



MODERN SLAVERY STATEMENT

FY JULY 2024 – JUNE 2025



INFRASTRUCTURE EXCELLENCE
SINCE 1981

Disclosure

This Modern Slavery Statement has been prepared in accordance with the Modern Slavery Act 2018 (Commonwealth Act) for the Trustee for THE KJ WALLACE DISCRETIONARY TRUST for the financial year ending 30 June 2025.

The trustee is committed to the understanding and addressing modern slavery risks within its business. The Trustee is subject to the Modern Slavery Act 2018. The statement is pursuant to the Act and holds the position to end modern slavery worldwide.

The trustee is committed to conducting its business legally, responsibly and ethically and to ensure all aspects of our business practices, including our supply chain and free from any form of slavery.

Modern Slavery	<ul style="list-style-type: none">• Situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.
Human Rights	<ul style="list-style-type: none">• Universal recognised moral principles or norms that establish standards of human behaviour and often protected by both national and international laws.
Ethical Sourcing	<ul style="list-style-type: none">• Suppliers and vendors meet certain ethical standards, making a positive social impact and practicing environmental sustainability.
Employment Conditions	<ul style="list-style-type: none">• Rules, requirements, and policies an employer and employee agree to abide by during the employee's service to the company.

Reporting Entity, Consultation & Introduction

This is a statement for the entity “The Trustee for the KJ Wallace Discretionary Trust” (ABN 77 640 068 488), known as ‘ETS Infrastructure Management Pty Ltd’, ‘Falbury Pty Ltd’ and ‘Eastern Tree Services’. The statement applies to the following controlled reporting entities.

- Specialist Consulting Services, known as ‘ETS Infrastructure Management’ (ABN 38 070 013 884)
- Centrogen Pty Ltd (ABN 47 063 665 172)
- Gippsland Contracting Pty Ltd (ABN 65 104 187 911)

The Trustee for KJ Wallace Discretionary Trust controls the mentioned entities but does not own them. The Trust operates under an overarching corporate structure, for which the single senior management team controls all entities. This management team collaborates with key members of the entities to develop this statement. The management team, along with the corporate support team ensure the entities actively engage with the Modern Slavery framework and policies. The same policies and strategies are applied across all entities controlled by the Trust.

For this statement, we will refer to ETS, however this statement applies to all entities controlled by the Trust.

ETS is committed to



About ETS

For over four decades, ETS Infrastructure Management has been at the forefront of Australia’s infrastructure sector, demonstrating unwavering commitment to innovation and excellence across diverse services including vegetation management, electrical and water metering services. As a proudly Australian owned and operated company, ETS has cultivated a robust framework that empower our dedicated team of over 1500 professionals.

Our Locations

With an extensive network of 44 strategically located depots across the country, we are uniquely positioned to respond to the diverse needs of our clients and communities. Our geographical spread not only enhances our operational efficiency but also ensures that we are always within reach, ready to deliver top tier service and solutions that drive progress in the infrastructure landscape.



ETS

- | | |
|----------------------|--------------------|
| 1. Cairns | 22. Penrith |
| 2. Atherton | 23. Bairnsdale |
| 3. Townsville | 24. Traralgon |
| 4. Bundaberg | 25. Leongatha |
| 5. Maryborough | 26. Pakenham |
| 6. Cooroy | 27. Yarra Junction |
| 7. Cooroy - Virginia | 28. Knoxfield |
| 8. Yandina | 29. Bayswater |
| 9. Corbould Park | 30. Lilydale |
| 10. Narangba | 31. Tullamarine |
| 11. Virginia | 32. Devonport |
| 12. Stafford | 33. Launceston |
| 13. Riverview | 34. Hobart |
| 14. Gatton | 35. Golden Grove |
| 15. Toowoomba | 36. Esperance |
| 16. Murwillumbah | 37. Albany |
| 17. Inverell | 38. Pinjarra |
| 18. Coffs Harbour | 39. Armadale |
| 19. Tamworth | 40. Forrestdale |
| 20. Dubbo | 41. Drouin |
| 21. Newcastle | 42. Mossman |

Centrogen is a subsidiary of ETS Infrastructure Management. Our commitment to excellence is unwavering, driven by a united purpose of working together to make communities safer through unparalleled service delivery. Our unique position in the industry is strengthened by owning one of Australia's most comprehensive private plant and equipment fleets. These capabilities enhance our operational capabilities but also empowers us to meet and exceed the diverse demands of the sectors in which we operate.

Centrogen

1. Townsville
2. Tullamarine

Our vision, our people, our values

We work together to make communities safer through reliable and efficient services to utilities.

Our Vision

To be recognised as the best supplier at the best prices of fit-for-purpose field services to utilities.

Our Values - Cultural Branches

Our People & Culture

Our people and our culture are our greatest asset. We pride ourselves on the skill and professionalism of our employees and we focus on attracting, selecting and retaining people who are aligned to our values.

Our commitment extends beyond offering rewarding and stable careers; we set ourselves apart by providing comprehensive and superior training that emphasises not only industry compliance but also safety, risk management, and leadership at all levels. We invest significantly in apprenticeships and internal training programs, ensuring our workforce is highly skilled and committed to maintaining the highest safety standards.

This level of dedication to professional development ensures our team is fully equipped to protect the well-being of our communities and each other, reinforcing our commitment to delivering exceptional service to our clients with safety at the forefront.

Our Values



Stand Tall

Being open, honest, ethical and safe with each other and our customers.



Canopy of Trust

We build trust and have confidence in each other.



Grow Strong

We encourage our people to seek new challenges, improve themselves and be better today than they were yesterday.



Branch Out

Every contract we enter, every opportunity we encounter, we approach with energy, passion and confidence.



ETS People

Workforce, recruitment and labour hire

ETS has a relatively stable core of internal labour, growing significantly over the past few years. ETS does not engage in or support the following

Forced labour (exception being working within the Justice System)	
Forced marriage	
Child Labour as defined by the Modern Slavery Act 2018 Australia	
Holding workers and/or employees identity papers as security	
Request or insist that workers and/or employees providing money deposits as security	
Slavery, bonded, or indentured labour	
The arms trade	
Any unfair trade practices	

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

ETS is committed to training its employees to ensure they have a healthy understanding of how their choices can have a far-reaching impact on basic human rights across the world.

ETS understands compliance with relevant labour legislation is an ongoing commitment and requires continual effort.

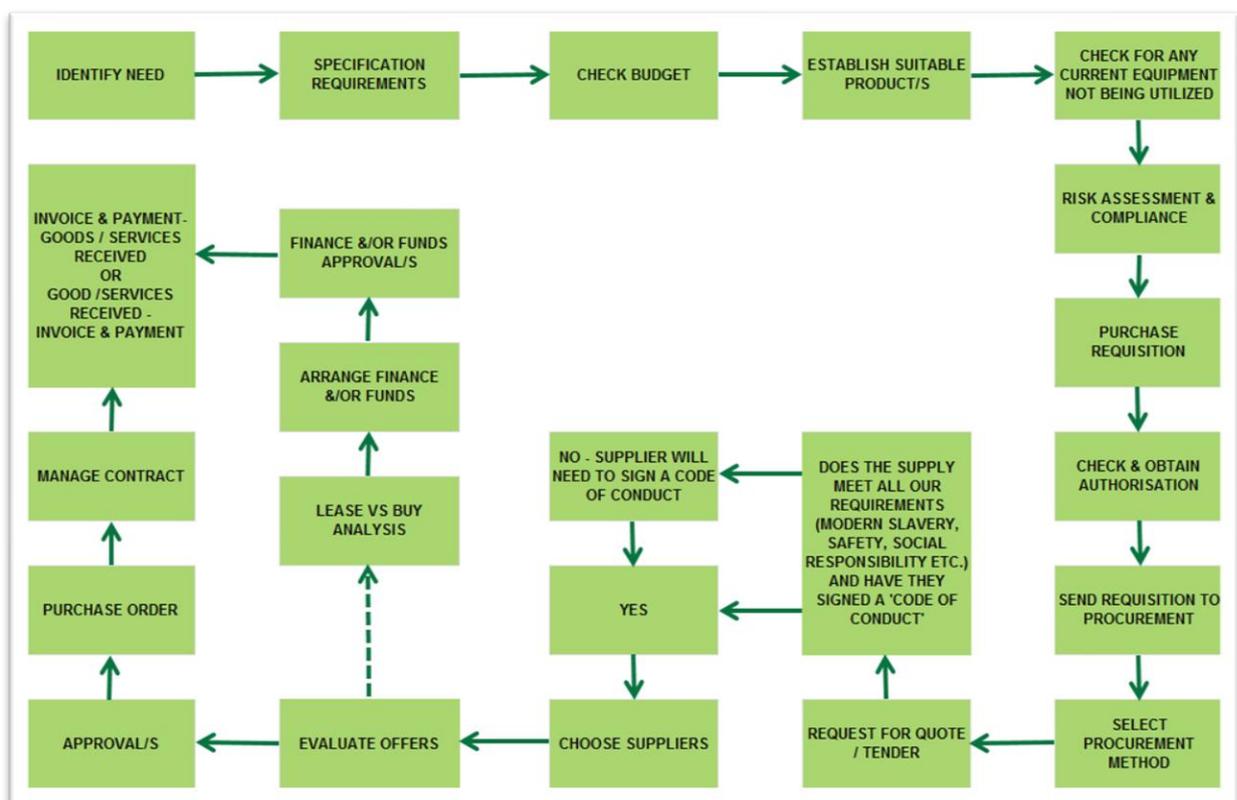
Identifying modern slavery risks in our operations and supply chain

Supply Chain

As a service-based organisation that complies with Australian laws and regulations, we consider the risk of modern slavery within its operations to be low. ETS are committed to continually improving and upholding our policies and procedures, to ensure ETS only partners with suppliers who share our zero-tolerance stance on modern slavery.

ETS understands their responsibility to conduct business ethically and this extends to our supply chain. ETS is committed to undertaking due diligence when contracting with suppliers, and to identify and assess any risks of modern slavery practices.

Supply Chain Mapping



Identifying modern slavery risks in our operations and supply chain

Steps taken to mitigate Modern Slavery Risk

A robust, risk-based approach is used in identifying suppliers and managing risks of modern slavery in our supplier chain.

- **Risk Assessment** – robust processes to identify risks, analysis based on supply chain mapping including location and nature of goods or services, to understand where risks may exist
- **Due diligence** - conduct due diligence on suppliers and business partners, through our Supplier Self-assessment questionnaires, and our Supplier Code of Conduct
- **Contractual obligations** – adhere to contractual work agreements to ensure compliance with legislation, setting expectations with suppliers through our ETS Supplier Code of Conduct.
- **Collaborate with colleagues** – working together across different departments to integrate modern slavery considerations into our business processes.
- **Training and awareness** – provide adequate Modern Slavery training and awareness through employee and subcontractor inductions and onboarding
- **Remediation** – processes in place to support where there has been a breach of the minimum standards identified
- **Continuous improvement** – processes to be reviewed regularly, as risks can change over time. Ensure current framework can adhere to future legislative changes.



Assessing the effectiveness of these actions

ETS are committed to continually undertaking due diligence when contracting with suppliers. We will review our policies and procedures to ensure industry best practice and to minimise our risk of Modern Slavery.

ETS will assess the effectiveness of these actions by

- Monitoring the responses of Self-Assessment Questionnaire
- Tracking any supplier non-compliance or issues
- Review the effectiveness of ETS Whistleblower Policy, as mechanism to help suppliers or employees report concerns

What action will be taken if Modern Slavery practices are suspected?

A key part of upholding ethical standards is by supporting ETS personnel, suppliers and clients to feel safe to speak up when there are reasonable grounds to suspect ETS or their suppliers are not acting in accordance with laws and regulations.

- **Reporting** – concerns of Modern Slavery should be reported directly to the employee's manager, ETS contact or Whistleblower Protection Officer
- **Investigation** - conduct due diligence on suppliers and business partners, to assess an allegation of modern slavery practices
- **Risk Mitigation** – take necessary action to protect affected individuals, this may involve ceasing agreements with suppliers or contractors
- **Corrective Action** – confirmed breaches, must result in corrective action through support for victims, termination of supplier agreements
- **Reporting** – the Australian Federal Police will be notified via phone, or reported online through their website
- **Disciplinary** – employees, contractors or suppliers found to be involved with modern slavery practices may face dismissal or termination of the agreement
- **Review** – policies and procedures are reviewed to prevent reoccurrence and strengthen stance.

ETS will take care to avoid placing additional harm onto any victims or survivors of modern slavery. ETS will not disclose any personal information without informed consent.

Any concerns, suspicions or identified instances of modern slavery activities within our operations or supply chain are escalated to our corporate management team.

Approval

The statement was approved by Kevin John Wallace, as sole director of Falbury Pty Ltd.

Name: Kevin John Wallace

Title: Director

Date: Jan 2026

Signature

A handwritten signature in black ink, appearing to read 'KJ Wallace', is written over a faint, light-colored rectangular stamp or watermark.