



# Climatech Group

*Modern Slavery Statement*

*FY 23-24*

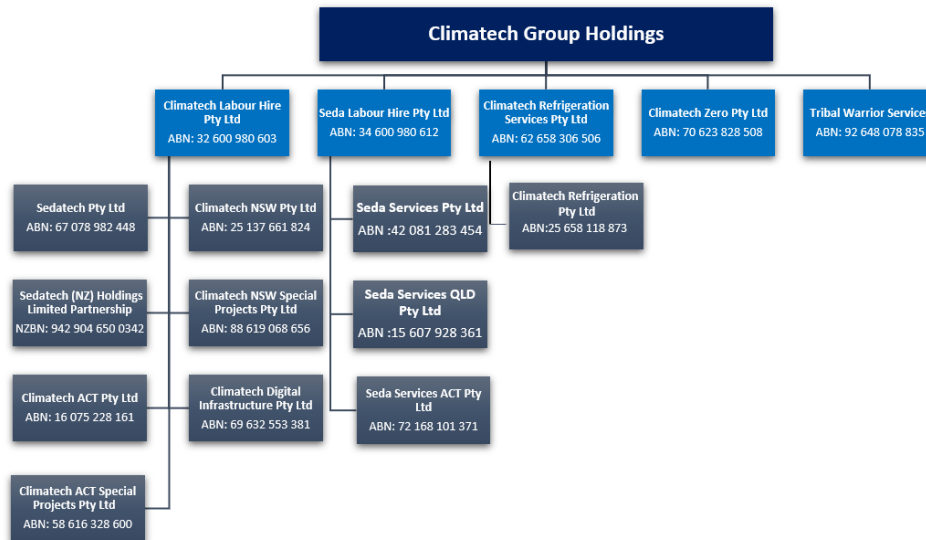








## Introduction

Climatech Group recognises its responsibility to minimise modern slavery risks within its business, operations and supply chain. This statement is made by the Climatech Group of companies, as outlined in our structure & operations, and sets out the steps taken by the Companies identified to prevent modern slavery.

## Our Structure & Operations

This statement relates to the following companies within Climatech Group:



 <p>CLIMATECH</p>	<p>Climatech is a leading Australian mechanical services contractor offering comprehensive design and construction solutions across NSW &amp; ACT.  <a href="#">Climatech - a leading mechanical services contractor in Australia &amp; NZ</a></p>
 <p>SEDATECH DESIGN. CONSTRUCT. MAINTAIN. MECHANICAL SERVICES &amp; AIRCONDITIONING</p>	<p>Sedatech is a leading mechanical services contractor offering comprehensive design and construction solutions across QLD &amp; NZ.  <a href="#">Sedatech - Mechanical servicing in Australia &amp; NZ, providing comprehensive design, engineering &amp; construction solutions.</a></p>
 <p>SEDASERVICES MECHANICAL SERVICES &amp; AIRCONDITIONING</p>	<p>Seda Services are a mechanical services contractor that provide comprehensive engineering design and customised construction solutions, as well as offering mechanical service &amp; maintenance options across NSW, ACT &amp; Qld.  <a href="#">SEDA Services - a leading mechanical services contractor in Australia &amp; NZ</a></p>
 <p>tri tech REFRIGERATION A CLIMATECH GROUP COMPANY</p>	<p>Climatech Refrigeration Services Pty Ltd trading as Tri Tech Refrigeration Australia design, install, service and maintain industrial and large commercial refrigeration systems throughout NSW <a href="http://tra.com.au">tra.com.au</a></p>
 <p>TRIBAL WARRIOR SERVICES</p>	<p>Tribal Warrior Services (TWS) is a Joint Venture between Climatech and Tribal Warrior. TWS is registered with Supply Nation as a First Nations owned and operated business.  <a href="http://tribalwarriorservices.com.au">Supply Nation business specialising in Heating, Ventilation &amp; Air Conditioning (HVAC) (tribalwarriorservices.com.au)</a></p>
 <p>CLIMATECH Zero</p>	<p>Climatech Zero partner with large corporations to help them to achieve their carbon reduction targets.  <a href="#">Crowley Carbon optimise heating &amp; cooling systems to reduce energy consumption by organisations.</a></p>



## Our Supply Chain

Across the Climatech Group of Companies, we are universally committed to working in an ethical manner and display a high level of integrity within all business dealings and relationships.

Across the business, goods and services are purchased or engaged by different members of the business. Goods and services for a project are purchased or engaged by the dedicated Project Manager for the project. Goods and services for the office are engaged or purchased by our Office Coordinators. Goods and services we use are sourced through our database of established suppliers and subcontractors.

## Modern slavery risks in our operations & supply chains

Following consultation, a modern slavery risk assessment of our operations and supply chains of the key risk areas identified was completed.

We acknowledge that the risks of modern slavery may be heightened in some of our groups supply chains and operations as a result of geographical location of some of our suppliers and the materials used in products supplied to us. In particular, products or materials sourced in South East Asia. It is also knowledge that being in the construction industry (high risk industry), there is a risk of being directly linked to modern slavery practices due to the labour used by other businesses on site.

## Addressing modern slavery risks

Over this reporting period, the Climatech Group of companies have made a group wide commitment to significantly progress the actions we take to address modern slavery risks associated with our operations and supply chains.

To ensure modern slavery risks are mitigated in our operations and supply chains, we have implemented and enforced effective systems and controls. These include: reviewing and where necessary updating internal policies and procedures, introducing a notice specifically related to modern slavery in requests for tenders & quotations and engaging more with subcontractors and suppliers to strengthen the qualification process, and auditing subcontractors to ensure they adhere to their requirements while performing their work.

Climatech Group have a strong focus on improving staff and subcontractor awareness of modern slavery risks through awareness raising training and provide employees and subcontractors with a safe method to report any instance or suspected instance of improper conduct, including but not limited to modern slavery through our whistle-blower policy.

## Assessing the effectiveness of these actions

To measure the effectiveness of these actions, we have implemented annual meetings with our Senior Leadership Team (SLT) to discuss our modern slavery risks and how we can improve our control measures as an organisation.

If we notice changes within our operations and supply chain, the working group will re-evaluate our risk assessment and look for ways to continuously improve our processes and risk management.

## Consultation

Each entity within the Group plays an integral role in mitigating our risk of involvement in modern slavery. This Statement was prepared in consultation with each reporting entity referred to in section 'Our Structure'.

That consultation was facilitated by engaging key members of the Senior Leadership Team (SLT) and People & Culture (P&C) division and will continue to take place on an annual basis to promote collaboration across the Group, and continuous improvement.

The reporting entities have a common Chief Executive Officer and overlapping directors, who reviewed this Statement prior to its endorsement by the Board.

## Approval

I confirm this Statement was approved by the Board of Directors of Climatech Group of Companies.



**Joel De Stoop**  
**Group CEO**  
**Climatech Group**