
4. IXOM Operations Pty Ltd (ACN 600 546 512); and
5. IXOM International Holdings Pty Ltd (ACN 602 439 878).

Modern slavery

Modern slavery describes situations of severe exploitation and deprivation of the freedom of its victims through force, coercion, threats or deception. Broadly, the term modern slavery extends to any situations of serious exploitation where a person cannot refuse to work or leave work due to intimidation, abuse of power or violence. Further, modern slavery is used to refer to other illicit activities that have adverse effects on human rights, such as human trafficking or corruption.

With more than 1,200 employees globally, IXOM is a market leader in chemical manufacture and distribution in Australia and New Zealand. IXOM also has a presence in Southeast Asia through its life sciences raw materials and ingredients distribution business, and in the USA and the United Kingdom through its source water technology businesses. IXOM continues to recognise and condemn the existence of modern slavery practices in industries around the world. IXOM's activities in seeking to identify and understand modern slavery risks in its supply chains continue to evolve and mature. Since the introduction of the Act, IXOM's activities in this area have included the introduction of a Modern Slavery Policy, the identification of those parts of its supply chain that pose a higher modern slavery risk, the undertaking of desktop and on site modern slavery risk reviews and audits, the active management of modern supply chain risks identified through these activities and a requirement for prospective vendors to review and sign IXOM's

Modern Slavery Policy - Vendor Acknowledgement and provide related high-level information to IXOM as part of its new vendor approval framework.

Consistent with our corporate principles of conducting our business safely and with integrity, IXOM continues to work to identify and mitigate risks associated with modern slavery for our businesses globally, and to measure the effectiveness of our actions, with a focus on parts of supply chains that are known to inherently carry greater modern slavery risks.

The Act requires IXOM to prepare a report providing information on:

- IXOM's structure, its operations and supply chains;
- the risks of modern slavery in IXOM's operations and supply chains;
- the actions taken to assess and address those risks, including due diligence and training;
- the effectiveness of those actions;
- how IXOM assesses the effectiveness of those actions; and
- the process of consultation between IXOM and its related entities in respect of modern slavery compliance.

2. Statement from the Chief Executive Officer

Opposing slavery. In all its forms.

IXOM is a proudly Australian company with a corporate heritage dating to 1919.

As a market leader in water treatment and chemical distribution, we are strongly focused on the health and safety of our people, our customers, and the communities in which we operate and meeting the expectations of IXOM's social operating licence. That focus extends to everyone we work with, in every country, along with all our supply chains.

In the 2025 reporting period IXOM commenced using the iPro cloud based software to conduct desktop modern slavery due diligence of a sample of vendors from whom IXOM entities purchase. This has proven to be a more efficient way to carry out desktop due diligence. An uptick in the number of vendors on whom IXOM was able to complete desktop due diligence has been observed compared to prior reporting periods.

In 2025 IXOM also undertook five onsite modern slavery audits of supplier premises and operations outside Australia using accredited third party auditors. These suppliers were selected by IXOM based on a due diligence approach of targeting supply chains that are known to have increased modern slavery risks. One of these audits was a follow up audit of a supplier that IXOM blocked following a number of non-conformances that arose from a modern slavery audit undertaken on that supplier by IXOM in the 2024 reporting period. Pleasingly the supplier in question demonstrated significant improvement following the earlier audit and all major non-conformances from the earlier audit had been properly addressed. This has enabled IXOM to subsequently lift its block on that supplier.

In the forthcoming reporting period IXOM will look for pragmatic ways in which it can continue to maintain and grow awareness of the topic of modern slavery across its workforce, identify modern slavery risks in its supply chain and improve performance on modern slavery compliance by suppliers in its due diligence processes that it identifies as having poorer controls in managing modern slavery risks. IXOM will continue to maintain its position of zero tolerance for modern slavery in any form in IXOM's supply chains that comes to IXOM's attention through its ongoing activities of seeking to identify modern slavery risks in its supply chains.



Bryce Wolfe
IXOM Group Managing Director and CEO

3. Structure, operations and supply chain

3.1 Structure

Based in Melbourne, operating in 10 countries

IXOM is a private company headquartered in Melbourne, Australia. During the reporting period, IXOM consisted of 20 registered companies (including 2 entities not wholly owned by IXOM, one of which IXOM does not control), incorporated and operating in 9 countries, as set out in Annexure A (page 17).

A number of IXOM entities do not have trading operations, such as holding companies and financing entities.

IXOM's operations around the globe

Key brands

- **IXOM** manufactures, processes and distributes a wide range of bulk and packaged chemicals and raw materials in Australia and New Zealand to numerous sectors including industrial, municipal, mining, energy, dairy, and food and beverage.
- **Keith Harris** produces a range of flavours, fragrances and ingredients for use in food and beverage products, laundry products, aerosols, detergents, candles, bathroom products and beauty products in Australia and New Zealand.
- **ABP** (Australian Botanical Products) manufactures and distributes essential oils and blended ingredients used by health, wellness and personal care brands in Australia and New Zealand.
- **Bronson & Jacobs** formulates and supplies raw materials across a range of industries in Australia, New Zealand and Southeast Asia, including food and beverage, personal care, pharmaceutical, cosmetics, nutrition and complementary health.
- **MIEX** is a division of IXOM dedicated to the development and support of ion exchange solutions for the removal of target contaminants from water and wastewater streams. MIEX plants are used by municipal potable water treatment plant operators in North America, Europe, East Asia, Australia and New Zealand.
- **IXOM Watercare** – incorporating brands including Medora, MIEX, SolarBee, GridBee and Residual HQ supplies source water management equipment and services used by municipal water customers in North America.
- **SCR** processes and distributes Ad Blue, an emissions reduction solution, in New Zealand.

- **IXOM Bitumen** manufactures and supplies modified bitumen and associated products for road surfacing, road sealing and general industrial use in Australia.
- **Logichem** processes and supplies reagent chemicals used by the mining industry in Australia.
- **FarmGuard** supplies chemical solutions to the dairy farm and agricultural sectors in New Zealand.
- **Pure Ingredients** imports and distributes essential oils, fragrances and bulk cosmetic ingredients in New Zealand.
- **Hilditch** imports and distributes base and refined oils in Australia.
- **Oilchem** distributes solvents and LPG, including under the GasnGo brand, in Australia.

Following the end of the reporting period for this Statement IXOM acquired the Hilditch base oils and Oilchem business which will be included in IXOM's Modern Slavery Statement for the future 12 month reporting period ending 30 September 2026.

Our values

- Driven and Accountable
- Energise and Embrace
- Excel with Customers
- Grow

Suppliers

During the reporting period, IXOM conducted operations in the following countries:

- Australia
- New Zealand
- Singapore
- Canada
- Indonesia
- Thailand
- China
- Malaysia
- United Kingdom
- United States of America

3.2 Operations

Essential solutions across a range of industries

IXOM's industry segments are intertwined, supplying manufactured chemicals and services, traded chemical products and providing logistics solutions and products to a range of key industries. In many cases different IXOM business supply the same customer. Chemicals and raw materials supplied by IXOM are commonly used across many industries and essential services from the food people eat, the beverages they consume, the water they drink, the essential oils and fragrances they enjoy, the cleaning products that are used in homes and businesses, the electricity and wastewater utilities that communities rely on and the roads they drive on.

IXOM supplies chemicals, raw materials, equipment and services solutions to industrial customers operating in the following end markets:

- Food, beverage, dairy and nutrition
- Process cleaning technologies
- Personal care, health & household
- Agriculture
- Municipal and industrial water treatment and management
- Waste treatment and management
- Pulp and paper
- Building and construction
- Industrial
- Mining and metals
- Refined fuels, oil and gas
- Modified bitumen and sealants for road surfaces
- Essential oils and fragrances

IXOM's chemicals and materials businesses manufacture chemical, personal care and bitumen products as well as procuring chemicals and materials for resale, with IXOM acting as the distributor.

IXOM also designs, builds and sells equipment used in source water and industrial water treatment.

3.3 Supply chain

Safe, reliable and compliant supply chains

IXOM's supply chain for products and services focuses on safety, reliability, quality and functionality of products and services, regulatory compliance, and the ability to safely and reliably source and supply goods in the volumes that meet our customers' needs. IXOM's traded chemicals are sourced from manufacturers and resellers that

meet our high standards, as are equipment components used in our manufacturing plants and water treatment equipment.

In most cases, these products are imported into the country of resale via ocean shipping, and in rarer instances by air freight. IXOM's suppliers outside Australia and New Zealand are located predominantly in North America, Asia and Europe. IXOM procures small volumes of products from suppliers in Africa and South America.

4. Modern slavery risks

4.1 Overview

Zero tolerance for slavery in all its forms

IXOM maintains a zero tolerance policy for slavery in any of our or our suppliers' operations. IXOM is not aware of any modern slavery practices in our own operations or supply chains, and we constantly seek to ensure our suppliers continue to uphold the highest standards.

IXOM seeks to apply its modern slavery compliance risk assessment activities across a sample of vendors in each of its businesses, with a key focus on those supply chains that are known to carry a higher risk of slavery practices. Based on this work, during the reporting period IXOM has focused the majority of its modern slavery due diligence processes and workplan on a selected number of suppliers based in Asia, and some focus on suppliers based in Egypt and Northern Africa. IXOM has also extended its due diligence to a small number of suppliers based in Europe and the Americas.

IXOM continues to observe that the majority of its vendors have an awareness of modern slavery risks and have implemented policies and frameworks that are focused on setting vendor expectations on this topic and managing such risks although there is some variability on the extent to which vendors' policies cover the full range of labour related areas encompassing modern slavery risks .

4.2 Supply Chain Susceptibility

Identifying risk across our supply chain

In the reporting period, IXOM concentrated the bulk of our workplan activities on supply chains associated with our Australian, New Zealand and Southeast Asian businesses. Those businesses are operated by IXOM Operations Pty Ltd, Australian Botanical Products Pty Ltd, PT Bronson and Jacobs Indonesia, Bronson and Jacobs (S.E. Asia) Pty Ltd, Bronson and Jacobs (Malaysia) Sdn Bhd and MIEX UK Ltd. These entities represent over 90% of the IXOM Group's revenue and earnings, and also the majority of the IXOM Group's supply chain activities. IXOM has

IXOM has identified the potential for modern slavery risks in the following elements of our supply chain:

- raw materials procured to produce goods and finished products, including the growing and processing of food ingredients, foodstuffs and raw materials used in the production of essential oils, fragrances, perfumes and skin care products;
- countries from which IXOM sources chemicals or materials that have little or no human rights or worker protections, poor law enforcement, or where modern slavery is widely practiced or accepted; and
- particular industries in which modern slavery practices or violations have been uncovered by third parties and publicly documented.

The risks associated with modern slavery can increase when these factors intersect.

IXOM acknowledges that risks may also be present deep in our supply chains, such as in the mining of certain minerals, the growing and/or production of raw materials, and the growing or processing of some food products and ingredients, that are sold or resold to IXOM.

Raw materials

The US Department of Labor's 2024 *List of Goods Produced by Child Labor or Forced Labor*¹ identifies materials in their raw form that are associated with industries that carry a higher risk of modern slavery practices, with this risk particular to specific countries of origin. Based on that list, IXOM has identified the following raw materials which are distributed by IXOM, often in a processed, extracted or refined form.

- Citrus fruits
- Cumin
- Tea
- Vanilla
- Coffee
- Palm olein (derived from palm oil)
- Cocoa
- Tomato products
- Hazelnut
- Coconut oil

Geographic locations

¹ https://www.dol.gov/sites/dolgov/files/ilab/child_labor_reports/tda2023/2024-tvpra-list-of-goods.pdf

IXOM recognises increased modern slavery risks exist in our supply chains associated with suppliers situated in countries identified as medium or higher risk by Transparency International and the Global Slavery Index.² The geographic locations identified by IXOM as posing a higher risk in connection with its supply chains are predominantly China, India, Malaysia, Indonesia and Egypt.

Industries

The Global Estimates of Modern Slavery as developed by International Labour Organization (ILO) and the Walk Free Foundation, in partnership with the International Organization for Migration, refers to industries that carry an increased risk of modern slavery practices. IXOM directly or indirectly procures from the following industries:

- manufacturing;
- mining; and
- commercial agriculture.

Assessing third party susceptibility

- As at the end of the 2025 reporting period, approximately 97% of IXOM's employees were based in Australia, New Zealand and the USA. IXOM takes compliance with labour laws extremely seriously, and we continued to maintain robust local labour law compliance systems in each country where we employed people during the reporting period.
- Based on publicly available information, observations from its own due diligence conducted over the five prior reporting periods and the outcome of a 2020 modern slavery compliance risk assessment which IXOM has continued to develop iteratively over time, IXOM is aware that some of the supply chains through or from which it procures may be directly and indirectly susceptible to the presence of modern slavery risks. For supply chains through or from which IXOM procures goods or services that have a higher degree of susceptibility to modern slavery risks, IXOM's understanding is that most of these higher risk supply chains are in countries outside Australia and involve agricultural or agricultural product processing industries.
- The high number of vendors and geographic locations from which IXOM procures goods and services continues to be one of IXOM's largest challenges in relation to identifying modern slavery risks.
- During the reporting period IXOM successfully trialled the iPro cloud based modern slavery due diligence software and, following that trial, moved all of

² [Global Slavery Index 2023 | Walk Free](#)

its desktop modern slavery due diligence over to that platform. The iPro platform allowed IXOM to slightly increase the number of vendors of which it completed desktop modern slavery due diligence compared to prior reporting periods. The iPro platform also applied a technical modern slavery risk rating to those vendors who completed the relevant questionnaire, based on inherent risk factors identified by the software associated with the vendor's geography, industry and materials sourcing, and vendors' responses to the questions. IXOM intends to continue using the iPro platform in the 2026 reporting period. and it also intends to re-assess a number of the vendors' it assessed through the platform in the 2025 reporting period to monitor for improvements or changes in those vendors' risk rating.

5. Key actions undertaken by IXOM

During the reporting period, IXOM undertook a number of key actions to assess and address modern slavery risks.

5.1 Desk Top Due diligence

Based on publicly available information, observations from its own due diligence conducted over five prior reporting periods and the outcome of a 2020 modern slavery compliance risk assessment which IXOM has continued to develop iteratively over time, IXOM is aware that some of the supply chains through which it procures may be directly and indirectly susceptible to the presence of modern slavery risks. For supply chains through or from which IXOM procures goods or services that have a higher degree of susceptibility to modern slavery risks, IXOM's understanding is that most of these higher risk supply chains are in countries outside Australia and involve agricultural or agricultural product processing industries.

The high number of vendors and geographic locations from which IXOM procures goods and services continues to be one of IXOM's largest challenges in relation to identifying modern slavery risks.

During the reporting period IXOM successfully trialled the iPro cloud based modern slavery due diligence software and, following that trial, moved its desktop due diligence work over to that platform. The iPro platform allowed IXOM to slightly increase the number of vendors of which it completed desktop modern slavery due diligence of compared to prior reporting periods as well as apply a scored modern slavery risk rating to those vendors based on inherent risk factors identified by the iPro software, and vendors' responses to the iPro information requests.

IXOM intends to continue using the iPro platform in the 2026 reporting period. and it also intends to re-assess a number of the vendors' it assessed through the platform

in the 2025 reporting period to monitor for improvements or changes in those vendors' risk rating.

IXOM will use the vendor reports generated from iPro assessments in the 2025 reporting period in the generation of a short list of vendors for on site modern slavery audits that IXOM will use an external auditors to undertake in the 2026 reporting period.

5.2 Training

Ensuring employees know what to look for

IXOM continued to provide modern slavery training to employees in our Australian and New Zealand entities who work with suppliers and/or in relation to IXOM's procurement function, with a focus on ensuring training of IXOM's product managers, account managers, and supply chain and procurement staff employed in Australia and New Zealand.

IXOM's modern slavery training program includes a particular focus on common indicators that might suggest the existence of modern slavery risks in a supplier's operations, or aspects of a supplier's operations that require further probing to assess whether modern slavery practices are present. This focus is deliberate and intended to equip staff with the skills and knowledge necessary to identify modern slavery risks in their dealings with suppliers and when conducting on-site audits.

5.3 Independent external audits

Utilising an independent external auditor

During the 2025 reporting period IXOM undertook five onsite modern slavery audits of supplier premises and operations outside Australia using an accredited third party auditor, Intertek.

One of these audits was of a vendor in Egypt which Intertek had audited on IXOM's behalf in the prior reporting period. In that prior audit, the vendor had performed favourably in four of the six segments of the audit, but had performed very poorly in the 'wages and hours' and 'health and safety' segments of the audit. Following that earlier audit IXOM had blocked its personnel from placing further orders with this vendor until a number of corrective actions were implemented and the vendor re-audited. During the 2025 reporting period the vendor was re-audited by Intertek. Pleasingly the vendor demonstrated significant improvement following the earlier audit and all major non-conformance from the earlier audit had been properly addressed. IXOM has subsequently lifted its block.

IXOM also engaged an external auditor to conduct an onsite modern slavery factory audit of one factory operator that processes food products in Asia that IXOM purchases from a downstream reseller, and a grower that grows and supplies the raw material used in that factory. Both audits reported positive results and no modern slavery red flags. IXOM also commissioned the same auditor to undertake the same audit of a second factory in the same region that produces the same finished product that IXOM has been considering procuring, and one grower that grows and supplies the raw material to that second factory. The audit of that second factory raised a number of red flags in respect of modern slavery risks and IXOM will not proceed with procuring product that is processed through that second factory until such time as it is satisfied that the risks in question have been adequately addressed. The audit of the grower supplying that second factory did not raise any red flags or material concerns on modern slavery related items.

The suppliers targeted by IXOM for physical modern slavery audits were selected by IXOM based on a due diligence approach of targeting supply chains that are known to have increased modern slavery risks.

5.4 New Vendor Approvals

During the reporting period IXOM has continued to maintain its requirement for prospective vendors to review and sign IXOM's Modern Slavery Policy - Vendor Acknowledgement and provide high-level information related to the topic of modern slavery to IXOM as part of IXOM's process of reviewing and approving new vendors.

5.5 Improvements to Modern Slavery Avoidance Program

During the reporting period, IXOM has:

- trialled and implemented use of the iPro cloud based modern slavery risk assessment software;
- increased the number of vendors that it has undertaken modern slavery desktop due diligence of, via the iPro software, compared to prior reporting periods; and
- increased the number of vendors that it has undertaken external modern slavery audits of, compared to prior reporting periods.

5.6 Further actions taken

During the reporting period, IXOM's human resources and industrial relations activities have supported the rights and wellbeing of IXOM's workers in a number of ways:

- As at the end of the 2025 reporting period, approximately 97% of IXOM's employees were based in Australia, New Zealand and the USA. IXOM takes

compliance with labour laws extremely seriously, and we continued to maintain robust local labour law compliance systems in each country where we employed people during the reporting period.

- IXOM continued to review and update its human resources policies, including those policies relating to parental leave, personal leave, sexual harassment and family and domestic violence leave. These reviews focused on supporting employee wellbeing in line with contemporary corporate standards, while ensuring compliance with applicable employment and workplace laws in the jurisdiction in which IXOM employs staff. Policy reviews and updates were also undertaken as part of the integration of newly acquired businesses in Australia and overseas, to ensure consistency with IXOM's standards and legal obligations.
- During the reporting period IXOM undertook a dedicated 'Wellness Quarter', delivering a series of initiatives and learning sessions to employees, focused on workplace loneliness, burnout, activating individual strengths, using insight rather than emotion in decision making, building cultures of safety, trust and accountability, and supporting employees to navigate organisational change with clarity and resilience. These initiatives were facilitated by independent third party providers and were designed to support employee wellbeing.
- In Australia IXOM undertook a review of manufacturing employment arrangements, modern award coverage and award employment arrangements against the Better Off Overall Test, to ensure compliance. In addition, IXOM's employment and payroll arrangements were audited by an independent global accounting firm to confirm compliance with applicable workplace laws, including remuneration and employment entitlements.
- In Australia, wages are regulated by modern award conditions. IXOM's employment and payroll arrangements have been audited by an independent global accounting firm to ensure that our remuneration and accrual or receipt of employment entitlements complies with applicable laws. IXOM also undertakes regular internal audits to ensure ongoing compliance.
- IXOM has renewed three industrial agreements during the reporting period through collective bargaining with employees and their union representatives.
- IXOM continued to provide employees with access to a third party operated employee assistance program and offered free information sessions focused on work-life balance, physical health, mental health, financial wellbeing, and

diversity and inclusion. These initiatives form part of IXOM's broader approach to supporting safe, fair and respectful workplaces.

- Employees are encouraged to report any suspected breaches of IXOM's Code of Conduct, workplace policies or laws, including concerns relating to treatment of workers, to their line manager, IXOM's legal team or the Speak Up Line. The Speak Up Line is run by an independent operator and can be used anonymously.

6. Improving the Effectiveness of IXOM's Actions on Modern Slavery

6.1 Overall assessment

Continuous improvement

- During the 2025 reporting period IXOM has conducted desktop modern slavery due diligence and external modern slavery audits on a higher number of vendors compared to prior periods.
- IXOM is targeting its external audits on supply chains that it views as carrying higher levels of modern slavery risk inherently and will continue with this approach.
- During the reporting period IXOM has continued to communicate its expectations on modern slavery and labour law requirements to new vendors via the requirement for new vendors to review and sign IXOM's Modern Slavery Policy - Vendor Acknowledgement as part of IXOM's new vendor review and approval process.
- The use of the iPro modern slavery risk assessment tool has and will continue to enable IXOM's personnel to work more efficiently in assessing modern slavery risks in its supply chains.
- Pleasingly, the re-auditing of a vendor in Egypt who had been blocked in IXOM's purchasing systems due to unfavourable results on material items from an external modern slavery audit conducted in the prior reporting period, demonstrated positive steps taken by that vendor to address those material items such that IXOM was able to lift its purchasing block.
- As part of the continued application of IXOM's new vendor risk assessment program, which was implemented during the reporting period, IXOM will

continue to communicate its position on modern slavery and human rights to prospective / new vendors prior to those vendors being approved and onboarded.

- IXOM continues to measure its progress by tracking suppliers who were targeted for desk top due diligence on a case by case basis during the reporting period. For suppliers who have received elevated risk scores through the desk top due diligence, IXOM aims to repeat desk top due diligence for these vendors in the 2026 reporting period or in some cases, attempt to set up a physical modern slavery audit of the vendor's systems and relevant .

6.2 Reporting and remediation

Raising and acting on red flags

If an IXOM employee, contractor or representative has any modern slavery concerns relating to a supplier, these concerns, along with information outlining the basis for these concerns, must immediately be reported to IXOM's Legal and Compliance Group or detailed through IXOM's relevant communication channels.

Where red flags are identified in relation to a supplier, these are addressed in accordance with the detailed procedure set out in IXOM's Modern Slavery Policy. IXOM has a track record of transitioning procurement away from suppliers where red flagged issues remain unresolved.

7. Consultation with IXOM entities and approvals

Who our policy applies to

IXOM's Modern Slavery Policy applies to all Reporting Entities and their wholly-owned entities. IXOM has made the Modern Slavery Policy available to personnel in all wholly-owned entities of IXOM through IXOM's intranet.

IXOM takes a global approach to tackling modern slavery risk. This Modern Slavery Statement reflects IXOM's global commitment and approach to human rights across its value chain. The Statement and its contents have been prepared in joint consultation with the Reporting Entities and with support from personnel in other IXOM Group subsidiaries.

IXOM's consultation process included engagement with personnel and key stakeholders within IXOM to undertake and complete modern slavery due diligence activities, new vendor vetting and preparation of this Statement, including our human resources, procurement and sourcing, and ESG teams, and business managers.

This Statement was endorsed and approved by the Board of IX Infrastructure Pty Ltd on 12 March 2026 on behalf of that company, IXOM Holdco Pty Ltd, IXOM Holdings Pty Ltd, IXOM Operations Pty Ltd and IXOM International Holdings Pty Ltd.

Keppel Infrastructure Trust (KIT), which is the ultimate owner of IX Infrastructure Pty Ltd, does not tolerate any form of child labour, forced labour, slavery, human trafficking or other unethical labour practices in any of its operations, and seeks to uphold and respect the fundamental principles in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organisation's Declaration on Fundamental Principles and Rights at Work*. KIT's position on modern slavery is also espoused in IXOM's Modern Slavery Policy. This Modern Slavery Statement is approved by Kevin Neo, Director, IX Infrastructure Pty Ltd.



Kevin Neo
Director – IX Infrastructure Pty Ltd
CEO – Keppel Infrastructure Trust

18 March 2026

