



# 2024 Modern Slavery Statement

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people of WA*

**HORIZON**  
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# Message from the Chair and CEO

The 2023/24 financial year (FY24) marked Horizon Power's fifth reporting cycle pursuant to the *Modern Slavery Act 2018* (Cth), a year in which we made strides in our internal approach to mitigating modern slavery risks in our operations and supply chains.

With support and directional guidance from our Board, our people helped deliver several key changes during 2023/24, highlighted below and explained in further detail in our Modern Slavery Statement (**Statement**):

- Progressed our Human Rights Framework to operationalise the human rights commitments in procurement activities, recruitment and management of employees, collaboration with industry, communication with stakeholders and the process for assurance.
- Operationalised the Supplier Code of Conduct and the Human Rights Policy.
- Finalised human rights contract terms for inclusion in our template agreements.
- Developed remediation guidance to equip our employees with an understanding of best practice in remediating adverse human rights impacts.
- Engaged with our joint venture partners to assess the measures in place to mitigate modern slavery risks.
- Trained our employees in relation to modern slavery.
- Assessed Modern Slavery Questionnaire (**MSQ**) results to identify suppliers requiring further due diligence and engagement.
- Conducted further due diligence with select high risk suppliers.
- Developed a playbook to support our procurement personnel in navigating their discussions with suppliers regarding modern slavery.

- Designed a modern slavery supplier action plan, to be prepared in collaboration with suppliers to determine the root causes of risk and document the correction actions to be carried out.

We remain firmly committed to assessing the risk of harm to people via the United Nations Guiding Principles on Business and Human Rights (UNGPs) by considering how we may cause, contribute to or be directly linked to adverse human rights impacts. The UNGPs will inform our response to the impacts, where identified.

As articulated in our Human Rights Policy, we pledge to:

- Recognise our responsibility, under the UNGPs, to respect human rights in all areas of our operations.
- Respect, at a minimum, internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- Support the 10 principles of the United Nations Global Compact which relate to human rights, labour, environment and anti-corruption. Additionally, we support the international agenda to abolish human trafficking, slavery, forced and child labour.

In addition to the above pledge, we remain a signatory to the Clean Energy Council Pledge Against Modern Slavery (CEC Pledge). The CEC Pledge was



developed in recognition of the global prevalence of modern slavery and risks for the rapidly developing renewable energy sector. The CEC Pledge contains five commitments including a commitment to adopt adequate procedures to manage the risk of modern slavery in our operations and supply chains.

We continue to embed the commitments in our Human Rights Policy and in the CEC Pledge by operationalising the measures we have introduced to assess, mitigate, prevent and address adverse human rights impacts in our operations and supply chains.

This Statement is a culmination of the work of our Procurement and Supply Chain and Legal teams, along with our Executive Management team, for the financial year ended 30 June 2024. This Statement has been approved by the Board of Horizon Power, the responsible governing body for the enterprise, on 13 December 2024. We are pleased to sign this on behalf of Regional Power Corporation, trading as Horizon Power.



*Samantha Tough*

**Samantha Tough**

Chair



*Stephanie Unwin*

**Stephanie Unwin**

Chief Executive Officer

# About Horizon Power

Regional Power Corporation, trading as Horizon Power (ABN 57 955 011 697), is a Government Trading Enterprise (GTE) and Western Australia's regional and remote energy provider, powered by an engaged local workforce committed to delivering safe and reliable power to its customers. Our purpose is to deliver cleaner energy solutions for regional growth and vibrant communities.

As a vertically integrated utility, we operate across the full energy supply chain with generation, transmission, distribution and retail services, delivering power to approximately 47,000 customer accounts. The future of energy is rapidly evolving, and we are

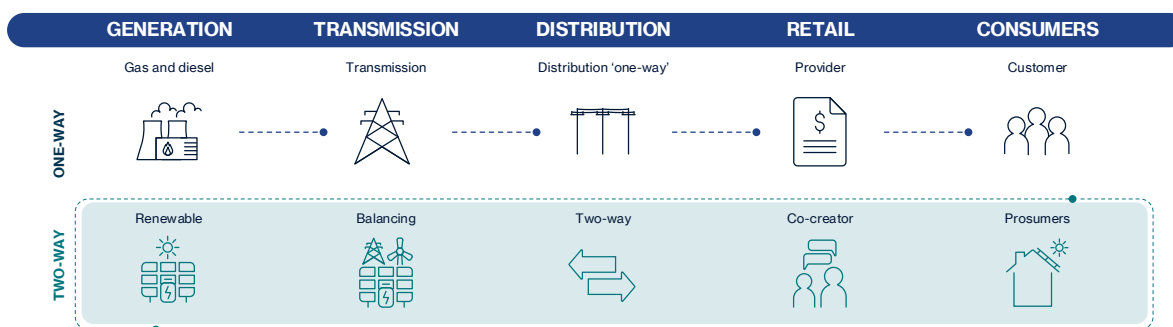
partnering with customers to transition from a one-way linear relationship toward two-way community energy exchanges between renewables, households, businesses, electric vehicles (EVs), smart appliances and the Internet of Things (IoT).

Our service area is the largest geographical catchment of an Australian power provider, spanning 2.3 million square kilometres. We manage six service depots across regional WA, with a corporate head office in Perth and customer centre in Broome.

We operate 38 power systems including the North West Interconnected System in the

Pilbara; a connected network covering three interconnected systems in Kununurra, Wyndham and Lake Argyle; 34 microgrids tailored to meet the unique needs of some of the most isolated and remote communities in the world; and multiple off-grid standalone power systems. We are also responsible for the delivery of power to 170 remote communities.

We focus on connecting deeply with our regional communities through an on-the-ground presence, fostering a culture which inspires and unites people, demonstrating a commitment to Aboriginal peoples and protecting our shared environment.

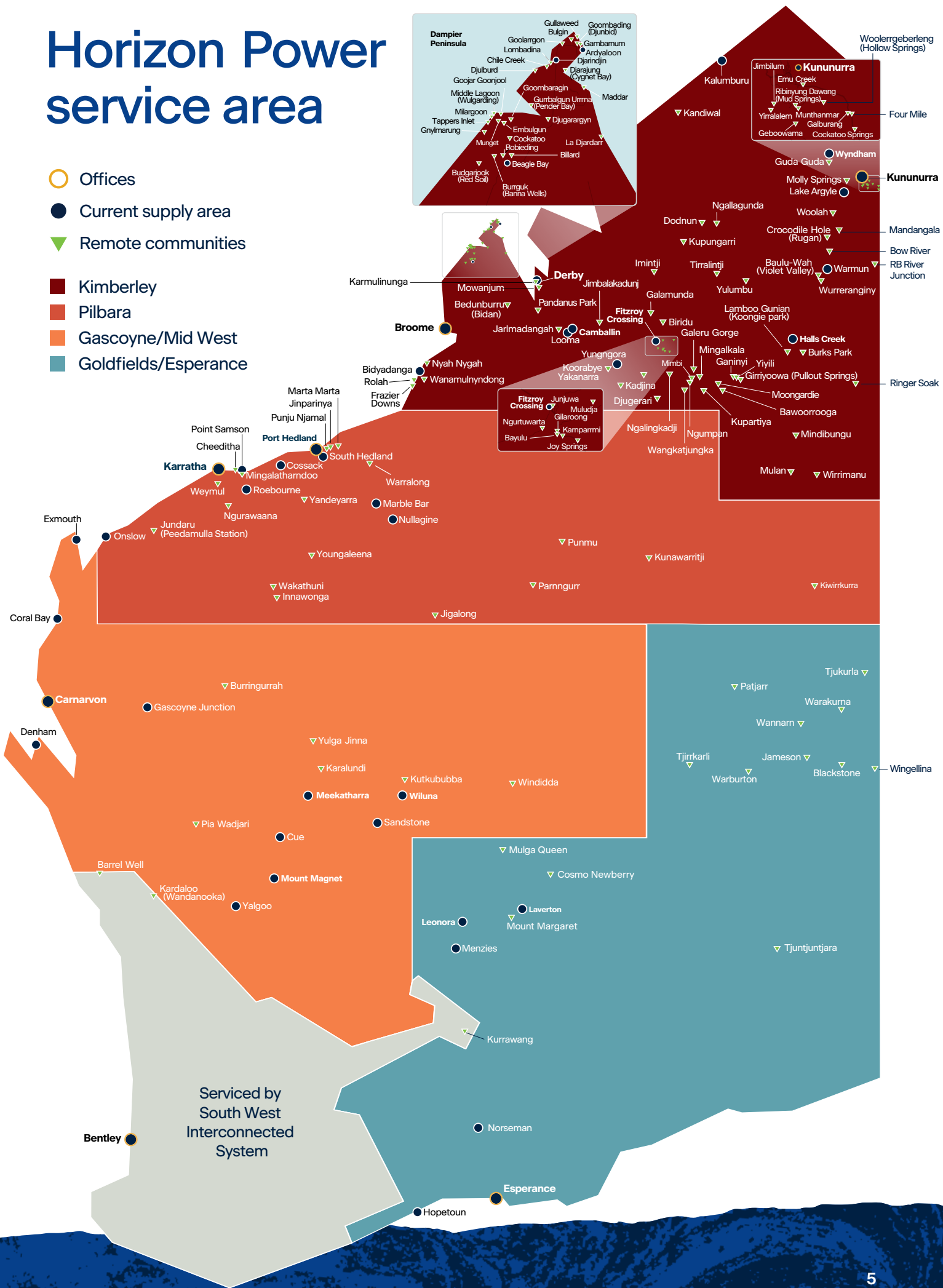


Graphical representation of evolution from one-way linear relationship to two-way community energy exchanges



# Horizon Power service area

- Offices
- Current supply area
- ▼ Remote communities
- Kimberley
- Pilbara
- Gascoyne/Mid West
- Goldfields/Esperance





An aerial photograph of a coastline. The top half of the image shows clear, turquoise water. The bottom half shows a dark, rocky shoreline with several large, light-colored boulders protruding from the water. The overall tone is serene and natural.

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with our regional communities  
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# Our structure, operations and supply chain

## Structure

Horizon Power operated under the *Electricity Corporations Act 2005* (WA) (EC Act) until 30 June 2023. The *Government Trading Enterprises Act 2023* (WA) (GTE Act) came into effect from 1 July 2023 whereupon some of Horizon Power's enabling legislation is now pursuant to the GTE Act. Horizon Power is governed by a Board of Directors accountable to the Minister for Energy, the Hon. Reece Whitby MLA. The Board is responsible to the Minister for Energy for the performance of the organisation and delegates the day-to-day management of Horizon Power to the Chief Executive Officer and Executive Management team.

We do not wholly own or control any other entities.

## Operations

During FY24, Horizon Power employed 611 people throughout regional WA and Perth, with 595 people employed on a full-time equivalent basis. Horizon Power did not have any casual staff during FY24.

Horizon Power's employees perform a variety of roles, including power workers, crew leaders, mechanical fitters, apprentices, customer service, engineers, legal, procurement, remote communities' engagement, compliance, information technology and digital transformation, data science, finance and accounting, human resources and business development. All roles are performed in Western Australia.

Sixty-five of our direct employees were covered by our CEPU Wages Employees Enterprise Agreement and 588 were covered by our ASU Salaried Enterprise Agreement. To protect the privacy of our employees, we do not collect information regarding whether our employees are members of unions. However, all employees have the freedom to join, or not join, unions related to their employment at Horizon Power.

## Non-controlling interests in joint arrangements

In March 2023, Horizon Power entered a 50:50 joint venture with Green to Go Ltd, known as West Australian Alternative Energy (WAAE). WAAE is a specialist renewable energy company which designs, installs and commissions solar and battery energy systems.

We also retained our 50:50 joint venture with Ampcontrol Ltd, known as Boundary Power. Through Boundary Power, we are commercialising design and development of modular and bespoke standalone power system solutions for customers in WA and across the country.

Horizon Power has a 50 per cent ownership interest in the Mid-West Pipeline pursuant to an unincorporated Joint Venture Agreement dated 13 January 1999. The remaining 50 per cent interest is owned by Mid West Pipeline Pty Ltd. The Mid West pipeline is a 376km natural gas pipeline that extends from the Dampier to Bunbury Natural Gas Pipeline to the town of Mount Magnet and to the Windimurra Vanadium Project.



# Our structure, operations and supply chain

## Supply Chains

Horizon Power aims to create opportunities for local suppliers in our regional areas by procuring local products and services, where possible. We work closely with small businesses, community groups and local contractors, including our remote communities' Regional Service Providers, to create opportunities for economic development and investment in regional towns. Sourcing local goods and services also provides us with the benefit of better insight into our modern slavery risk and the ability to make real and positive change, should any modern slavery be identified in these areas.

Horizon Power has a supply chain of approximately 2,000 direct suppliers, predominately based in Australia. Horizon Power procures and sources a wide range of products and services including consultancy, construction, electrical works, finance and commercial, health, safety and environmental, IT hardware and software, advertising, corporate staff

training, hospitality and function venues, printing and stationery, insurance, record management, utilities, fleet, forklifts, fuel, mail/courier services, logistics, transport, warehousing, civil maintenance and capital works, traffic management, vegetation management, battery energy storage systems (BESS), cables, major equipment, diesel generators, electric vehicle (EV) chargers, solar equipment, electrical consumables, tools and equipment, cleaning, security and fire services, office furniture, property repairs and maintenance, safety equipment and uniforms, and temporary labour.

Although most of our direct suppliers are based in Australia, many are likely to rely on global supply chains in the provision of goods or services to us. We recognise that some countries with a higher prevalence of, and vulnerability to, modern slavery are likely to be sources for raw materials and components that make their way into finished products sold by our direct suppliers.

We continued to engage with suppliers through a variety of methods this report period, ranging from one-off transactional purchase orders to strategic operational and ongoing contracts and high value one-off project spends. We continue to operate a centre-led procurement model based on our Procurement Policy, in alignment with our internal procurement policies, strategies, guidelines and any applicable government legislation. Our Governance & Performance team further supports our business in our commitment to Horizon Power's approach to modern slavery. The procurement team reports to the Chief Financial Officer.

Geopolitical tensions continue to contribute to supply chain constraints and challenges. We understand that these conditions have the potential to worsen the situation for those already affected by modern slavery conditions in regions impacted by conflict



# Modern slavery risks in our operations and supply chains

The term 'risk' in this context is used to refer to the risk of harm to people within our operations and our supply chains.

For the reasons described in this Statement, we consider it unlikely that Horizon Power has caused or contributed to modern slavery within our direct employment of workers in our operations. The policies, controls, training and oversight that we have in place to protect the rights and entitlements of our employees means there is very low risk of labour exploitation, which on the continuum of seriousness, can constitute slavery servitude, forced labour and debt bondage.

The salient modern slavery risks exist in our supply chain, and those of our joint ventures, as we move ahead in our decarbonisation journey in support of our commitment to reduce greenhouse gas emissions. The complex supply chains impacting the central technology we rely on to achieve the above goal has been linked to forced labour and the worst forms of child labour. As noted in the Clean Energy Council's *Addressing Modern Slavery in the Clean Energy Sector* report:

- In recent years, media and non-government organisations have published detailed allegations of forced labour within the global solar supply chain.
- Independent audits of the sites involved have, however, been impossible. In the absence of independent audits, the available evidence shows that there remains a significant risk that any solar cell manufactured in Xinjiang, or incorporating polysilicon manufactured in the region, is implicated in forced labour.
- The high proportion of global polysilicon manufactured in Xinjiang means the risk of forced labour entering the supply chains of Australia's solar energy industry is significant.
- Lithium-ion batteries now account for over 50 per cent of global cobalt consumption.
- The modern slavery concerns surrounding cobalt primarily rest with small-scale mining in the Democratic Republic of the Congo (DRC), in which approximately 250,000 people, including at least 35,000 children, work in artisanal mines, many of whom could be assessed as subject to forced labour or modern slavery.

Modern slavery risks in our broader supply chain are described in this Statement under the section describing our due diligence process.

# Our actions to assess and address risks

## Measures in relation to our workforce

As noted earlier in this Statement, most of our employees are covered by either the CEPU Wages Employees Enterprise Agreement or the ASU Salaried Enterprise Agreement. The ASU Salaried Enterprise Agreement was approved by the Fair Work Commission on 20 December 2022 and came into operation from 27 December 2022. The CEPU Wages Employees Enterprise Agreement operated during FY24. These agreements contain the rights, conditions and entitlements of workers and include matters such as rates of pay, leave entitlements, hours of work, classification structures and dispute settlement procedures among other things. Enterprise agreements are one of the key mitigating measures, along with the following additional measures:

- The Enterprise Agreements passed the Fair Work Better Off Overall Test (BOOT) ensuring salaries are compliant with Modern Awards.
- Horizon Power did not employ workers under the age of 18.
- Visa Entitlement Verification Online system (VEVO) checks were conducted to ensure that candidates have Australian working rights. During FY24, we had one Temporary Visa (408) holder working in a customer service officer role.
- Workers living in accommodation arranged by Horizon Power were housed in premises that met regulatory requirements and workers were free to enter and exit premises freely.
- Horizon Power's Senior Manager People & Capability team monitors any excessive working hours and accrual of excessive leave balances.
- All employees have the freedom to join, or not join, unions related to their employment at Horizon Power.

## Measures in relation to our joint ventures

Horizon Power obtained the co-operation of its joint venture (JV) Partner, WAAE, to implement a program to assess and manage modern slavery risks. This program includes signing the Clean Energy Council Pledge Against Modern Slavery, which involves adopting procedures to manage modern slavery risks, considering these risks in supplier selection, and building awareness among stakeholders. Additionally, Horizon Power has recommended Board-level commitments to respect human rights, the adoption of grievance policies, and ensuring that directors are informed and accountable for modern slavery risk management.

Horizon Power has also encouraged WAAE to adopt modern slavery policies, supplier codes of conduct, and standard supply agreements. This also includes supply chain mapping, training, and integrating modern slavery risk assessments into procurement processes. These steps are designed to create a comprehensive framework for identifying, managing, and mitigating modern slavery risks within the JV's operations and supply chains.

**Horizon Power plans to roll out the same measures with other JV Partners in FY25, ensuring a consistent approach to managing modern slavery risks across its joint ventures.**



## Policy framework and governance

During FY24, we built on our previous year's progress by:

- Mapping out a Human Rights Framework to operationalise our human rights commitments in procurement activities, recruitment and management of employees, collaboration with industry, communication with stakeholders and the process for assurance.
- Operationalising the Supplier Code of Conduct as updated during FY23, and the Human Rights Policy introduced in FY23.
- Finalising human rights contract terms for inclusion in our template agreements.
- Developing remediation guidance to equip our employees with an understanding of best practice in remediating adverse human rights impacts.
- Developing a checklist for engagement with our joint venture partners to assess the measures in place to mitigate modern slavery risks.
- Training our employees in relation to modern slavery.
- Analysing the results of the MSQ to identify the suppliers requiring further due diligence and engagement.
- Engaging with suppliers that received a high risk MSQ rating based on the responses provided and working with our external subject matter experts to determine the appropriate next steps for ongoing due diligence.
- Developing a playbook to support our procurement personnel in navigating their discussions with suppliers regarding modern slavery.

- Preparing a modern slavery supplier action plan to be prepared in collaboration with suppliers to determine the root causes of risk and document the correction actions to be carried out.

The Supplier Code of Conduct defines our minimum standards of conduct and expectations of our suppliers and their supply chains. It links to our Human Rights Policy and our commitment to respect human rights. Our suppliers are obliged to comply with the following:

### **Our suppliers must:**

- Ensure workers have freely chosen employment, with no forced, bonded or indentured labour.
- Avoid unreasonably restricting workers' freedom to move into, out of or at working facilities.
- Ensure that workers under the age of 18 do not perform work that is likely to jeopardise their health or safety, including night shifts and overtime.
- Not permit harassment, abuse, corporal punishment or inhumane treatment of its workers.
- Permit freedom to move and associate, including collective bargaining and seek representation in accordance with local laws.
- Offer fair and transparent terms and conditions of employment including fair remuneration that provides for an adequate standard of living, working hours and working conditions.
- Ensure measures are taken to be aware of, preserve and protect registered and potential heritage sites in our service areas.
- Notify us if they, or their subcontractors or suppliers, have been convicted, had a notice served upon them, or an order made against them for infringement of modern slavery laws anywhere in the world.

- Have in place adequate procedures to identify, prevent, mitigate and account for modern slavery and other human rights impacts in their operations and supply chains.
- Ensure that their operations or supply chains do not adversely impact local communities, including human rights and land rights, with specific consideration to Indigenous communities' rights to free, prior and informed consent.
- Provide stakeholders and workers access to a grievance mechanism to raise concerns confidentially without fear of retaliation.

## Supplier due diligence

We continued to incorporate the MSQ via the Ethixbase360 platform as part of our supplier registration process. The MSQ provides Horizon Power with an informed and structured impact assessment, which is an essential tool to help identify our supply chain priorities. With the support of our external subject matter experts, the results of the MSQ were analysed and the suppliers requiring further due diligence were identified.

The MSQ contains questions designed to assess the modern slavery risks in a supplier's business. The responses to the questions are weighted based on data analytics driven by global indices on modern slavery and human rights risks, including the:

- World Bank Governance Indicators
- Global Slavery Index
- US Department of State Trafficking in Persons Report
- US Department of Labor List of Goods Procured by Child Labor or Forced Labor

- Transparency International's Corruption Perception Index.

The risk scoring of the MSQ focuses on:

- **Jurisdiction** of the supplier's headquarters and operations
- **Industry** of the supplier
- **Products** which are linked to higher risks of modern slavery
- **Workforce** demographics to understand the use of potentially vulnerable categories of workers
- **Controls** to mitigate, assess and address risks

Risk ratings of low, medium or high are determined by weighting each question to ensure that risks are captured accurately.

Suppliers that completed the MSQ to date were predominately based in Australia, in alignment with Horizon Power's commitment to local procurement.

However, direct suppliers to Horizon Power operate in many different countries, as shown on the map on the next page.

By using the MSQ since FY23, we identified suppliers that were exposed to higher modern slavery risks, such as those involved in:

- Fabricated metal product manufacturing
- Structural metal product manufacturing
- Industrial machine manufacturing
- Construction
- Motor vehicle and transport equipment rental and hiring





- Wholesalers of industrial and safety products, electrical wiring, lighting, cable and solar and battery equipment
- Data processing, web hosting and electronic information storage services

The combination of a supplier operating in a higher risk industry with components sourced from higher risk countries tended to result in red flags, further heightened in the absence of controls and policies to mitigate human rights risks or the absence of human

rights impact assessments. Some identified supply chain disclosures were subject to due diligence processes in line with Horizon Power's Modern Slavery Remediation Guide.

The results and recommendations arising from the MSQ provide the foundation for Horizon Power to undertake further engagement with higher risk suppliers and the integration, tracking and communication stages of due diligence as per the UNGPs.

## Remediation

The concept of ‘remedy’ is drawn from the UNGPs which describe the responsibility to remedy adverse human rights impacts. The UNGPs provide that:

“Where business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate processes.” The UNGPs also state that when an entity is directly linked to adverse impacts via a business relationship, it should seek to use its leverage to encourage remediation by those that cause/contribute to those adverse impacts.

Our approach to remediation is set out below:

DEGREE OF INVOLVEMENT		
CAUSE	CONTRIBUTE	DIRECTLY LINKED
An entity may cause modern slavery if its operations directly result in modern slavery practices.	An entity may contribute to modern slavery if, through its actions or omissions, it facilitates or incentivises modern slavery practices.	An entity may be directly linked to modern slavery via a business relationship, where it does not cause or contribute to the modern slavery risk.
Example: Using forced or exploited labour. Given the workforce profile of Horizon Power, it is unlikely that Horizon Power will be in a situation where it causes modern slavery through its recruitment of employees.	Example: This may include setting unrealistic cost restraints on a third party that can only be met by that third party using forced or exploited labour.	Example: Horizon Power’s supplier is an entity that has modern slavery in its operations or supply chain.
PREVENTION AND MITIGATION		
Cease or prevent the impact.	Cease or prevent contribution and use leverage to mitigate impact.	Seek to prevent and mitigate the impact. Appropriate steps may depend on leverage, availability of alternate vendors, significance of contractual relationship, severity and consequence of termination.
REMEDATION MEASURES		
Provide for or cooperate in remediation.	Provide for or cooperate in remediation.	Take a role in remediation, including using leverage to encourage remediation by entities that caused or contributed to the impact.



# Measuring effectiveness

We seek to assess the effectiveness of our actions by setting goals, where we can, each year to demonstrate the increasing maturity our approach to assessing, mitigating and preventing modern slavery risks in our operations and supply chains. We continued to track our progress as shown below and have identified new goals for FY25, which details how we aim to measure effectiveness moving forward.

OBJECTIVE	ACTIVITY
Operationalise the Supplier Code of Conduct and MSQ within procurement processes.	<ul style="list-style-type: none"> <li>Operationalised the Supplier Code of Conduct within the procurement processes, with 100% of new suppliers self-declaring that they have read and understood it.</li> <li>25.6% of supplier base that has completed the MSQ has 100% acceptance of the Supplier Code of Conduct.</li> </ul>
Finalise template agreements with human rights clauses.	<ul style="list-style-type: none"> <li>All HP based contracts were executed with appropriate human rights clauses.</li> <li>Business-wide training sessions were conducted with Horizon Power employees and stakeholders, to establish an understanding of the criticality of including human rights clauses, especially in higher risk contexts.</li> </ul>
Develop a remediation methodology.	<ul style="list-style-type: none"> <li>Deployed Modern Slavery Remediation Guidance in FY24.</li> <li>This guidance was incorporated into the business-wide training sessions to equip employees with an understanding of what remediation entails and the different processes that may be considered in instances of adverse human rights impacts, including modern slavery, are found in our operations or supply chains.</li> </ul>
Engage with our joint venture partners in relation to the measures they have in place to assess and address modern slavery risks.	<ul style="list-style-type: none"> <li>Engaged its JV partner, WAAE, to implement measures for assessing and managing modern slavery risks, including signing the Clean Energy Council Pledge and adopting robust policies and procedures.</li> <li>These steps have established a strong framework for mitigating modern slavery risks, with plans to extend these measures to Boundary Power in FY25.</li> </ul>
Roll out the MSQ to FY24 suppliers and assess and compare the results against FY23 to identify any changes and trends.	<ul style="list-style-type: none"> <li>Prepared an enhanced MSQ for rollout to suppliers in FY25, ensuring continuous improvement in assessing and managing supplier risks.</li> </ul>
Further engagement with selected suppliers arising from the FY23 MSQ.	<ul style="list-style-type: none"> <li>Engaged with selected suppliers based on their FY23 MSQ responses, initiating dialogues with those demonstrating the highest modern slavery risk factors. Through this process, no suppliers were found to be irremediable, and efforts have been made to enhance supplier awareness and capabilities in addressing modern slavery risks.</li> </ul>
Roll out business-wide modern slavery training.	<ul style="list-style-type: none"> <li>Conducted business-wide modern slavery training sessions, achieving a high completion rate and significantly increasing awareness of modern slavery across all parts of our business.</li> </ul>

## Looking forward

Our key goals for the next reporting period are set out below along with how we will aim to measure the effectiveness of the measures we have sought to implement. This may occur over subsequent reporting periods and potentially evolve over time as we continue to refine our approach and seek to align to best practice.

### New Activities for FY25:

FY25 GOAL	MEASURE OF EFFECTIVENESS
Strengthen governance and accountability	<ul style="list-style-type: none"> <li>Establish a Modern Slavery Working Group, comprising representatives from key business areas, which reports to the Chief Financial Officer. <ul style="list-style-type: none"> <li>Number of representatives from key business areas: Target 8 members.</li> <li>Frequency of meetings: Biannual.</li> </ul> </li> <li>Establish half-yearly reporting to executive management on modern slavery risks and mitigation efforts. <ul style="list-style-type: none"> <li>Number of reports submitted per year: 2.</li> </ul> </li> <li>Conduct an internal assurance review to assess our compliance internally and externally with Horizon Power's Human Rights Framework.</li> </ul>
Enhance risk assessment and due diligence	<ul style="list-style-type: none"> <li>Supplier Code of Conduct or equivalent code acceptance rate. <ul style="list-style-type: none"> <li>100% of Horizon Power suppliers.</li> </ul> </li> <li>MSQ completion rate with critical and strategic suppliers within 3 months of request. <ul style="list-style-type: none"> <li>80% completion.</li> </ul> </li> <li>Roll out the MSQ Version 4 to suppliers and assess and compare the results against prior years by March 2025, to identify any changes and trends. <ul style="list-style-type: none"> <li>No increase to average risk rating.</li> <li>Number of suppliers receiving MSQ Version 4: 100% of critical and strategic suppliers.</li> </ul> </li> </ul>
Improve supplier and engagement and collaboration	<ul style="list-style-type: none"> <li>Develop and maintain strong relationships with critical and strategic suppliers to promote transparency and collaboration. <ul style="list-style-type: none"> <li>One engagement activity per annum.</li> </ul> </li> </ul>
Increase awareness and training	<ul style="list-style-type: none"> <li>Lunch and Learn session</li> <li>Conduct targeted awareness campaigns to educate employees, suppliers, and stakeholders about modern slavery. <ul style="list-style-type: none"> <li>One annual campaign.</li> </ul> </li> <li>Develop and distribute educational materials, such as guides and toolkits, to support ongoing learning. <ul style="list-style-type: none"> <li>Frequency of updates to materials: Annually.</li> </ul> </li> </ul>
Promote continuous improvement	<ul style="list-style-type: none"> <li>Regularly review and update modern slavery policies and procedures. <ul style="list-style-type: none"> <li>Review frequency: Annually.</li> <li>Number of updates made: As needed, based on review findings.</li> </ul> </li> <li>Participate in industry forums and collaborations to share knowledge and learn from peers. <ul style="list-style-type: none"> <li>Number of forums and collaborations participated in annually: Minimum 3.</li> </ul> </li> </ul>

## Other information

We are an active member of the Energy Procurement Supply Association (EPSA), an Asia Pacific not-for-profit association of energy industry procurement and supply professionals.

In the reporting period, we also became an active member of the Human Rights Resources and Energy Collaborative (HRREc). The HRREc is a group of Australian energy and resources companies that work together to address modern slavery risks and broader human rights issues in our operations and supply chains.

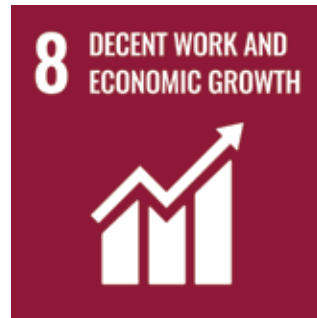
Released in November 2021, and updated in June 2023, the State Government's *Supporting Continuous Improvement in ESG Outcomes for Western Australia* outlines its commitment to contributing to the objectives of the United Nations Sustainable Development Goals (SDGs). As a Western Australian Government Trading Enterprise, we recognise

the importance of supporting the Government's contribution to the SDGs. The SDGs provide a universal framework used to shape strategies to address challenging global sustainability issues. While Horizon Power supports all 17 SDGs, we identified a list of key priorities which have the greatest potential to make real and meaningful contribution to our sustainability goals. The priorities are grouped into themes which reinforce and support our corporate strategy. The priorities were identified by internal stakeholders from across key areas of the business, helping to inform the foundation of our sustainability framework.





# SUSTAINABLE DEVELOPMENT GOALS

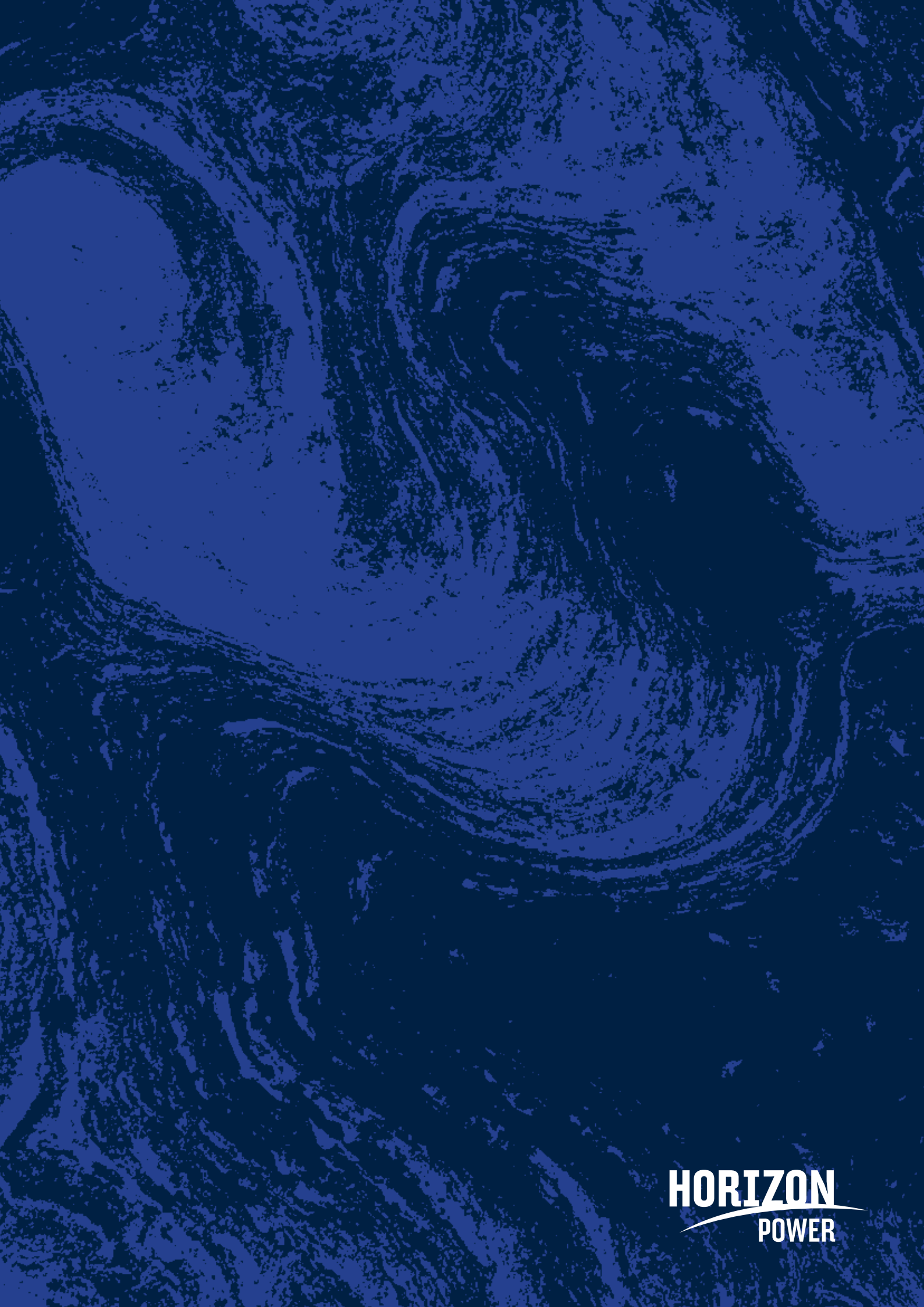


Source: United Nations Department of Economic and Social Affairs. (2018). Sustainable Development Goals. [Graphic]. <https://sdgs.un.org/goals>

# Modern Slavery Act 2018 (Cth)

## Statement Annexure

MANDATORY CRITERIA	HEADING AND PAGE NUMBER/S
Identify the reporting entity	Message from the Chair, Page 2
Describe the reporting entity's structure, operations and supply chains	About Horizon Power, Page 4 Our structure, operations and supply chain, Pages 7-8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Modern slavery risks in our operations and supply chains, Page 9
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Our actions to assess and address the risks, Pages 10-14
Describe how the reporting entity assesses the effectiveness of these actions	Measuring effectiveness, Pages 15-16
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	N/A - Horizon Power does not own or control any other entity.
Any other information that the reporting entity, or the entity giving the statement, considers relevant	Other information, Pages 17



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