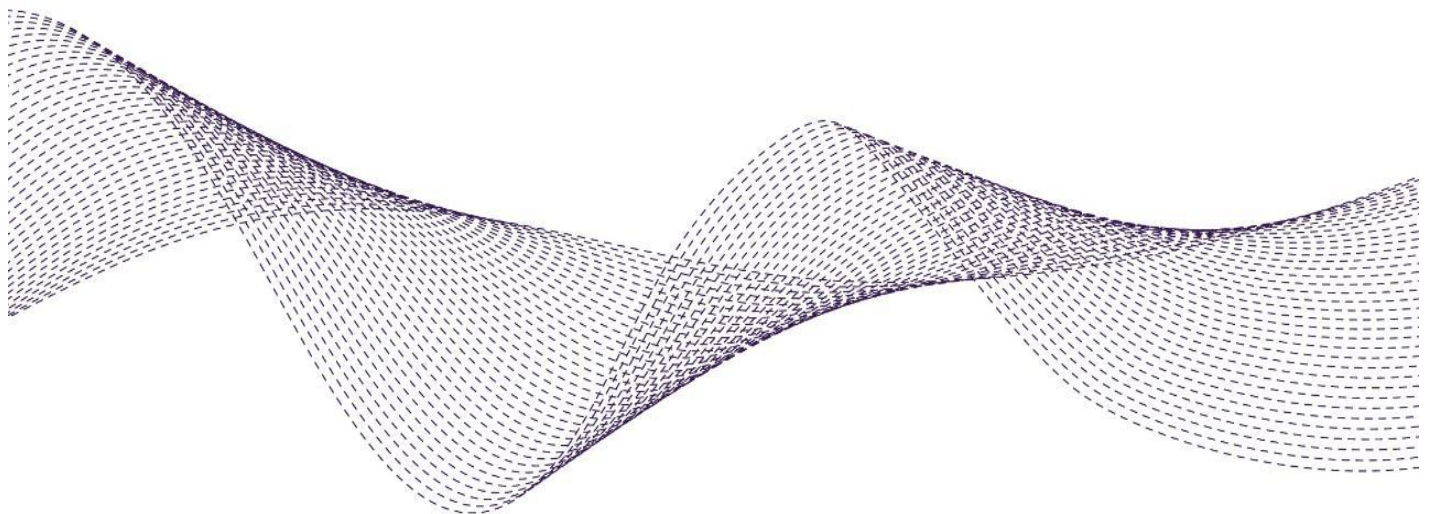


Siemens Gamesa Renewable Energy Pty Ltd
(ACN 614 784 575)

Modern Slavery Act Statement

for the reporting period to 30 September 2024



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



1. Reporting Entity

This Modern Slavery Statement has been prepared pursuant to section 13 of the Modern Slavery Act 2018 (Cth) (“Modern Slavery Act”) by Siemens Gamesa Renewable Energy Pty Ltd with its registered office at Botanicca 3 - Level 3, West Tower, 570 Swan Street, Burnley Victoria 3121, Australia. The statement covers the reporting period for the financial year ended 30 September 2024 (“FY24”).

Siemens Gamesa Renewable Energy Pty Ltd (ACN 614 784 575) (“SGRE AU”):

- i) is a large proprietary company in Australia (headquartered in Melbourne, Victoria) with two (2) controlled entities, being a branch in Singapore and New Zealand; and
- ii) directly employs 126 people as of 1 October 2024.

Sustainability is a critical of our company’s strategy. The United Nations Sustainable Development Goals (“SDGs”) guide us in our ambition to be a sustainability leader, the relevant SDGs for the purposes of this report are as follows:

 <p>5 GENDER EQUALITY</p> <p>SDG5: Achieve gender equality and empower all women and girls Our main impact on SDG 5 is by managing our own workforce. Siemens Gamesa recognizes that employees represent a large variety of cultures, ethnicities, beliefs and languages.</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and</p> <p>decent work for all. Siemens Gamesa directly impacts SDG 8 through its global operations contributing to GDP development in many countries, our commitment to providing decent jobs and enabling employment and by driving the decoupling of economic growth from energy usage as a thought leader.</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Our Company is committed to implementing the UN Global Compact’s requirements and all other relevant regulations in our supply chain and disseminating them through collaborations with external organizations and institutions.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all. Siemens Gamesa is shaping the renewable energy industry, leading the way forward in the renewable energy sector. The Company provides cleaner, more reliable and affordable wind power and is a leading supplier of wind power solutions to customers all around the world.</p>	 <p>13 CLIMATE ACTION</p> <p>SDG13: Take urgent action to combat climate change and its impacts. Siemens Gamesa has set the target of becoming CO₂-neutral in all its operations by 2025. The Company is thus highlighting the need for businesses to contribute to decarbonizing the economy. With our products and services, we help to improve energy efficiency and reduce CO₂ emissions with a positive business case.</p>	

Our sustainability processes and commitments are reflected in Siemens Gamesa’s Sustainability Policy dated 16 September 2021¹. Without limitation, we are committed to the:

- International Bill of Human Rights
- European Convention on Human Rights

¹ Sustainability policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>

- International Labour Organisation (ILO) Tripartite Declaration of Principles - concerning Multinational Enterprises and Social Policy
- ILO Declaration on Fundamental Principles and Rights at Work – elimination of child labour, abolition of forced labour, prohibition of discrimination, freedom of association and the right to collective bargaining and fundamental freedoms
- United Nations (UN) Sustainable Development Goals – specially SDG 8
- UN Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- UN Global Compact Principles (UNGC)² – which we are a signatory

2. Structure, Operations and Supply Chain

Structure

SGRE AU is 100% owned by Siemens Gamesa Renewable Energy S.A.U. (based in Zamudio, Spain) within the Siemens Gamesa Renewable Energy group of companies worldwide (“Siemens Gamesa”)³.

Siemens Gamesa has a presence in more than 90 countries around the world, and its WTGs are installed in more than 70 countries; and operates more than 15 manufacturing plants in over 10 countries (including regions within Europe, the United States, India, Brazil, China and Morocco) and has approximately 40 sales offices.

Operations

Siemens Gamesa is a multinational corporate group and works at the heart of the global energy revolution, with a leading position in renewable (wind) energy comprising of:

- engineer, manufacture and supply of onshore and offshore WTGs (“WTGs”). Onshore approach focuses on geared technology and offshore on direct drive technology;
- service and/or maintenance of WTGs. The group services turbines worldwide, with 89 GW under maintenance at the end of FY24; and
- as well as delivery of wind farm project development or solution(s) in certain regions.

From an Australian perspective, SGRE AU’s operations includes its overseas related companies where products are manufactured or produced, imported into Australia, and subsequently sold, distributed, installed and serviced by SGRE AU.

Supply Chain

SGRE AU does not have manufacturing facilities in Australia. Logistics requirements are outsourced

² See United Nations Global Compact website. Link: <https://www.unglobalcompact.org/what-is-gc/participants/4098>

³ Siemens Energy AG (a listed company in Frankfurt, Germany) has a 100% stake in Siemens Gamesa Renewable Energy S.A.U. (via Siemens Energy Global GmbH & Co. KG). A Modern Slavery Statement has also been submitted by its local Australian entity, Siemens Energy Pty Ltd (ACN 636 537 409).

to third parties. SGRE AU's procurement function is managed centrally at the global headquarters in Viscaya, Spain, which is organised by material fields within a centrally managed commodity management structure. Only the Australian specific aspects of local procurement for the WTG project is handled by SGRE AU.

The products we sell are sourced from all over the world with Siemens Gamesa's factories being the biggest supplier of product by value (and are set out below).

Facility	Location(s)
Blade	Fort Madison (United States), Aalborg (Denmark), Hull (United Kingdom), Tangier (Morocco), Nellore (India), Somozas (Spain), Lingang (China), Vagos (Portugal) and Le Havre (France). In addition to its own manufacturing, Siemens Gamesa also sources blades from third-party manufacturers located in Mexico, Brazil, Turkey, India, China and Poland.
Nacelle	Hutchinson/Kansas (United States), Camaçari (Brazil), Brande (Denmark), Cuxhaven (Germany), Ágreda (Spain), Aliaga (Turkey), Mamandur (India), Tianjin (China), Le Havre (France) and in Taichung (Taiwan)
Tower	Supplied through Windar Renovables, S.L. (which has factories in Spain, India, Mexico, Brazil and Russia)
Generator	Reinosa (Spain), Camaçari (Brazil) and Tianjin (China). Direct drive generators are assembled in Brande (Denmark) and Cuxhaven (Germany).
Gearbox	Lerma and Sigüeiro, Spain
Converter	Madrid (Spain), Valencia (Spain) and Tianjin (China)
Cabinet	Valencia (Spain) and Tianjin (China)

3. Environmental, Social and Governance Performance

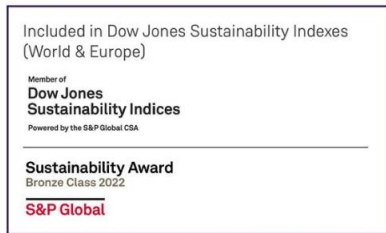
Siemens Gamesa achieves top environmental, social and governance ("ESG") performance and highest recognition from ESG rating agencies.

We monitor sustainability performance constantly, and take pride in having our commitment to sustainability recognized by the world's most relevant sustainability indexes and ratings.

Siemens Gamesa was the first wind turbine manufacturer to obtain an ESG Evaluation from S&P Global, achieving an excellent score of 84 out of a 100. The company obtained #1 and #2 ranking in the industry from FTSE Russell, ISS ESG, and Vigeo Eiris, and is included in the Industry Top Rated list with a 97th percentile from Sustainalytics.

Siemens Gamesa achieved its highest ever score (83/100) in the 2021 S&P Global Corporate Sustainability Assessment, an improvement of four points since last year, placing in the 99th percentile and ranking #2 out of 126 companies included in the sector. The company maintains its presence in sustainability indexes, such as Dow Jones Sustainability (World and Europe), FTSE4Good, STOXX Europe Sustainability, STOXX ESG Leaders, Euronext Vigeo (World, Europe and Eurozone) and Solactive Europe Corporate Social Responsibility. Additionally, Siemens Gamesa has been included in the Bloomberg Gender-Equality Index for the third consecutive year.

Some of these awards and recognitions are set out below:



4. Risks of Modern Slavery Practices

Globally, Siemens Gamesa requires that all of its employees and managers, suppliers and third-party intermediaries comply with applicable laws and regulations. These are based, amongst others, on the labour principles of the United Nations Global Compact principles and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

As part of our due diligence process, we have identified the following risks in our supply chain:

- Human rights abuse.
- Unfair operating practices, such as corruption and bribery.
- Forced and compulsory labor and child labor.
- Occupational hazards for health and safety.
- Environmental impacts.
- Conflict minerals.

The Siemens Gamesa group have a set of corporate policies that implement the principles reflected in the corporate governance system and contain the guidelines which govern the company’s actions and those of its subsidiaries, along with the actions of its directors, executives, and employees. These policies are aligned with the Group’s strategic plan, vision and values.

5. Actions taken to assess and address the Risks

Siemens Gamesa’s applied policies are set out in the table below.

Policy	Description	Results
Health, Safety and Environment policy	<p>Siemens Energy embraces our societal responsibilities for Environmental Protection and the Health and Safety of our employees, business partners and other stakeholders who may be affected by our business activities.</p> <p>As a responsible employer, we are committed to providing a safe place to work and to keeping people healthy. We see this as a precondition for a productive workforce and key to the resilience of our company. We systematically identify risks, work toward avoiding incidents, and promote employee well-being.</p>	<p>Occupational Health & Safety: The Group has a process of awareness-raising and training in place to manage the safety, health and well-being of workers, along with risk identification and mitigation measures.</p> <p>Climate change action: We have implemented measures that contribute to climate change mitigation such as investments in renewable energy, promote energy efficiency and reduce greenhouse gas emissions. We also prepare to adapt projects or assets to extreme weather events and manage risks and opportunities from climate change.</p> <p>Greenhouse gas emissions: Siemens Energy’s decarbonization activities cover its complete value chain.</p>
Diversity and inclusion policy	<p>Siemens Energy’s Inclusion and Diversity Policy establishes the foundation of our I&D strategy and represents our commitment to responsible business.</p>	<p>We want everyone to bring their whole self to work and reach their full potential. Our workplace environment is open to everybody regardless of their ethnic origin, religion, world view, age, disability, skin color, gender, sexual orientation, gender identity, or gender expression. We strive to offer our employees equal treatment in a non-discriminatory work setting.</p>
Respect for Human Rights and Environmental Protection policy	<p>This policy solidifies Siemens Energy’s commitment to human rights and environmental protection for our own business towards our employees and our supply chain. Our actions go beyond compliance with applicable laws and regulations and includes commitment to for e.g., International Bill of Human Rights, ILO (International Labour Organization) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, ILO Declaration on Fundamental Principles and Rights at Work and fundamental freedoms, United Nations Guiding Principles on Business and Human Rights (UNGPs) or the OECD Guidelines for Multinational Enterprises.</p>	<p>Human Rights: Respect for human rights and the environment are core values at Siemens Energy. We take these responsibilities seriously and we expect the same of our business partners and suppliers. In our operations, risk analysis is central to our strategy of identifying and evaluating human rights and environmental risks in our company and in our supply chain. If necessary, measures to prevent, minimize, and avoid risks are implemented and, where warranted, remedial action is undertaken. To this end, Siemens Energy offers internal and external stakeholders convenient and protected reporting channels to raise concerns, including human rights and environmental concerns.</p>
Business Conduct Guidelines	<p>For Siemens Gamesa, compliance means more than adhering to laws and the internal regulations detailed in our Siemens Gamesa Business Conduct Guidelines (BCGs). BCGs are binding for all executives and employees worldwide. Compliance is the foundation for our decisions and activities. Our motto is: 100% Energy, 100% Compliance. Consequently, compliance is a top management priority. To enforce the commitment to the BCGs, employees of Siemens Gamesa are trained in their respective requirements of the BCGs and are requested to acknowledge them as part of their conditions for employment.</p> <p>Siemens Gamesa is fully integrated into the compliance system of Siemens Energy. Siemens Gamesa’s BCGs comply with the standards of Siemens Energy. Since June 2024, the Siemens Energy Compliance Handbook has superseded that of Siemens Gamesa. The Siemens Energy Compliance System therefore also applies to Siemens Gamesa, with a few minor exceptions.</p>	<p>Ethics, Integrity, anti-corruption: We enforce an anti-corruption policy guideline for ethical conduct, and promote compliance and integrity in tenders and bids, which is the basis for conducting business with integrity. A high degree of transparency, efficiency and accuracy in the functioning of the governing bodies is critical to building trust and long-term commitment with stakeholders.</p>
Supplier Code of Conduct	<p>All suppliers and third-party intermediaries of Siemens Energy must sign the Code of Conduct (CoC) of Suppliers and Third-Party Intermediaries. The CoC is based on the Business Conduct Guidelines (BCG) and Principles of the UN Global Compact (UNGC). The CoC requires specific</p>	<p>Responsible procurement: Environmental, social and ethical criteria must also be applied to supplier management. This includes the establishment of supplier policies and codes of conduct, as well as the implementation of due diligence mechanisms to ensure</p>
Tax Code of Conduct	<p>environmental, compliance, and labor standards to be established across all countries of operations.</p> <p>We act according our core values in all tax affairs. Our core values are being caring, agile, respectful and accountable.</p>	<p>compliance. Work must also be done to identify suppliers’ carbon footprint.</p> <p>The Group reports and disclose its tax positions in accordance with applicable regulations and requirements.</p>

Risk Awareness for Projects

The Siemens Gamesa's Sales Business Approval ("SBA") process is the internal approval process for all WTG projects globally including the development of wind farm opportunities.

This SBA procedure:

- (a) defines the framework for decision-making regarding project approvals in the supply and service business, i.e. when, how, and at what level management decisions based on compliance risks are required;
- (b) includes a project risk evaluation where each project is thoroughly evaluated for any such potential risk;
- (c) requires that compliance is evaluated mandatorily, through the Compliance Risk Assessment ("CRA") using pre-defined questionnaires in order to identify, mitigate and/or approve risks. Human Rights is a module of the CRA within the SBA.
- (d) has a due diligence process to both proactively and systematically identify potential human rights risks, using a predefined detailed questionnaire and external ESG tools with regard to its location, labor rights, local community rights, livelihoods and the partners involved, including customers, suppliers, consortium partners and security detail, where applicable.

Supplier Assessment – Corporate Responsibility Self-Assessment

The CRA is conducted every 2 years; however, effective from 2021, an additional high-risk CRA is conducted in odd years focusing on internal and external risk triggers to assess the countries with the highest compliance risk. The high-risk CRA 2023 was completed in August 2023 for China, India, Mexico, Pakistan and Spain.

In addition to the CRA, compliance risks that are material in accordance with the Enterprise Risk Management ("ERM") methodology are managed by ERM on a quarterly basis.

In response to the ESG supply chain risks and opportunities identified, we have implemented an ESG Risk and Performance Management Framework, as illustrated in below that assesses our suppliers' adherence to the Code of Conduct. Within this framework, our suppliers undergo a supplier assessment journey that is taking both conditions into account:

- (a) the inherent risk of the business in which the supplier operates in, such as country risk, industry risk, and strategic impact; as well as
- (b) the supplier's ESG performance based on a third-party assessment.

Supplier Journey in our ESG Risk and Performance Management Framework



The result of the supplier specific assessment journey will be consolidated into a responsible business score in order to identify suppliers that manage ESG aspects well and suppliers that would need to improve their current level of performance. The responsible business score is reflected in our supplier lifecycle management framework and is part of commodity strategies, as well as awarding decisions.

In this way, we promote sustainability across a broad range of suppliers and generate positive impacts, while aligning our sustainability ambitions through this transparency process.

The supplier assessment journey is our pathway towards a responsible sourcing. Best-in-class and best-in-progress suppliers are promoted as part of our supplier awarding criteria. In this way, we incentivize sustainability laggards to improve and sustainability leaders to continuously improve. Fostering improvements across our suppliers is one of our key means to generate positive impacts through our activities.

Supplier's ESG performance response is distinguished as follows:

- **Corporate Responsibility Self Assessments (“CRSA”):** A supplier of critical impact receives a Code of Conduct questionnaire and provides its own assessment of fulfilment of the Code of Conduct requirements.
- **ESG Performance Assessment:** A high impact supplier conducts a sustainability performance assessment, submitted by a third party on behalf of Siemens Gamesa, that is benchmarked against our Code of Conduct standards, which are universally applied. In this way, the supplier demonstrates its commitment to our Code of Conduct and differentiates itself from other businesses. In response, the supplier will receive customized improvement recommendations and necessary corrective actions.
- **Supplier Quality Audits with Sustainability Scope:** As part of our internal Supplier Qualification and Audits processes, audit questionnaires have been devised that cover the scope of the Code of Conduct and are applied to suppliers that are critical from a quality perspective.

In FY23, Siemens Gamesa ensured that 87% (89% in FY22) of its purchasing volume (PVO) from suppliers with a high sustainability risk was covered by at least one of the modules mentioned

above.

External Sustainability Audits

As part of the supplier's ESG performance response, Siemens Gamesa engages internationally recognized audit firms to conduct on-site audits based on the principles of the Code of Conduct. The outcome is an in-depth assessment and report that enables Siemens Gamesa and its suppliers to identify and manage potential sustainability risks.

For SGRE AU, the focus remains to align with our global targets but also to continue to further investigate the risk areas highlighted in our findings. To address these areas SGRE AU is committed to continue to:

- focus on suppliers that may have areas of non-conformance identified; and
- continue to work with existing suppliers to collaborate and agree on an action plan consisting of appropriate improvement measures. These shall mitigate and eliminate the adverse impacts caused by the breaches and enable the supplier to identify and prevent similar occurrences in the future. We require our suppliers to engage actively and without reservation in these activities.

Responsible minerals sourcing - General

We are committed to working toward avoiding the use, within our supply chain, of minerals from conflict affected and high-risk areas which are affected by the risks defined in Annex 2 of the OECD Due Diligence Guidance ⁴.

Conflict Minerals are defined as cassiterite, columbite-tantalite, gold, wolframite, and their derivatives, or any other minerals or their derivatives (3TG i.e., tantalum, tin, tungsten, the ores from which they originate, and gold) that may be used to finance the conflict in the DRC (Democratic Republic of Congo) region. Therefore, Siemens Gamesa has detailed its commitment to Responsible Minerals Sourcing⁵.

We are conducting a uniform enterprise-wide process to determine the use, source, and origin of the relevant minerals in our supply chain (Supply Chain Due Diligence), including the Responsible Minerals Assurance Process (RMAP) as part of the Responsible Minerals Initiative (RMI).

The advantageous position of our ultimate parent company, Siemens Energy, as an active member of the Responsible Mineral Initiative (RMI) gives Siemens Gamesa access to Reasonable Country of Origin Information (RCOI) on a smelter level. We purchase 3TG from conformant smelters when these minerals are necessary to manufacture our products. Siemens Gamesa actively engages with RMI's Responsible Minerals Assurance Process to mitigate the risk of

⁴ See OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Link: <https://www.oecd.org/daf/inv/mne/mining.htm>

⁵ Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/suppliers/sgre-responsible-mineral-sourcing.pdf?la=en-bz&hash=83DA2140B2BCA35FD106FOA0B12CF42924C62155>

working with suppliers whose smelters have not been audited by RMI so far. Top key commodities and material used by weight are as follows:

Commodity	FY24		FY23	
	tons	% of total	tons	% of total
Steel – Low-alloyed	511,911	51.4%	637,150	48.9%
Glass fibre	159,295	16.0%	70,611	5.4%
Cast iron	89,424	9.0%	119,953	9.2%
Epoxy resin	75,916	7.6%	31,210	2.4%
Structural concrete	51,288	5.1%	319,494	24.5%
Carbon fibre	17,266	1.7%	5,069	0.4%
Electrical steel	16,596	1.7%	21,654	1.7%
Balsa wood	11,783	1.2%	4,385	0.3%
Copper	10,532	1.1%	11,822	0.9%
Chromium steel	10,336	1.0%	11,990	0.9%
Aluminium	5,838	0.6%	7,339	0.6%
Blinding concrete	2,914	0.3%	21,595	1.7%
Reinforcing steel	1,911	0.2%	16,155	1.2%
Paint	1,863	0.2%	2,391	0.2%
Others (*)	29,385	2.9%	21,434	1.7%
Group total	996,258	100%	1,302,252	100%

Note: The table above expresses the use of key raw materials incorporated in the wind turbine generators produced in each fiscal year and is based on life-cycle assessments (hereinafter, "LCAs"). A production load factor is applied to each raw material used, according to the wind turbine LCAs.

() Others: include materials such as adhesives, polyethylene, polypropylene, polyurethane, silicone, rubber, magnets, etc. that are unrepresentative (each one represents less than 1% of the total).*

Responsible minerals sourcing - Rare earth elements

Rare earth elements (“REEs”) are a group of 17 metals that are moderately abundant in the earth’s crust — some even more abundant than copper, lead, gold, and platinum — and share certain unique properties, including heat resistance and high electrical conductivity. These characteristics make REEs essential to many products, ranging from smartphones to more advanced technologies, particularly green technologies. The manufacture of magnets represents the single largest and most important end use of REEs for Siemens Gamesa. While REE reserves can be found worldwide, China supplies most of the global REE demand.

The wind industry needs REEs for permanent-magnet synchronous generators (“PMSGs”) employed in some wind turbine models. In this connection, Siemens Gamesa purchases magnets that contain REEs, but does not directly purchase any rare earth elements. Our suppliers of magnets that contain rare earth elements are relatively small and represent a marginal amount.

These suppliers are in the high sustainability risk category and are subject to all related actions to enforce adherence to the Code of Conduct.

Accordingly, we have implemented a thorough due diligence framework to avoid potential adverse impacts related to our activities. We conduct regular sustainability audits with our first-tier magnet suppliers to assess their sustainability performance and implement appropriate procedures and policies. We also aim to adopt the OECD due diligence guidance for rare earths and are implementing a due diligence process to provide transparency on lower tier suppliers to verify the origin of our source materials and to ensure that the REEs used in our magnets are sourced with the appropriate respect for the environment and human rights.

Siemens Gamesa works continuously to improve the design of its direct drive generators in order to optimize the use of all materials, including rare earth permanent magnets. Siemens Gamesa aims to phase out the use of heavy rare earth elements (dysprosium and terbium) in permanent magnets to strengthen the products’ economic, environmental, and social sustainability.

Implementation in Australia

Siemens Gamesa supply chain management processes and systems are implemented by SGRE AU. If areas of non-conformity are identified, the supplier and SGRE AU agree on an action plan consisting of appropriate improvement measures to mitigate and eliminate the adverse impacts caused by the breaches and enable the supplier to identify and prevent similar occurrences in the future. We require our suppliers to engage actively in these activities without reservation.

All measures put in place after inspections are incorporated into the company-wide supplier management process at Siemens Gamesa and are systematically selected and pursued. Implementation of the measures impacts the supplier's annual performance rating and the assessment of the supplier's future potential, as well as the supplier's approval within the regular supplier qualification process.

If suppliers with low sustainability performance do not improve under their development plan, they are phased out of SGRE AU's and Siemens Gamesa supplier base.

Breaches may be reported at any time by using the Group Compliance Whistleblowing Channel. If any breaches are confirmed, systems are in place to communicate with the Procurement community as well as with any cross-functions and stakeholders that are affected. If necessary, offending suppliers are blocked globally.

Training is one of the key elements of our compliance system to ensure that all SGRE AU employees are aware of the compliance rules and know how to put them into practice. Due to the very nature of their functions, some employees are exposed to specific compliance risks and must be provided with regular compliance training, which may consist of classroom/online training and e-learning courses. To maintain awareness of compliance issues, the following compliance training is available.

- Compliance Basic Training, covering anti-corruption, anti-trust, anti-money laundering, human rights, conflict of interest, and compliance as part of other business processes. It is targeted at all Siemens Gamesa employees.
- Business Conduct Guidelines e-Learning targeting all Siemens Gamesa employees with a valid e-mail address.
- Compliance introduction is part of the global Human Resources on-boarding training.
- Global Compliance awareness and refresher course for Managing Directors on a yearly basis.
- Training on request to mitigate local or business-or business-specific risks (e.g., compliance in procurement, business partners, and customer projects).

In addition, management at Siemens Gamesa must ensure that all our employees are informed about relevant internal compliance rules, processes and tools and that this information is kept up to date. Hence, the Compliance Organization designs an annual compliance communication plan in order to maintain overall awareness, including activities to cover the essential aspect of tone

from the top. The plan is approved by the Audit, Compliance and Related-Party Transactions Committee and the Executive Committee.

Occupational Health & Safety

Occupational health & safety is an essential part of our Business Code of Conduct, internal monitoring systems, risk management work and internal controls. It is embedded everywhere in the Siemens Gamesa culture and the HSE policy⁶.

Our company complies with prevailing legislation in every market where we are located, and we establish such preventative measures as may be needed.

Beyond specific market requirements, we are guided at all times by the pursuit of excellence and continuous improvement, and we apply an integrated health and safety, environment and quality management policy lens to everything that we do.

Channels for reporting misconduct

We offer all employees and third parties protected reporting channels to report specific information about suspected compliance violations. In doing so, they help the Company to identify and eliminate misconduct and grievances and protect it against risks or harm that may result.

Compliance violations may be reported to the following:

- Manager
- Chief Compliance Officer
- Regional/Division Compliance Officer
- Human Resources personnel
- Integrity Hotline (Whistleblowing Channel, with the possibility of remaining anonymous)
- Ombudsman

Information on possible violations can be provided confidentially and anonymously, as needed, if legally permissible under local law. In addition, the Company does not tolerate any kind of retaliation against individuals who have reported compliance violations. The Compliance department examines all reports and takes appropriate measures.

⁶ Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>

6. How we Assess the Effectiveness of these Actions

SGRE AU uses the following mechanisms to assess the effectiveness of actions taken:

- **Executive Management Reviews:** SGRE AU conducts reviews with executive management to ensure that there is an awareness and alignment on the processes implemented and future activities with regards to modern slavery risks across our business. This achieves both endorsement and awareness while providing support to ensure that this important topic is addressed thoroughly.
- **Cross-functional Reviews:** This is supplemented by cross-functional reviews between supply chain management, Compliance and Legal teams, which are both formal and informal to align and ensure that the different functions of the business are aware of progress and to allow updates.
- **Continuous Monitoring:** We will continue to monitor and review processes and procedures to ensure progress including promotion of awareness of the topic of Modern Slavery and why it is important to address.

7. Process of Consultation with any Entities the Reporting Entity owns or controls

Siemens Gamesa's policies and requirements in relation to Modern Slavery will apply to all entities within the group globally, including its branches in Singapore and New Zealand.

8. Any other relevant information

Siemens Gamesa's commitment to sustainability and its contribution to the UN's Sustainable Development Goals (including sustainable supply chains and human rights) are set out in Siemens Gamesa's Sustainability Vision 2040⁷ and Consolidate Non-Financial Reports FY2018 to 2024⁸.

⁷ Link: <https://www.siemensgamesa.com/en-int/sustainability>

⁸ Link: <https://www.siemensgamesa.com/global/en/home/sustainability/esg-reports.html>

Siemens Gamesa's ESG ratings are set out below. Any ESG requests may be sent to esg@siemensgamesa.com.

Rating: **84 (1-100)**
Percentile: 99th
Ranking: **#3** in the sector (3/206)
Member of: Dow Jones Sustainability Indexes (World & Europe),
Link: [S&P Global \(spglobal.com\)](https://www.spglobal.com)

S&P Global

Rating: **Low Risk 15.1 (1-40+)**
Percentile: 97th
Ranking: **#6** in the sector (6/218)
Member of: **Industry Top Rated List, STOXX ESG Leaders, STOXX Europe Sustainability Indexes**
Link: [Company ESG Risk Rating - Sustainalytics](#)



Rating: **Prime B+(D-A+)**
Percentile: 100th
Ranking: **#1** in the sector (1/52)
Member of: **STOXX SRI, STOXX Climate Benchmark Indexes, #1 Environmental Score, #1 Social Score.**
Link: <https://www.issgovernance.com/esg/iss-esg-gateway/>



Rating: **4.6 (1-5)**
Percentile: 100th
Ranking: **#1** in FTSE ICB sector
Member of: **FTSE4Good Indexes**
Link: <https://www.ftserussell.com/about-us>



Rating: **n.d**
Ranking: **#2** in the sector (2/29)
Member of: **Euronext Vigeo (World, Europe & Eurozone), Solactive Europe Corporate Social Responsibility Indexes**
Link: <https://vigeo-eiris.com/>



Rating: **AA (CCC-AAA)**
Ranking: n.a.
Percentile: 89th-96th
Link: <https://www.msci.com/research-and-insights/esg-ratings-corporate-search-tool>



This statement was approved by the Board of Siemens Gamesa Renewable Energy Pty Ltd on 8th August 2025 for the year ended 30th September 2024.


Signed in accordance with a resolution of the Board of Directors

Siemens Gamesa Renewable Energy Pty Ltd

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Samuel Morillon
Director and CEO
29 September 2025

Signed by:

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Dirk Janssen
Director and CFO
29 September 2025