



Modern Slavery Statement

Introduction

The term "Modern Slavery" encompasses circumstances of exploitation in which an individual is unable to refuse or leave work due to threats, acts of violence, coercion, abuse of power, or deception. Modern slavery takes many forms, including forced labour, human trafficking, debt bondage, and child exploitation.

Ocwen Energy unequivocally denounces all forms of modern slavery and remains steadfast in our commitment to upholding and respecting fundamental human rights. Our values require a level of vigilance, integrity, and proactive engagement to ensure that our operations and supply chains are free from practices that contravene the principles in the Modern Slavery Act 2018 (Cth), including all subsequent amendments. We continually review and refine our actions, policies, and processes to safeguard those who work for or with us, directly or indirectly.

Our Business and Supply Chains

Ocwen Energy is an Australian energy and logistics business with operations in Queensland, New South Wales, Victoria and Tasmania. We have around 500 employees and 2,000 suppliers, including contractors, vendors, service providers and contingent labour, plus thousands more in our wider supply chain.

Our commitment to transparency and ethical conduct extends to all entities with which we engage, regardless of their role or location within our supply chain. Subsidiary companies Lowes Air Pty Ltd, Lennon Engineering and Construction Pty Ltd and Revir Pty Ltd have been consulted and provided copies of our Modern Slavery Statement and we have had relevant discussions with our business leaders and employees.

Our due diligence and supplier engagement strategies are periodically reviewed and strengthened to reflect the latest obligations and expectations under the Modern Slavery Act. We work collaboratively with our partners to identify, assess, and address any risks associated with modern slavery within our supply network.

Our Commitment

Ocwen Energy are committed to operating our business lawfully and ethically and in accordance with both Australian and international standards for the protection and promotion of human rights and working with suppliers that are aligned with our values.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

Governance and Oversight

Our Board of Directors and senior leadership are accountable for the oversight and implementation of modern slavery risk management. We have appointed a responsible officer to ensure regular review, strategic direction, and transparent reporting. Continuous improvement is embedded in our approach, with lessons learned and best practices integrated into ongoing operations.



Policies and Procedures

We have an Employee Handbook, a Whistleblower Policy and a Code of Conduct. These policies and our procedures set out our core values and our expectations of our staff, contractors and suppliers.

We have a supply chain that includes the purchase of products and services from Australian and international companies to run our day-to-day operations including the purchase of petroleum products, heavy and light vehicles and equipment and their maintenance, office supplies, employment and training of staff, external advice, taxation and audit activities, consulting services, cloud-based software systems and IT infrastructure, leasing of office space, and travel.

We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour. All contractual agreements require suppliers to comply with applicable laws and standards, including the Modern Slavery Act 2018 and its amendments.

We have engaged in dialogue with our suppliers to review their internal modern slavery policies and procedures.

Risk Assessment and Due Diligence

During the reporting period, we continued to risk assess our supply chain with the emphasis on high-risk locations or business transactions to gain a better understanding of our risks.

Whilst we are not involved in a high risk industry, several of our suppliers and subcontractors are. These include cleaning and building contractors, which are known to have higher risks of modern slavery practices. We recognise that these sectors often involve low-wage workers, temporary or migrant labour, and complex subcontracting arrangements, which can increase the vulnerability of workers to exploitation. Additionally, the procurement of petroleum products and heavy equipment from international suppliers may involve risks related to forced labour and human trafficking. We are committed to continuously monitoring these high-risk areas and implementing measures to mitigate any identified risks. Initial investigations have yet to identify any significant issues.

We have commenced the establishment of processes to review the effectiveness of any actions we take to address modern slavery risks.

Remediation and Response

If modern slavery is suspected or identified within our operations or supply chain, we are committed to taking prompt, effective action. Our response protocols include engagement with affected individuals, cooperation with authorities, and implementation of corrective measures.

Current Actions

1. **Policies and Procedures:** We have implemented policies and procedures to prevent modern slavery in our operations and supply chains. These include our Whistleblower Policy and Code of Conduct. These policies outline our commitment to ethical business practices.
2. **Monitoring and Reporting:** We have surveyed our suppliers for signs of modern slavery and will take action to address any issues that arise. We also encourage our employees to report any concerns about modern slavery through our Whistleblower Policy.



Future Actions

Over the next 2 years we intend to design, review and implement a Supplier Code of Conduct and an internal training program to ensure further compliance with our Modern Slavery responsibilities.

Transparency and Reporting

Transparency underpins our commitment to ethical business practices. We provide detailed, timely disclosures on our modern slavery risk management activities and outcomes, as required by the Modern Slavery Act 2018. Our annual Modern Slavery Statement is publicly available and is prepared in accordance with the most recent legislative requirements, including expanded reporting obligations and additional disclosure items introduced by amendments to the Act.

Continuous Improvement

Ocwen Energy is committed to continuous improvement, regularly reviewing and updating our policies, processes, and training to reflect emerging risks and evolving legislative obligations. We monitor developments in regulatory frameworks, industry standards, and global best practices to ensure our approach remains at the forefront of modern slavery risk management.

This statement relates to the financial year ending 30 June 2025 and has been approved by the Board on behalf of all companies in the Group. It is published by Ocwen Energy Pty Ltd and its relevant subsidiaries in compliance with the *Modern Slavery Act 2018 (Cth)*. Our annual statement is due on 31 December 2025.

A handwritten signature in black ink that reads "Donald McRae".

Don McRae

Chairman

19th December 2025