MODERN SLAVERY STATEMENT 2026/2027

Background

Whilst the reporting entity is Tyree Holdings Pty Ltd (A.C.N. 100 884 599), this Statement incorporates the business operations and supply chain of this entity and the following wholly owned, Australian domiciled, entities in accordance with the Legislation[1]:

- Tyree Transformers Pty Ltd (A.C.N. 100 920 063)
- Tyree Cable Pty Ltd (A.C.N. 100 305 833)
- Tyree Properties Pty Ltd (A.C.N. 000 973 035)
- Austech Wire & Cable Pty Ltd (A.C.N. 076 647 848)
- Tyree Switchboards Pty Ltd (A.C.N. 693 911 938)
- Tyree Property FDR Vic Pty Ltd (A.C.N. 687 443 116)

Tyree Holdings Pty Ltd also controls a wholly owned entity registered in the Dominion of New Zealand which operates under the management control and governance principles of the Tyree Holdings Group of Companies including, but not limited to, it's Modern Slavery policies:

- Tyree NZ Ltd (NZ Company 498479)

Each of the entities listed above are here after referred to collective as "**Tyree**".

Tyree Operations

Founded in 1946, Tyree manufactures highly engineered electrical products which are applied in applications including the generation, storage, transmission, distribution and consumption of electricity. Tyree products are in use across industry sectors including transport, infrastructure, agribusiness, defence, manufacturing, energy and resources, commercial enterprise and residential construction.

All Tyree products are designed and developed by highly trained engineers whose expertise ensures that the products satisfy or exceed published standards for safety, environmental protection, efficiency, security and product life expectancy.

Tyree employs over 650 employees within Australia and over 50 employees within the Dominion of New Zealand.

Tyree Position on Modern Slavery

Tyree believes everyone, everywhere has the right to a life free from slavery and basic human rights. Modern slavery is the severe exploitation of people for personal or commercial gain. Modern slavery targets some of the world's most vulnerable people and is often just out of sight, and often in supply chains.

For this reason, Tyree has committed to upholding human rights across its operations and supply chains and will not tolerate any form of forced labour, slavery, or human trafficking. Taking action to combat modern slavery respects the most basic of human rights. Tyree's approach to eradicating modern slavery involves proactive risk assessment as well as collaborating with stakeholders, industry and suppliers.

Tyree is committed to continually improving its approach to reduce slavery-related risks in all of its operations and supply chain in accordance with the Australian Modern Slavery Act 2018 (Cth).

Tyree recognises that Modern Slavery in any form is both a crime and a violation of human rights. Through the implementation of, and adherence to, effective procedures and controls Tyree has made a commitment to act ethically and to take all the steps necessary to ensure that Modern Slavery is not present in any of its business dealings.

Tyree expects that the high standards it holds itself to are followed by all suppliers, contractors and business partners. Each of which are required to hold their suppliers, contractors and business partners to the same high standards.

Tyree's Workforce

Tyree confirms within its Australian operations all employees are engaged under contracts of employment or registered enterprise agreements. The terms and conditions offered to all Tyree employees' resident in

[1] The Modern Slavery Act 2018 (Cth), the Modern Slavery Act 2018 (NSW).

Australia incudes benefits that surpass those required under the National Employment Standards and / or any applicable modern awards of Australia.

In New Zealand, all employees are engaged under contracts of employment or collective bargaining agreements. The terms and conditions offered to all Tyree employees provide benefits that surpass those required under the Minimum Wage Act 1983 (NZ) and the Wages Protection Act 1983 (NZ).

All employees are free to associate with any trade union they choose.

Tyree is fully committed to compliance with work health and safety laws in all areas it operates in to ensure zero harm to employees and all who enter Tyree places of operation.

Tyree considers its operations as low risk as Tyree controls sites on which it operates and directly engages employees under appropriate conditions of employment and only use subcontractors who demonstrate compliance to written requirements.

Supply Chain Partners
Tyree considers its supply chain as the primary risk needing to be managed and applies high levels of scrutiny and diligence in doing so.

Tyree sources materials from companies located in Australia and globally, including countries and industries where the risk of modern slavery may exist.

Tyree endeavours to use local Australian or New Zealand based suppliers wherever possible.

Risks of Modern Slavery Practices in Tyree operations and Supply Chain
Tyree has long standing trading relationships with the majority of its key suppliers within supply chains and Tyree personnel or agents make regular inquiries of these entities with regards to the likelihood that there may be any either instances or risks of modern slavery within these entities and / or their own supply chains.

As part of its initiative to identify and mitigate supplier risk, Tyree;

- adheres to a risk methodology approach in selecting and evaluating new and existing suppliers;
- maintains control of our it's purchasing to ensure optimum control of the work environment; and
- invests in long-standing relationships with supply chain partners, procuring locally where possible, and making expectations of business behaviour and ethics very clear to each partner.

Supply Chain Due Diligence and Management Processes
Tyree has a commitment to engage and retain only those suppliers that uphold the same principles and business ethics as Tyree.

Tyree is continually improving the process of updating its supplier selection and monitoring processes to help identify modern slavery risk amongst suppliers. These processes include:

- reviewing Tyree's Corporate Social Responsibility and Accountability Policy to ensure it covers all aspects of modern slavery and human rights violations; and
- ensuring all Tyree employees are aware and operate in accord with Tyree's Corporate Social Responsibility and Accountability Policy and associated processes; and
- updating Tyree terms and conditions of purchase to incorporate these obligations on suppliers; and
- requiring all prospective supply chain partners to complete a Supplier Assessment Questionnaire; and
- maintaining a register of approved suppliers who are compliant to requirements; and
- maintain a register of those suppliers that are non-complaint to Tyree requirements and those who are at high risk of being non-compliant.

Where practical all long standing suppliers have been interviewed by representatives of Tyree and visitations made to any potential high-risk locations, where practical, to inspect conditions and compliance.

Tyree also subscribes to relevant data bases that provide due diligence and status reporting on potential and current suppliers.

Where it is identified that the policies of existing suppliers do not satisfy the requirements of Tyree's Corporate Social Responsibility and Accountability Policy, Tyree will first endeavour to assist suppliers in developing policies and procedures that will conform to Tyree principles.

Suppliers that are unable or unwilling to develop policies and procedures that are complimentary to Tyree's principles will be de-registered as a supplier.

Potential suppliers whose policies and procedures are deemed to be unsuitable will not be engaged as a supplier to Tyree.

Any Tyree employee who has either direct evidence of, or a reason to believe that a supplier or contractor may be acting in a manner that is contrary to the Tyree Corporate Social Responsibility and Accountability Policy (incorporating this Modern Slavery Policy) is encouraged to report any concerns to a senior manager, and if necessary to utilise Tyree's whistle-blower processes to communicate with the board of directors.

To date no instances of Modern Slavery have been reported or alleged.

Training
Tyree recognises that employees whose roles require that they interact with suppliers and contractors can only be effective in assessing a third party's compliance to Tyree policies if trained accordingly.

Training of employees in this critical area of governance is an on-going process as increasing numbers of employees are recruited by Tyree and as staff development results in greater numbers of employees interacting with suppliers and contractors.

Future Steps
Tyree has undertaken extensive work to date in minimising the risks of Modern Slavery in its supply chain.

The task of reviewing the risks of human rights abuse is one that will continue indefinitely, Tyree will regularly review its Corporate Social Responsibility and Accountability Policy, its investigation of suppliers, its due diligence procedures and its methods of employee training to ensure that all these factors assist employees in dealing with potential Modern Slavery risks by improving Tyree's ability to detect, assess and remove any risks of Modern Slavery identified within its supply chain.

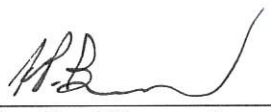
This Statement will be reviewed and approved annually by Tyree Directors who, through consultation with key employees will update the Statement and underlying policies and procedures in accordance with both the Legislation and general principles of best practice.

Approval
This Modern Slavery Statement (**Statement**) is made pursuant to the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW), (collectively "**the Legislation**").

This statement has been reviewed and by the Board of Directors of all entities collectively referred to as Tyree and has been approved for lodgement in accordance with the Legislation.

Approval

This statement was approved by the Board of Directors of Tyree Holdings Pty Ltd on 28 July 2026



Keian Paul Barnard,
Managing Director
Tyree Holdings Pty Ltd.