

# ***MODERN SLAVERY STATEMENT FY 2025***

*JANUARY 2026  
VERSION 1*

# MODERN SLAVERY STATEMENT FY2025

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# MODERN SLAVERY STATEMENT FY2025

## 1. PURPOSE & SCOPE

Modern slavery is a crime and a violation of fundamental human rights. Ampcontrol Limited (ACN 000 915 542) is committed to acting ethically and with integrity in all our business dealings. We respect human rights and take a zero-tolerance approach to modern slavery in accordance with the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights (UNGPs). Ampcontrol Limited strives to implement effective systems and controls to ensure that human rights violations do not occur within our business.

Modern slavery relationships are based on exploitation and include grave abuses of human rights and serious crimes. They involve serious violations of an individual's dignity and human rights. Modern slavery includes human trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or services, and child labour.

Ampcontrol Limited is also committed to ensuring there is transparency within the business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the *Modern Slavery Act 2018* (Cth) and *Modern Slavery Act 2018* (NSW) (collectively, "**the Legislation**"). We expect the same high standards from all our suppliers, contractors, and business partners, and we fully expect that they hold their suppliers to the same high standards.

This Statement is made in accordance with the *Modern Slavery Act 2018* (Cth) to fulfil Ampcontrol Limited's obligations (and that of its controlled entities) under the Legislation for the financial year 1 August 2024 to 31 July 2025. The Statement has been approved by the Board of Directors of Ampcontrol Limited.

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## 2. REPORTING ENTITY AND STRUCTURE

Ampcontrol Limited is a wholly owned subsidiary of Australian investment house, Washington H. Soul Pattinson and Company Limited; the second oldest publicly listed company on the Australian Securities Exchange, which is independently a reporting entity under the Legislation.

Ampcontrol Limited has a number of wholly owned and controlled subsidiaries. In accordance with the requirements under the Legislation, Ampcontrol Limited provides this statement on behalf of the following wholly owned subsidiaries:

- Ampcontrol CSM Pty Limited (ACN 000 770 141);
- Ampcontrol SWG Pty Limited (ACN 001 737 533);
- Ampcontrol Service (NSW) Pty Ltd (ACN 002 454 079);
- Ampcontrol (QLD) Pty Limited (ACN 001 335 842);
- Ampcontrol Cables NSW Pty Ltd (ACN 074 158 759);
- Ampcontrol Burn-Brite Pty Ltd (ACN 128 065 261);
- Ampcontrol International Holdings Pty Ltd (ACN 088 317 159);
- Verico Group Pty Ltd (ACN 622 224 239);
- Capacitor Technologies Pty Ltd (trading as Ampcontrol Captech) (ACN 106 461 385);
- Complete Power Solutions Pty Ltd (trading as Ampcontrol CPS) (ACN 083 371 653);
- Ampcontrol Transformers Pty Ltd (ACN 099 836 281);
- ATF Mining Electrics Pty Limited (ACN 001 175 435); and
- Androck Engineering & Mining Pty Ltd (ACN 118 588 220).

Ampcontrol Limited also includes the following related entity (for reporting purposes under the Legislation):

- Restech Pty Limited (ACN 105 592 087);

(Collectively, "**Ampcontrol**").

During the reporting period covered by this Statement, the companies within Ampcontrol were consulted in relation to the development of this Statement. With the exception of the specific instances referred to below, companies contained within Ampcontrol utilise Ampcontrol Group Procurement.

In FY 2025, Group Procurement continued vendor onboarding for Capacitor Technologies Pty Ltd and subsequently vendors are being transferred from Capacitor Technologies Pty Ltd to Ampcontrol Burn Brite Pty Ltd as part of a business restructure. The transferred vendors are not yet subject to full Group Procurement processes, and the onboarding process is continuing.

Ampcontrol Limited acquired Androck Engineering & Mining Pty Limited in May 2023. In FY 2025, Group Procurement continued to review and onboard Androck Engineering & Mining Pty Limited operations in NSW. All new Androck Engineering & Mining Pty Limited vendors have been onboarded using Group Procurement procedures.

The assessment of supply chains for the Ampcontrol International Holdings Pty Ltd companies (Ampcontrol Singapore Pte Ltd; Ampcontrol Mongolia LLC and Ampcontrol Hong Kong Pty Ltd) was continued in FY 2025. Such assessments were completed by those entities in accordance with Group Procurement procedures. No new vendor requirements were identified.

Procurement onboarding processes for Ampcontrol Singapore Pte Ltd, Ampcontrol Mongolia LLC and Ampcontrol Hong Kong Pty Limited are undertaken by those companies in accordance with Group

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Procurement procedures. Group Procurement has provided training to the relevant employees of those entities, and continues to provide support and assistance with procurement onboarding as required.

Ex Testing and Certification Pty Ltd (ExTC) is a wholly owned subsidiary of Ampcontrol Limited, but operates as an independent testing and certification business separate from Ampcontrol. ExTC maintains its own management systems and governance structure and conducts its operations independently in accordance with its accreditation obligations under ISO/IEC 17025 and ISO/IEC 17065.

Given the highly specialised and technical nature of ExTC's services, its supply chain is limited in scope and primarily involves professional services and laboratory consumables located within Australia. Based on the nature of these activities, and enquiries made with ExTC's General Manager, no modern slavery risks have been identified within ExTC's business operations or its direct supply chain.

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## 3. OPERATIONS AND SUPPLY CHAINS

Ampcontrol is challenging the future by solving the most complex problems in energy. Ampcontrol develops complex solutions of scale for the energy, infrastructure and resources sectors. Solutions and services include:

- **Power infrastructure** – the design, manufacture and supply of switchrooms, transformers, substations and switchyards;
- **Renewables** – the design, manufacture and supply of electromotion, battery energy storage, stand-alone power systems and microgrids, remote area water and critical battery energy power solutions;
- **Electronic solutions** – lighting, communication, conveyor monitoring and control, gas detection and electrical protection systems;
- **Power quality** - including capacitors, neutral earthing resistors, power factor correction, voltage management and critical and battery energy power solutions;
- **Service** – high voltage service, transformer service, cable services, underground mining services, high voltage engineering and compliance management;
- **Overhauls, repairs and maintenance** – AS/NZS 3800 overhauls, transformer overhauls and repairs, electronic repairs, maintenance and spares, fabrication, machining and spares manufacturing, mechanical and hydraulic overhauls and electrical overhauls and repair;
- **Engineering services** – including design and testing, modelling and analysis, auditing and investigations, and high voltage engineering and compliance management; and
- **Underground mining services** – including installation and commissioning, periodic inspections, system testing, SIL system proof testing and ventilation, AS/NZS 3800 overhauls, longwall support and relocations and conveyor and fixed equipment support.

Ampcontrol operates from 17 locations across Australia. The Ampcontrol Head Office is located in Tomago NSW with the main manufacturing and service facilities located in Tomago, Cameron Park, Callaghan, Thornton, Hexham, and Rutherford (NSW), Mackay, Emerald, Gladstone, and Eagle Farm (QLD), Ringwood (VIC), and Kewdale (WA). Operations are also located in Hong Kong, Singapore, and Mongolia.

Across its Australian and international locations, Ampcontrol employs approximately 1,140 people.

The core values of Ampcontrol guide every aspect of the business and shape its culture. The values bring together all Ampcontrol employees as a team to work towards common business goals with purpose, belonging, and commitment in the workplace.

### 3.1 Our Values



*Safety*

Our goal is to have everyone arrive home safely every day



*People*

Our people make our business better



*Innovation*

Our innovative team spirit is what sets us apart



*Customer*

Our focus is all about helping our customers with their challenges



*Performance*

Our combined efforts see maximum results

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Ampcontrol operations are broad and relevantly include for the purposes of the Legislation, the direct employment of workers, production of electrical solutions, the provision and delivery of products and services, as well as engaging in research and development.

Ampcontrol supply chains include products and services sourced from suppliers in Australia and overseas. The most significant exposure to modern slavery risks for Ampcontrol remains within its supply chains.

During the reporting period, Ampcontrol engaged 1,998 suppliers and subcontractors to procure products and services. Of these vendors, approximately 294 were offshore vendors. The majority of the annual supplier spend of Ampcontrol occurs with suppliers and subcontractors located within Australia. Other countries with significant spending include China, Hong Kong, Singapore, Germany, India and Vietnam.

Ampcontrol sources a diverse range of goods and services, including cable and electrical materials and consumables, transportation and freight, equipment purchase, and workforce labour hire.

Ampcontrol takes a risk-based approach to managing its supply chain, and throughout FY 2025 continued to enhance its modern slavery processes and tools.

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### 4. RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

As Ampcontrol operates across many different locations and supply chains, Ampcontrol has identified that the risk of modern slavery varies across its business operations and locations. From a practical perspective, this means that within Ampcontrol, each entity faces different challenges related to modern slavery.

Ampcontrol has taken action to address modern slavery risks in its supply chains, including in relation to conflict minerals, forced labour, and identification documentation.

Ampcontrol makes enquiries with each of its suppliers regarding modern slavery risks. Information is gathered by way of a questionnaire completed by all suppliers. Desktop audits and interviews are undertaken once the questionnaire is completed, to allow Ampcontrol to identify its suppliers' management processes and controls.

During FY 2025, all new vendors, and existing vendors subjected to audits, have been requested to complete a questionnaire and provide information to Ampcontrol regarding their positions in respect of modern slavery. The responses are assessed and evaluated with respect to likely risk. Further evaluations may include desktop audits, interviews, and onsite audits.

If no response to the questionnaire is forthcoming, Group Procurement challenges and educates those vendors on Modern Slavery risks and the Ampcontrol Supplier Code of Conduct and evaluates whether the vendor can be accepted as a supplier.

All international vendors onboarded by Ampcontrol Group Procurement have had desktop audits completed at a minimum. All new vendors in high-risk overseas locations and those situated in China, have had onsite audits completed by Ampcontrol personnel prior to being onboarded. Ampcontrol employs native speaking agents for most Asian based suppliers to avoid any issues arising because of any language barrier.

During FY 2025, Ampcontrol also engaged an external supplier to undertake an onsite assessment of one vendor for quality and risk management purposes. No risks were identified as a result of that assessment.

A potential transformer vendor was also assessed by Ampcontrol Group Procurement during FY 2025. Concerns were raised regarding business processes, quality concerns, and employee safety through both the businesses processes and equipment. Risks within this business were considered to be significant and accordingly the potential vendor was not approved for any supplier relationship with Ampcontrol.

Ampcontrol continues to work with its stakeholders to develop and implement plans and procedures to reduce modern slavery risks in its operations and supply chains and ensure compliance with the Legislation.

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## 5. ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

Ampcontrol has implemented systems and controls to ensure modern slavery risk is addressed within its business and supply chains. Ampcontrol has developed a modern slavery framework outlining its commitment to respecting human rights and the process it takes to prevent, detect, and respond to the risks of modern slavery in both its operations and supply chains.

The initial assessment undertaken by Ampcontrol of modern slavery risks is concentrated on its supplier audits and potential supplier evaluations through its Group Procurement function. Group Procurement has identified geographic locations at higher risk of modern slavery, and suppliers in those geographic locations are subjected to a higher level of assessment. This may include onsite audits, and/or a critical review of the supplier's processes and policies.

Ampcontrol Group Procurement has also identified geographic locations where the risks of modern slavery are so high that suppliers from those regions will not be considered. Such regions include Iran, Iraq, Lebanon, Myanmar, Russia, Yemen and Zimbabwe.

As part of Ampcontrol's due diligence procedures, action has also been undertaken to identify and obtain information from suppliers where there may be a greater risk of modern slavery practices by reason of the provision of "at risk" goods and services or supply chain complexity.

### 5.1 Employment Practices

Ampcontrol is committed to ensuring employees' human rights are respected through its internal policies and practices. This includes the Freedom from Discrimination, Harassment, and Bullying Policy and the Grievance Resolution Procedure.

The majority of the Ampcontrol workforce is employed directly, reducing the potential for direct cause modern slavery practices within Ampcontrol operations. The majority of Ampcontrol's employees are within Australia, with 20 employees engaged outside of Australia during FY 2025. Ampcontrol has very few contractors/labour hire employees, including those from its international divisions.

All recruitment activities and appointments in Australia and internationally are fair, equitable, respectful, transparent, consistent, and confidential. Ampcontrol employees are engaged under fair, just, and ethical employment conditions. The aim is for all employees to work in a safe and professional work environment in accordance with Ampcontrol core values. During FY 2025, Ampcontrol updated its Recruitment and Selection Business Standard to include a commitment to compliance with international standards for ethical recruitment, including the IRIS Principles.

Ampcontrol is committed to fostering an inclusive and equitable workplace that celebrates the diversity of its workforce. The Ampcontrol Equity, Diversity, and Inclusion (ED&I) Strategy details the vision of Ampcontrol to create a safe and respectful working environment that embraces equity, diversity, and inclusion and provides opportunities for First Nations people.

### 5.2 Modern Slavery Training

Ampcontrol has its own internal training platform called Bright Spark – which brings together training content and modules from a large number of training providers. It is committed to continually improving awareness of modern slavery as a crucial part of identifying and addressing business risks.

All Group Procurement department employees have completed a course in Bright Spark on Modern Slavery. During FY 2025, new Group Procurement personnel have all undertaken such training. All existing Group Procurement personnel had undertaken refresher training for Modern Slavery in FY

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2024. Ampcontrol's Strategic Procurement Lead also undertook additional Modern Slavery training conducted externally during FY 2025. The Bright Spark modern slavery training completed is entitled "Modern Slavery Awareness" and is provided by Savy-e Learning. Savy-e Learning is a training provider that creates online modules covering many varied business topics. The "Modern Slavery Awareness" training covers what modern slavery is, why and how modern slavery occurs in supply chains and operations, compliance with the Australian modern slavery legislation, and highlighted actions that can be taken to ensure transparency in supply chains and operations.

Group Procurement employees have also been trained on the Ampcontrol Responsible Supply Chain Policy and accompanying Supplier Code of Conduct, which has been provided to existing and new suppliers.

All People department employees have also received training on modern slavery through Bright Spark, and are also aware of their obligations in respect of minimum employment terms and standards under both the *Fair Work Act 2009* (Cth) and industrial relations instruments with which they are also required to comply.

## 5.3 Assessing Current Suppliers

To manage modern slavery risks in its supply chain, Group Procurement utilises a number of tools including the Procurement Supplier Purchasing and Inventory Management Business Standard and Supply Risk Calculation Matrix.

The Procurement Supplier Purchasing and Inventory Management Business Standard outlines the principles and practice that must be followed for the procurement of goods, materials, services, and intellectual property assets. It includes details regarding governance and responsibility for the procurement of goods, materials and services, considerations of probity and conflicts of interest; health, safety, environment, and quality risk management; and requirements around ethical behaviour, sustainability, modern slavery, and social responsibility. It sets out the manner in which supplier evaluations must be performed, including the use of the Supplier and Sub-Contractor Onboarding Procedure. A risk-based approach is taken to conduct a comprehensive appraisal, including considerations of modern slavery and conflict minerals.

Ampcontrol requests that current suppliers complete a Supplier Assessment Questionnaire. Ampcontrol acknowledges that risk profiles and circumstances may change over time, and accordingly, Ampcontrol requires that assessed high-risk suppliers complete such a questionnaire on an annual basis and other suppliers when requested. The questionnaire requires that suppliers advise whether they have assessed modern slavery risks within their businesses. When a supplier confirms they have done so, copies of their modern slavery statements and/or policies are requested and evaluated.

In circumstances where no such assessment has been undertaken, suppliers who satisfy the requirements of a reporting entity under the Legislation are reminded of their obligations under the Legislation and given a timeframe in which to provide a modern slavery statement. For suppliers who are not reporting entities, Ampcontrol encourages the provision of a voluntary modern slavery statement within a given timeframe. In both circumstances, the expectations of Ampcontrol are clearly communicated and expressed, and modern slavery risks are explained and identified. If suppliers fail to comply with those requirements, an assessment is undertaken as to whether Ampcontrol is able to purchase, or continue to purchase goods and/or services from that supplier.

Assessment of modern slavery risk forms part of the Ampcontrol supplier audit process. To facilitate this, the Supplier Quality Risk Matrix includes a requirement to calculate Modern Slavery risks as part of the Supply Risk Calculation Matrix.

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Ampcontrol's requirement that all international vendors undergo desktop audits for onboarding continued during FY 2025. As outlined above, additional onsite audits have also been required for vendors in high-risk overseas locations and China. Approximately 40 site inspections were undertaken for potential overseas vendors in FY 2025.

Onsite audits of proposed vendors have generally been conducted by Ampcontrol personnel, however external providers have been engaged in certain instances. Ampcontrol personnel assess potential vendors against its Supplier Audit Tool which requires a review of supplier sites with consideration given to modern slavery risks; environmental and sustainability requirements; confidentiality, bribery and corruption and quality and safety requirements. Audits include discussions with senior executive staff, managers and workshop staff as well as inspections of products and workshops and equipment.

For proposed suppliers situated in China, background checks are also conducted through a number of China specific due diligence and compliance providers. As part of the assessment framework, Ampcontrol gives preference to working with vendors who are Tier One, with ISO9000, ISO 14000 and ISO 45000 certificates in China.

Ampcontrol uses the Supplier Quality Risk Matrix to make a determination of the supplier's risk profile, to determine how critical this supplier is to the Ampcontrol supply chain, and whether goods and services can or should continue to be obtained from that supplier.

Updated assessments are undertaken by Ampcontrol for significant transactions being undertaken with suppliers, or when the business' risk profile (as assessed by Ampcontrol) has changed.

### 5.4 Assessing New Suppliers

In its assessment of potential new suppliers, Ampcontrol also utilises the Procurement Supplier Purchasing and Inventory Management Business Standard and Supply Risk Calculation Matrix and requests that potential new suppliers complete a Supplier Assessment Questionnaire.

As outlined above, enquiries are made regarding potential new suppliers' modern slavery risks and their own assessments of such risks. Concerns raised during this process and an evaluation of the overall business risk rating in accordance with the Supply Risk Calculation Matrix result in further engagement with the proposed supplier, including seeking clarification of the risks, educating the supplier as to the requirements and/or further detailed analysis of risks involved, and potential onsite audits.

For serious concerns that do not align with Ampcontrol's Supplier Code of Conduct and that cannot be worked through with the supplier, the relationship will be terminated.

### 5.5 Terms of Trade and Conditions of Purchase

Modern Slavery provisions are included in the Ampcontrol Terms of Trade, the Conditions of Purchase, and the Ampcontrol Supplier Code of Conduct.

Ampcontrol requires suppliers and customers to warrant that they are compliant with the legislation, have no outstanding investigations, and have not been convicted of an offence under applicable Modern Slavery legislation.

In addition, where Tin, Tungsten, Tantalum, or Gold (3T&G) are used, suppliers are required to maintain a source of origin or smelter records, which are to be provided to Ampcontrol upon request.

Ampcontrol has deployed its Supplier Code of Conduct to new and existing suppliers. Ampcontrol requires that its suppliers comply with its Supplier Code of Conduct, which includes specific conditions

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in relation to respect in the workplace and employee human rights. The Supplier Code of Conduct sets out Ampcontrol expectations including the requirement that suppliers proactively identify and address risks of modern slavery practices in its business operations and supply chains.

## 5.6 Sustainable Procurement

As part of its commitment to sustainability, Ampcontrol engaged an external consultancy firm in 2022 to conduct a review and produce a report on supply chain sustainability risk and opportunity, based on the ISO 20400 best practice responsible procurement standard.

A Gap Analysis and Recommendation Report was produced, which assessed the Ampcontrol policies, processes, and planned activities against the appropriate standards and guidance. Ampcontrol continues to improve its policies, processes, and documents to reflect the best practice recommendations contained in that Report. Ampcontrol also developed a Responsible Supply Chain Policy and Supplier Code of Conduct as a result of this review.

## 5.7 Modern Slavery Policy

The Ampcontrol Modern Slavery Policy is used for tenders, customer enquiries and to educate its employees.

The Ampcontrol Modern Slavery Policy sets out its commitment to acting ethically and with integrity in all of its business dealings, as well as implementing effective systems and controls to identify and eradicate modern slavery risks both operationally and in its supply chains. A copy of the Ampcontrol Modern Slavery Policy is available on request and/or can be found on the Ampcontrol website.

## 5.8 Grievance Mechanism for Employees, Contractors and Suppliers

Under the Ampcontrol Whistleblower Policy, a discloser may report to an external independent whistleblowing service any suspected instances of modern slavery in their supply chain. A report using this service can be made anonymously and will be handled in accordance with the Ampcontrol Whistleblower Policy.

Contact details for the whistleblower are set out in Section 9 of this document, and are provided within the Supplier Code of Conduct provided to suppliers.

## 6. MEASURES TO ASSESS THE EFFECTIVENESS OF THE ACTIONS TAKEN

Ampcontrol remains committed to applying and refining its modern slavery policies and procedures. It continues to consult with its stakeholders to evaluate and improve the effectiveness of such procedures.

The effectiveness of the actions of Ampcontrol in addressing its modern slavery risks is assessed in several ways, including but not limited to:

- Reviews of both its modern slavery framework and procedures to evaluate their effectiveness in both identifying and mitigating risks;
- Ongoing assessment of the changing risk profiles of operations and its supply chain;
- External audits of its policies and procedures;
- Achievement of its objectives; and
- Increasing employee awareness and competency for management of such risks.

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## 7. CONSULTATION PROCESS

Ampcontrol recognises the importance of internal and external communication to minimise the risk of Modern Slavery within its operations. Key internal stakeholders include the Board; Audit and Risk Committee; Senior Leadership Team; Health, Safety, Environment and Quality (HSEQ) Steering Group; and the Commercial; Procurement and People departments.

Such communication ensures stakeholders (internal and external) are provided with timely, accurate and thorough information concerning Modern Slavery risks and concerns to ensure that Ampcontrol operations and supply chains can be managed effectively and minimise the risk of exposure to Modern Slavery.

The Group Procurement department, Ampcontrol Audit & Risk Committee, and Ampcontrol Senior Leadership Team were provided with the Modern Slavery Policy for comment before it was finalised and approved by the Board of Directors of Ampcontrol Limited.

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## 8. ANNEXURE

### RESPONSIBILITIES

#### Compliance, Monitoring, and Review

This Statement will be updated on an annual basis in accordance with the requirements under Legislation.

#### Reporting & Records Management

The Commercial Services department will record any incidents of modern slavery identified and the actions taken. Where appropriate, the Commercial Services department will refer to the Chief Financial Officer for any incidents that require further investigation or management.

### TERMS AND DEFINITIONS

"**Ampcontrol**" means all references contained in this document to Ampcontrol Limited, including any related body corporate.

"**Modern Slavery**" is as defined in the *Modern Slavery Act 2018* (Cth) as including any conduct constituting a modern slavery offence (as defined within the Act), and/or any conduct involving the use of any form of slavery, servitude, or forced labour to exploit children or other persons taking place in the supply chains of government agencies or non-government agencies.

### RELATED LEGISLATION AND DOCUMENTS

#### Legislation

*Modern Slavery Act 2018* (Cth)

*Modern Slavery Act 2018* (NSW)

#### Internal Policies and Procedures

ABS-003 Recruitment and Selection

BS-05 Procurement Supplier Purchasing and Inventory Management Business Standard

FRM-058 Ampcontrol Terms of Trade

FRM-492 Ex Supplier Quality Risk Matrix

FRM-147 Ampcontrol Conditions of Purchase

FRM-1629 Supplier Assessment Questionnaire

HSEQ-33 Supplier Code of Conduct

POL-007 Ampcontrol Modern Slavery Policy

POL-009 Responsible Supply Chain Policy

WI-668 Supplier Evaluation or Review Work Instruction

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## 9. FEEDBACK AND DISCLOSURES

Users and managers may provide feedback about this document by emailing: [Commercial.Services@ampcontrolgroup.com](mailto:Commercial.Services@ampcontrolgroup.com)

Any disclosures of modern slavery can also be made to the Whistleblower Investigation Officer (“WIO”), via the following contact details:

**ATTENTION: Whistleblower Investigation Officer**

- Telephone: +61 2 4961 9000
- Email: [whistleblower@ampcontrolgroup.com](mailto:whistleblower@ampcontrolgroup.com)

Reports to the WIO must be made by email or by telephone, and the Discloser must first inform the WIO that they wish to make a report under Ampcontrol’s Whistleblower Policy.

Alternatively, individuals may make a report to Ampcontrol’s external independent whistleblowing service using any of the following methods:

- calling the hotline number 1300 933 977 within Australia; or
- visiting our unique reporting platform online <https://ampcontrol.grapevineonline.com.au/>

Reports to this service will be de-identified and then forwarded to the WIO for action.

## 10. APPROVAL AND REVIEW DETAILS

This Statement has been approved by the Board of Directors of Ampcontrol Limited.



Gareth O’Reilly  
 Managing Director & CEO  
 27 January 2026

Approval and Review	Details
Approval Authority	Approved by the Board of Directors of Ampcontrol Limited
Administrator	Commercial Services
Next Review Date	FY 2026 Statement

Approval and Amendment History	Details
Original Approval Authority and Date	Created by Commercial Services and approved by Group Manager – Legal & Commercial
Amendment Authority and Date	Approved and adopted by the Board of Directors of Ampcontrol Limited