



Siebtechnik Tema Pty Ltd



Multotec Pty Ltd

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## 2023 MODERN SLAVERY STATEMENT

**Reporting period: 1 January 2023 to 31 December 2023**

This report has been prepared with the assistance of Moulis Legal.

## CONTENTS

1. REPORTING ENTITIES .....	4
2. STRUCTURE, OPERATIONS AND SUPPLY CHAINS.....	4
3. POTENTIAL RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS .....	12
4. HOW SIEBTECHNIK TEMA AUSTRALIA AND MULTOTEC AUSTRALIA ASSESS AND ADDRESS RISKS.....	15
5. ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN .....	17
6. CONSULTATION PROCESS .....	18
7. COMMITMENTS FOR CONTINUED IMPROVEMENT .....	18

## FOREWORD

Siebtechnik TEMA and Multotec are trusted names globally, providing mineral processing solutions, equipment, consumable products and engineering support for a range of industries.

Siebtechnik TEMA Pty Ltd ("Siebtechnik TEMA Australia", "STA") and Multotec Pty Ltd ("Multotec Australia") are related Australian entities that specialise in supplying equipment and machine parts or components for the mining, mineral processing and water/wastewater industries, as well as site services, in the Asia-Pacific region.

Siebtechnik TEMA Australia and Multotec Australia have a shared long-standing commitment to business excellence, workplace safety and meeting our obligations and responsibilities while delivering the products and services that make us leaders in the field and chosen partners for mining, mineral processing and water/wastewater processing.

Siebtechnik TEMA Australia and Multotec Australia are committed to upholding our corporate human rights responsibilities and to embody good corporate governance – it has always been part of our corporate culture to behave ethically and correctly in business life. As a group, we respect internationally recognised human rights. We strictly reject slavery, slavery-like practices, child labour and forced labour in any form. We seek to only do business with organisations that are aligned with these goals.

Our approach is guided by international frameworks, including the Universal Declaration of Human Rights, UN Global Compact, and UN Guiding Principles on Business and Human Rights.

I am pleased to present this annual Modern Slavery Statement for Siebtechnik TEMA Pty Ltd and Multotec Pty Ltd for the reporting period 1 January 2023 to 31 December 2023.

As our first Modern Slavery Statement, this statement reflects the early stages of our reporting journey. But this statement equally reflects the shared commitment of Siebtechnik TEMA Australia and Multotec Australia to identifying and addressing modern slavery risks within our operations and supply chains, upholding corporate responsibilities, and to achieving continuous improvement in our contribution towards the global goal of eradicating modern slavery practices.

This statement has been approved by the Board of Siebtechnik TEMA Pty Ltd in their capacity as principal governing body under the Australian *Modern Slavery Act 2018* (Cth).



**Nigel Kriel**

Managing Director, Multotec Pty Ltd, Australia

Managing Director, Siebtechnik TEMA Pty Ltd

(Responsible member of the reporting entity's principal governing body under the Australian *Modern Slavery Act 2018* (Cth)).

## 1. REPORTING ENTITIES

This Modern Slavery Statement covers related Australian entities Siebtechnik Tema Pty Ltd and Multotec Pty Ltd, Australia.

Siebtechnik Tema Pty Ltd (“Siebtechnik Tema Australia”, “STA”) is an Australian proprietary company limited by shares, with ACN 004 478 826; and ABN 31 004 478 826.

Multotec Pty Ltd (“Multotec Australia”) is an Australian proprietary company limited by shares, with ACN 110 065 686; and ABN 65 110 065 686.

Siebtechnik Tema Australia was a reporting entity in 2023. Although not required to report, Multotec Australia has voluntarily contributed to this statement. This statement is submitted for the reporting period 1 January 2023 to 31 December 2023 (reporting year 2023).

## 2. STRUCTURE, OPERATIONS AND SUPPLY CHAINS

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “structure” of the entity as “the legal and organisational form of the entity, including its legal classification (company, trust, partnership etc.), number of employees, whether it is part of a larger corporate group of entities, and whether it owns or controls other entities”.<sup>1</sup>

### 2.1 Structure

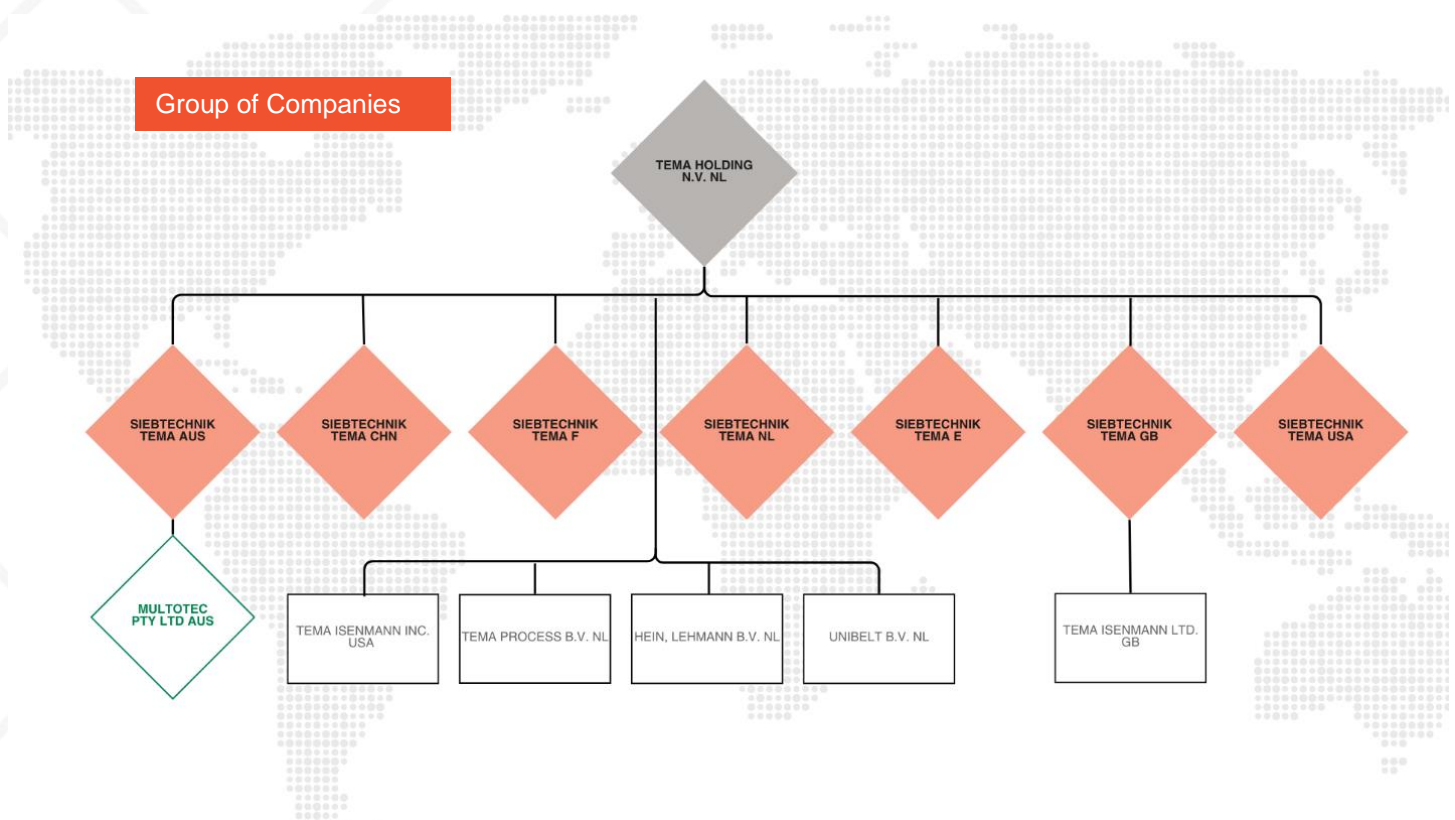
Siebtechnik Tema Pty Ltd owns 100% of Multotec Pty Ltd and both Australian entities are part of a global group of companies. The Australian entities are related by common ownership, business identity and supply chains. Since 2019 Siebtechnik Tema has been the umbrella brand of Siebtechnik GmbH (founded 1922) and is one of several companies owned by TEMA Holding N.V. (founded 1925) and carries on a proud tradition of exceptional European engineering.

The Multotec Group has a long history of producing outstanding, well-engineered, high-quality products, beginning in South Africa and expanding globally. Multotec companies and manufacturing facilities are now located around the world. Multotec Australia is a manufacturer and distributor of Multotec products, using Multotec technologies, processes and know-how.

Both Siebtechnik Tema Australia and Multotec Australia are legally classified as Australian proprietary limited companies, incorporated under the *Corporations Act 2001* (Cth) and registered with ASIC.

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<sup>1</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.



**Figure 1 Organisational chart of Siebtechnik Group**

Siebtechnik Tema Australia directly employed, on average, 45 employees during the reporting year 2023. Multotec Australia directly employed, on average, 213 employees during the reporting year 2023.

Siebtechnik Tema Australia and Multotec Australia have shared operational control over several branches and facilities in Australia.

Siebtechnik Tema Australia's head office, factory and warehousing facility is located in Sydney in New South Wales. Additional facilities are located in Mackay, Newcastle (Rutherford), and Perth (Wangara).

Multotec Australia's head office and manufacturing facility is located in Brisbane (Berrinba) in Queensland, with additional facilities located in Mackay, Newcastle (Rutherford), Perth (Wangara), Emerald, and Newman.

Siebtechnik Tema Australia and Multotec Australia do not own or control any other entities.



**Figure 2 Siebtechnik Tema Australia and Multotec Australia operations within the country**

## 2.2 Operations

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “operations” of the entity as “activity undertaken by the entity to pursue its business objectives and strategy in Australia or overseas”. This includes the direct employment of workers, processing and production, provision and delivery of products or services, investments and managed/operated joint ventures, research and development, and distribution, purchasing, marketing and sales.<sup>2</sup>

Siebtechnik Tema Australia and Multotec Australia supply equipment and machine parts and components that facilitate processing of mineral bulk solids and solid-liquid separation in the mining, extractive, mineral processing and water and wastewater treatment, chemical and food industries, as well as site services, primarily to the water, wastewater, mining and mineral processing industries.

Siebtechnik Tema Australia and Multotec Australia’s operations comprise import of materials and manufactured goods, domestic manufacturing and machining, warehousing, wholesale supply of goods, marketing and sales, maintenance, repair and refurbishment, and site services.

### 2.2.1 Siebtechnik Tema Australia

Siebtechnik Tema Australia produces, supplies and services centrifuges, vibrating screens, water treatment equipment, and sampling equipment. Siebtechnik Tema Australia’s equipment has applications in industries such

<sup>2</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.

as coal, water treatment, minerals and mining, food and dairy, inorganic salts, recycling and zero liquid discharge, fertilisers, organic compounds, polymer, and other industries.

Siebtechnik Tema Australia imports and distributes some of its products to its customers in Australia, including in partnership with affiliated suppliers in the Netherlands and Germany.

Siebtechnik Tema Australia manufactures some products and has an extensive machining facility, comprising fabrication, assembly and testing areas. This allows Siebtechnik Tema Australia to provide customised equipment to meet client-specific process and mechanical requirements.

Siebtechnik Tema Australia also provides after-sales care, maintenance and servicing, within its own facilities and elsewhere, including field service and field maintenance support, off-site repair and refurbishment, and breakdown emergency assistance.

Siebtechnik Tema directly employs expert engineers, fabrication specialists and machinists, as well as management, procurement, sales, warehouse, finance, logistics and administration staff that support day-to-day operations across multiple facilities in Australia.

### **2.2.2 Multotec Australia**

Multotec produces, supplies and services a range of refining and processing equipment, products, and componentry, including screening media, processing equipment, wear resistant lining, mill and scrubber lining, solid/liquid separation equipment and components, process water treatment equipment, and slurry pumps. These products primarily have application in mining and mineral processing.

Multotec Australia largely manufactures its equipment in Australia and has partnerships with Australian and international suppliers.

Multotec provides after-sales care, field maintenance services and expert engineering and metallurgical support, conducts research, and maintains test work facilities to test mineral processing applications.

Multotec directly employs expert engineers, fabrication specialists and machinists, as well as management, procurement, sales, warehouse, finance, logistics and administration staff that support day-to-day operations across multiple facilities in Australia.



## 2.3 Supply chains

The Australian Government guidance for reporting entities on preparing a modern slavery statement under the *Modern Slavery Act 2018* (Cth) describes the “supply chains” of the entity as “the products and services (including labour) that contribute to the entity’s own products and services. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers.” This includes the products provided to the entity by suppliers, the services provided by suppliers, and the products and services used by indirect suppliers in the entity’s supply chains.<sup>3</sup>

Siebtechnik TEMA Australia and Multotec Australia both have multi-jurisdictional, multi-layered supply chains.

The items used in Siebtechnik TEMA Australia and Multotec Australia’s products are manufactured in facilities in various jurisdictions, including by companies affiliated with Siebtechnik TEMA Australia and Multotec Australia, and companies not affiliated with Siebtechnik TEMA Australia and Multotec Australia.

Affiliated suppliers make up a significant proportion of Siebtechnik TEMA Australia and Multotec Australia’s supply chain by supplier and by value.

### 2.3.1 Siebtechnik TEMA Australia’s product manufacturing supply chain

In 2023, Siebtechnik TEMA Australia had over 300 direct suppliers. Of these, a significant amount of the supply by value was procured from affiliated suppliers, with which Siebtechnik TEMA Australia has a strong relationship.

For STA, the primary physical materials inputs into its products and the countries from where they are sourced are listed below.

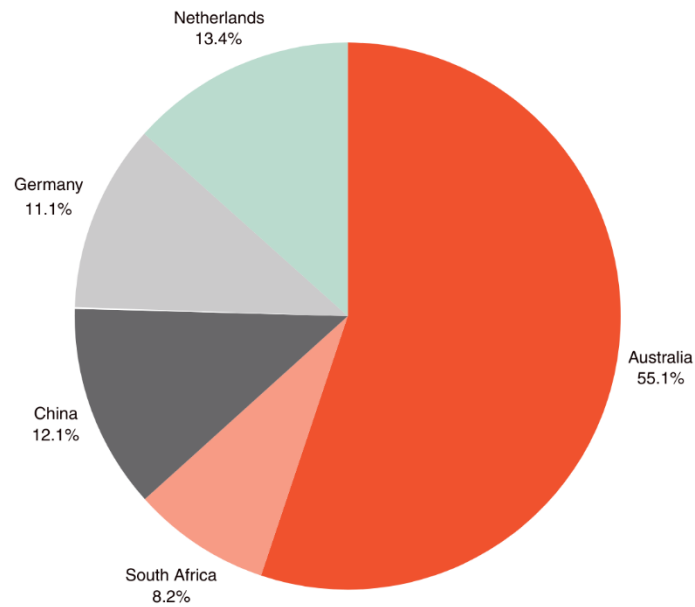


<sup>3</sup> Commonwealth Modern Slavery Act 2018: Guidance for reporting entities, available at: <https://modernslaveryregister.gov.au/resources/>.



The make-up of STA's sources of direct supply by value and by country is set out below.

**Figure 3: Siebtechnik Tema Australia's 2023 supply chain analysis by country**



	Australia	Netherlands	China	Germany	South Africa	USA
Percentage by Country	55.1%	13.4%	12.1%	11.1%	8.2%	0.1%

Some components use raw materials which may be sourced from other jurisdictions/countries.

Services, including labour, that contribute to products are from Australia, South Africa, China, the United States, The Netherlands, Germany, and other jurisdictions/countries.

### 2.3.2 Multotec Australia's product manufacturing supply chain

In 2023, Multotec had over 400 direct suppliers, and a significant amount of the supply by value was procured from affiliated suppliers.

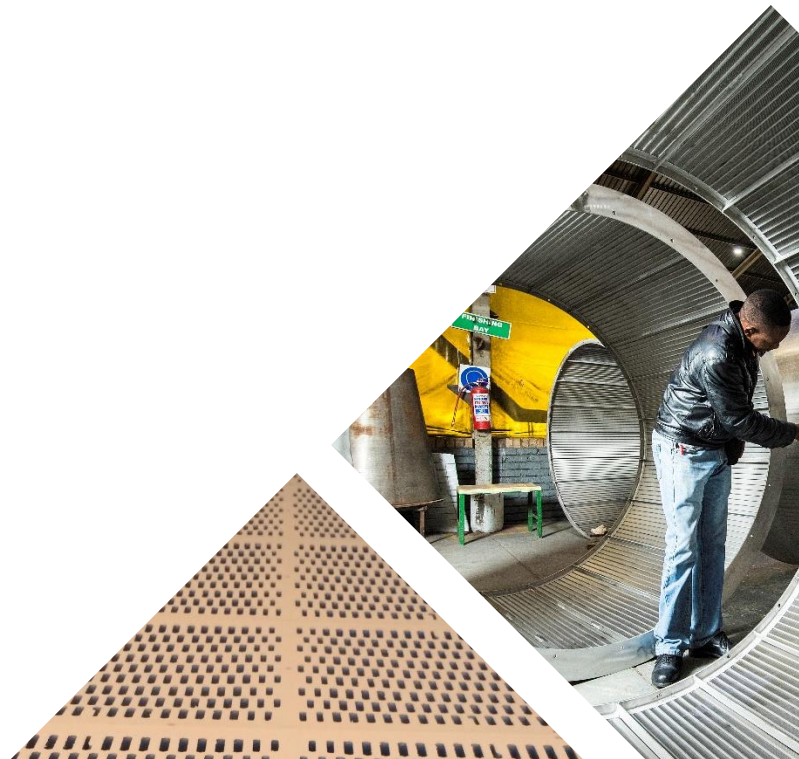
For Multotec Australia, the primary physical materials inputs into its products and the countries from where they are sourced are listed below.

Primary physical materials inputs into its products include:

- ◆ rubber
- ◆ plastics / plastic extrusions
- ◆ polyurethanes
- ◆ polymers
- ◆ screens / mesh
- ◆ metals, including steel
- ◆ ceramics
- ◆ industrial diamonds
- ◆ industrial gas (HVAC, propane hand torches, argon welding, forklift gas)
- ◆ equipment monitoring electronics

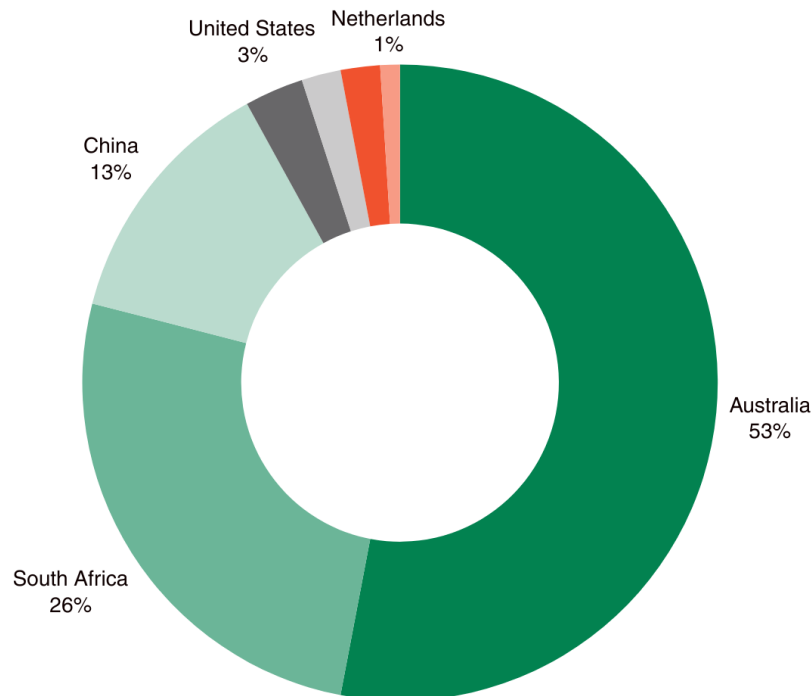
Goods and services are directly sourced from:

- ◆ Australia
- ◆ South Africa
- ◆ China
- ◆ United States
- ◆ Malaysia
- ◆ Germany
- ◆ Netherlands
- ◆ Ireland
- ◆ Italy
- ◆ South Korea
- ◆ Canada
- ◆ Vietnam
- ◆ United Kingdom
- ◆ New Zealand
- ◆ Singapore
- ◆ Türkiye



The make-up of Multotec's sources of direct supply by value and by country is set out below.

**Figure 4: Multotec's 2023 supply chain analysis by country**



	Australia	South Africa	China	United States	Malaysia	Germany	Netherlands
Percentage by Country	53%	26%	13%	3%	2%	2%	1%

Some components use raw materials which may be sourced from other jurisdictions/countries.

Services, including labour, that contribute to products are from Australia, South Africa, China, the United States, Malaysia, Germany, and other jurisdictions/countries.

Both Siebtechnik Tema Australia and Multotec Australia's supply chains include suppliers providing products and services needed for the business' day-to-day operations. This includes logistics, office supplies, external legal services, information technology (IT), infrastructure and support services, recycling and waste management. These goods and services are largely procured locally in Australia. Siebtechnik Tema Australia and Multotec Australia are also suppliers in the supply chains of other entities. We are trusted partners in the mining, mineral, water and wastewater processing, and other industries.

### 3. POTENTIAL RISKS OF MODERN SLAVEY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

#### 3.1 Our understanding: modern slavery practices

We are aware that there are many forms of the complex and multi-faceted issue of modern slavery. We understand that modern slavery can be difficult to identify and can remain hidden in operations and supply chains.

Modern slavery is depriving a person of freedom for commercial gain and in violation of fundamental human rights. It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Modern slavery involves serious exploitation, not substandard working conditions or the underpayment of workers – although this may be unlawful for other reasons. It also refers to trafficking in persons, and the worst forms of child labour.

As well as a fundamental human rights issue, we understand that modern slavery distorts global markets and undercuts responsible business.

Modern Slavery as defined in the *Modern Slavery Act 2018* (Cth) is conduct which would constitute:

- a) an offence under Division 270 or 271 of the Australian *Criminal Code*; or
- b) an offence under either of those Divisions if the conduct took place in Australia; or
- c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- d) the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

There are modern slavery risks inherent to all businesses that need to continually be identified, assessed, mitigated and addressed. We do this as part of our business commitment to ethical practices that are aligned to our values.

#### 3.2 Risk factors

Factors that affect the risks of modern slavery practices in an entity's operations and supply chains include inherent industry or sector risks, geographic risks, and supplier-specific risks.

Some sectors or industries are considered to have elevated risks due to factors such as informal or unregulated work, reliance on labour from vulnerable populations such as seasonal or migrant workers, or work that takes place in less visible places or at less visible times. Some sectors or industries are considered to have elevated risks due to a documented association with modern slavery practices.

Some geographical regions are reported to have higher risks of modern slavery. Modern slavery practices are more prevalent in areas where there is weak governance or rule of law, lack of enforcement (including labour laws and regulations), conflict, or displacement.

Further, specific suppliers and their supply chain model may involve elevated risks of modern slavery practices. This may be associated with higher risk business models, including outsourcing and labour-hire where there is

less oversight over workers' conditions of service. Some specific suppliers may have documented elevated risks, for example where there are reports of human rights or workers' rights concerns. A low level of visibility over the supply chain below Tier One can involve uncertainties that exacerbate other risks, such as sector or product risks. The level of regulation concerning due diligence and modern slavery reporting in the relevant country or region of operations can also elevate supply chain risks where the reporting entity has a low level of visibility over the supplier's supply chain.

### 3.3 Risks identified in our operations

With the support of external advisors, Siebtechnik TEMA Australia and Multotec Australia conducted a high-level assessment and mapping of the risks of modern slavery practices for the 2023 reporting period in our respective operations as importers and manufacturers of processing machinery, equipment and related products.

Siebtechnik TEMA Australia and Multotec Australia are not aware of any instances of modern slavery practices within or linked to our direct operations during the reporting period. We are not aware that we caused or contributed to modern slavery practices. However, we acknowledge that there are modern slavery risks inherent to all businesses.

Siebtechnik TEMA Australia and Multotec Australia have a valued team of employees across Australia, which includes our expert engineers and fabrication specialists, and employees involved in forms of manual labour. Recruitment is conducted through direct hire, recruitment agencies and labour hire agencies.

Our employment contracts and practices comply with all aspects of Australian employment law. We have strong workplace health and safety practices to safeguard the physical well-being of our valued staff.

A significant amount of our operational direct supply involves labour hire. The labour hire category is typically considered to be an area of risk. The agencies with which Siebtechnik TEMA Australia and Multotec Australia work are reputable and subject to Australia's laws and regulations. Several are engaged in modern slavery reporting and are undertaking actions to assess and address risks in their own operations and supply chains. However, Siebtechnik TEMA Australia and Multotec Australia acknowledge that we do not have direct oversight over the operations of these agencies.

Siebtechnik TEMA Australia and Multotec Australia are committed to implementing and maintaining effective systems and controls to better understand our operational risks. This includes engaging directly with key suppliers that support our day-to-day operations, and progressively using supplier risk questionnaires and processes to conduct risk assessments of these suppliers. We anticipate that these assessment exercises will enable us to identify and more fully understand the primary risks in our operations.





### 3.4 Risks identified in our supply chains

For this first modern slavery reporting exercise, with the support of external advisors Siebtechnik Tema Australia and Multotec Australia engaged in a broad risk mapping exercise, assigning risk values against four main categories of risk for our respective suppliers: (1) industry/sectoral risk, (2) product/services risk, (3) geographic risk, and (4) supplier-specific risk, as informed by Australian Government guidance.

Siebtechnik Tema Australia and Multotec Australia's respective supply chains involve direct and lower tier suppliers in the mining and extractive industries, and manufacturing industry. Several suppliers have a large and complex supply chain – for example, manufactured and highly engineered goods have many tiers of value addition. Raw materials are a significant part of the supply chain, at tiers that are often relatively removed from Siebtechnik Tema Australia and Multotec Australia's direct (Tier One) suppliers.

Our supply chains also include suppliers such as cleaning services for offices and facilities, electricity supply, and external professional services such as legal services, financial services, and information and communications technology services.

Many of our direct suppliers of product and materials inputs are affiliated entities that share Siebtechnik Tema Australia and Multotec Australia's commitment to safe working practices, ethical business practices, respect for human rights, and fulfilment of legal obligations and responsibilities.

With respect to Siebtechnik Tema Australia and Multotec Australia's direct suppliers, several main areas of risk have been identified.

#### 3.4.1 Industry/sectoral risks

Siebtechnik Tema Australia and Multotec Australia's respective supply chains involve direct and lower tier suppliers in the mining and extractive industries, and manufacturing industry, which are considered to have higher risks of modern slavery. There is the potential for these industries to use migrant and unskilled labour, and such workers are documented to be more vulnerable to exploitative practices. In some areas there is a risk of child labour in these industries or sectors.

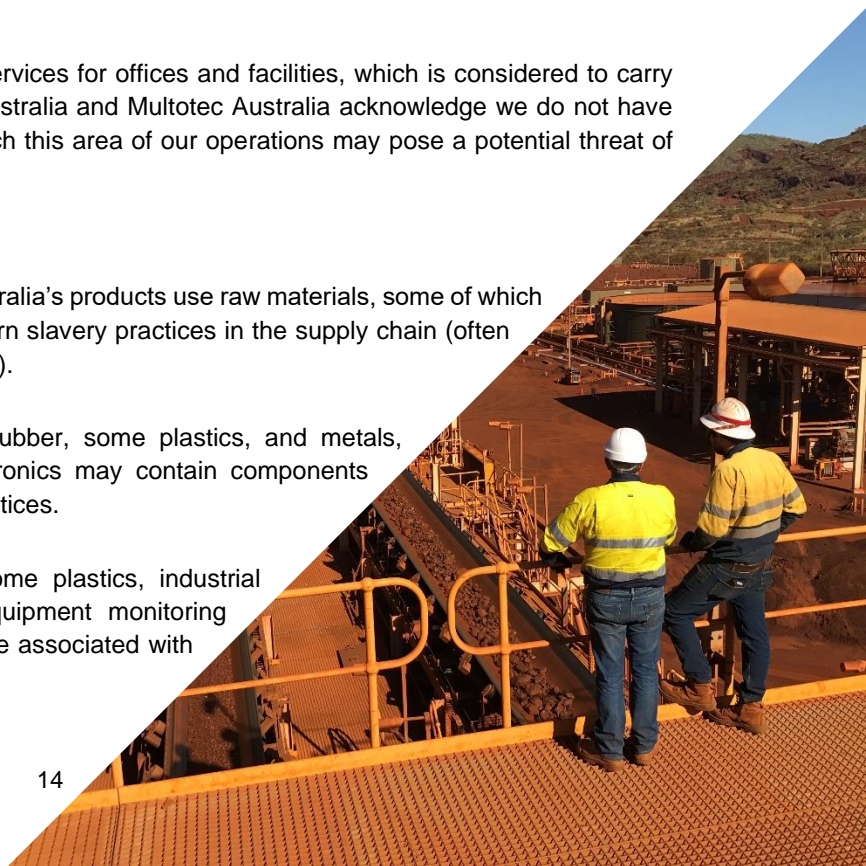
In relation to service suppliers such as cleaning services for offices and facilities, which is considered to carry higher modern slavery risks, Siebtechnik Tema Australia and Multotec Australia acknowledge we do not have direct oversight of third-party suppliers, and as such this area of our operations may pose a potential threat of modern slavery practices.

#### 3.4.2 Product/services risk

Both Siebtechnik Tema Australia and Multotec Australia's products use raw materials, some of which have documented higher associated risks of modern slavery practices in the supply chain (often dependent on where the raw materials are sourced).

For Siebtechnik Tema Australia, these include rubber, some plastics, and metals, including aluminium. Equipment monitoring electronics may contain components reported to be associated with modern slavery practices.

For Multotec Australia, these include rubber, some plastics, industrial diamonds, and metals, including aluminium. Equipment monitoring electronics may contain components reported to be associated with modern slavery practices.



The manufacture and supply of Siebtechnik Tema Australia and Multotec Australia's products involves the use of personal protective equipment (PPE) and uniforms. The production of personal protective equipment has been identified as having an elevated risk of modern slavery practices. Textiles and garments or apparel are also products where there are documented elevated risks of modern slavery practices.

Siebtechnik Tema Australia and Multotec Australia use IT products that incorporate electronics, which may contain components reported to be associated with modern slavery practices. Some Siebtechnik Tema Australia and Multotec Australia facilities are fitted with solar panels, the manufacture of which is reported to have a higher risk of modern slavery practices.

In relation to service suppliers such as cleaning services for offices and facilities, which is considered to carry higher modern slavery risks, Siebtechnik Tema Australia and Multotec Australia acknowledge we do not have direct oversight of third-party suppliers, and as such this area of our operations may pose a potential threat of modern slavery practices.

### **3.4.3 Geographic risk**

Within Siebtechnik Tema Australia and Multotec Australia's supply chain, regions in some source countries have higher risks.

Within Siebtechnik Tema Australia's supply chain, South Africa and China are geographical locations that are considered to have a moderate level of risk.<sup>4</sup>

Within Multotec Australia's supply chain, South Africa, China, Malaysia, Vietnam and Türkiye are considered to have moderate levels of risk.<sup>5</sup>

### **3.4.4 Supplier-specific and supply-chain type risk**

Like many reporting entities, Siebtechnik Tema Australia and Multotec Australia acknowledge that at this stage we have low levels of visibility beyond our direct (Tier One) suppliers, and that this poses a potential risk of modern slavery practices in the supply chain. Where there are less advanced reporting and due diligence regulations in place in the geographical location of our suppliers, we consider this to exacerbate the risk; where there are stronger regulations and our suppliers are engaged in actions to assess and address risk, we see this as a factor that can lower the risks involved with our low visibility below Tier One.

Having engaged in the high-level risk mapping exercise, we have been able to identify areas in our supply chain that will benefit from a deeper understanding of the risks, and which are a priority for additional risk assessment efforts and further engagement.

## **4. HOW SIEBTECHNIK TEMA AUSTRALIA AND MULTOTEC AUSTRALIA ASSESS AND ADDRESS RISKS**

### **4.1 Overview of actions to assess and address risks**

Calendar year 2023 is the first reporting year that Siebtechnik Tema Australia and Multotec Australia are

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<sup>4</sup> Walk Free Global Slavery Index 2023, <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

<sup>5</sup> Walk Free Global Slavery Index 2023, <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>



engaging in modern slavery reporting.

Siebtechnik TEMA Australia acknowledges that its processes to assess and address modern slavery risks were at an early stage in this reporting period. The actions it takes will continue to develop and evolve over time in line with Siebtechnik TEMA Australia's commitment to continuous improvement. This will incorporate building awareness and understanding of modern slavery risks and the Australian modern slavery statement reporting process, further due diligence and supplier engagement, training and awareness-raising, more in-depth risk assessments, risk mitigation measures, and any remediation processes that may become applicable.

Multotec Australia was at a more advanced stage during this reporting period. Multotec Australia has implemented several actions as part of its Modern Slavery Framework, including building awareness and understanding of modern slavery risks and the Australian modern slavery statement reporting process, governance actions including implementing a modern slavery policy integrated into contractual provisions, supplier engagement and due diligence including supplier onboarding questionnaires and a supplier code of conduct, and staff training and awareness-raising. Multotec Australia also acknowledges that it is still developing its processes and has a commitment to continuous improvement.

## **4.2 Actions taken during this reporting period**

Siebtechnik TEMA Australia and Multotec Australia were at different levels of maturity in the actions taken during 2023. While Multotec Australia was at a more advanced stage than Siebtechnik TEMA Australia, both companies share a commitment to strong business ethics and corporate responsibility.

### **4.2.1 Awareness building**

During the 2023 calendar year, both Siebtechnik TEMA Australia and Multotec Australia engaged in building awareness and understanding of modern slavery risks and the Australian modern slavery statement reporting process.

### **4.2.2 Policies**

In 2023 Multotec Australia has implemented a modern slavery policy, which is communicated on its web site. This policy commits to reducing the risk of Modern Slavery within Multotec and its supply chain in accordance with its obligations under the *Modern Slavery Act 2018* (Cth). The policy also describes Multotec's commitment to implementing and maintaining effective systems and controls to ensure compliance with the *Modern Slavery Act 2018* (Cth), including:

- conducting risk assessments of its supply chain to determine areas with the highest risk of modern slavery
- engaging directly with selected key suppliers to assess the risk of modern slavery within the supplier and its supply chain
- ensuring contractual agreements include compliance with the *Modern Slavery Act 2018* (Cth).

Multotec's policy also requires suppliers to investigate the modern slavery and labour practices in their supply chains and reserves the right to terminate any supplier contract if there is deemed to be a breach of the policy, Multotec's Supplier Code of Conduct, or the *Modern Slavery Act 2018* (Cth).

Multotec's policy is integrated into provisions in the supply contract awarded to suppliers, which Multotec intends to progressively roll out to suppliers. In 2023, several suppliers were on this contract, with the others falling under Multotec's standard terms and conditions for purchase of goods and services.

Siebtechnik TEMA Australia is in the process of further developing its policies and processes regarding modern slavery risks.

#### **4.2.3 Supplier engagement and code of conduct**

Multotec has developed and is applying a Supplier Code of Conduct that outlines our expectations regarding corporate governance and ethical practices, workplace health and safety, human rights and workplace conditions, and environment considerations, and communicates these requirements to suppliers. This includes our expectations that suppliers:

- comply with the provisions of the *Modern Slavery Act 2018* (Cth) and commit to the compliance of their supply chain
- maintain up to date records to reflect compliance with modern slavery laws, human rights commitments in Australia and internationally
- ensure no forced labour, child labour or involuntary labour is used.

Multotec is using this to prioritise working with suppliers who share our values and commit to aligning with our values and expectations.

#### **4.2.4 Due diligence**

Multotec has developed and is applying a Supplier Evaluation Form, which incorporates a self-assessment questionnaire to be completed during the process of onboarding suppliers. This evaluation process includes requesting information about policies, processes and procedures involving human rights, including modern slavery (among other best practice considerations). This has been used to evaluate ongoing relationships with suppliers.

#### **4.2.5 Training, education and raising awareness**

In 2023 Multotec provided education, training and awareness raising for key personnel regarding the risks and indicators of modern slavery practices, and steps to take to identify and report concerns. The results of this training have been documented and will form part of ongoing monitoring for the purposes of assessing effectiveness of our actions.

#### **4.2.6 Risk assessment**

For the 2023 reporting year, Siebtechnik TEMA Australia and Multotec Australia engaged in a broad risk mapping exercise, as outlined in the sections above. This was able to incorporate the results of Multotec Australia's due diligence and supplier risk assessment questionnaire processes.

### **5. ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN**

We understand the importance of measuring our progress and continuously improving our efforts to address risks of modern slavery practices in our operations and supply chains. By evaluating the effectiveness of our efforts, we can ensure the actions we are taking are able to drive positive change and make a positive impact in eliminating modern slavery.

During this reporting period, we focused on gaining understanding of modern slavery risks and how such risks may be present in our operations and supply chains, as well as implementing actions to mitigate risks. At this early stage, we were unable to adequately assess the effectiveness of measures we have undertaken. We acknowledge that our processes to assess and address modern slavery risks in our operations and supply chain will continue to develop over time, in line with our commitment to continuous improvement, which will extend to

our frameworks to assess the effectiveness of actions taken.

As part of this process we will investigate and consider developing key performance indicators such as:

- number of suppliers on supply contract incorporating modern slavery policy and/or including provisions regarding modern slavery compliance commitments
- number of suppliers considered higher-risk that have been subject to deeper risk assessment processes
- completion rates and results from training, education and awareness-raising, such as a modern slavery e-learning module.

We will consider seeking feedback and insights on the effectiveness of our actions from stakeholders including employees, suppliers, and customers.

We will conduct regular internal reviews to assess our processes, systems and mitigation measures to evaluate their effectiveness in identifying and responding to modern slavery risks.

## 6. CONSULTATION PROCESS

Siebtechnik TEMA Australia and Multotec Australia undertook an extensive consultation process in preparing this statement. A consultative team was formed across both organisations and regular meetings and consultations were conducted over the course of the preparation of the statement.

Siebtechnik TEMA Australia and Multotec Australia also engaged the services of third-party risk assessment and modern slavery statement obligations advisors during the process to ensure rigorous examination of the risks and to generate options for best practice actions and assessment of effectiveness for our next reporting periods.

## 7. COMMITMENTS FOR CONTINUED IMPROVEMENT

Siebtechnik TEMA Australia and Multotec Australia are committed to continued improvement in our modern slavery actions and reporting. Action in future reporting periods will involve developing further legal and policy processes and documents. We will also explore undertaking further assessment of risks and developing processes for assessing the effectiveness of the actions we have taken.

### 7.1 Siebtechnik TEMA Australia: areas for continuous improvement in future reporting periods

Action areas for Siebtechnik TEMA Australia include, in alignment with Multotec Australia's contracts and policies: developing modern slavery provisions to be implemented into documents such as non-disclosure agreements, contracts for supply of goods and services, terms and conditions for sale and purchase of goods and services, and other internal governance policies. We will seek to develop training on any new contracts and policies that are implemented.

## 7.2 Multotec Australia: areas for continuous improvement in future reporting periods

Action areas for Multotec Australia include, in alignment with existing contracts and policies: further updates to implement modern slavery provisions into documents such as terms and conditions documents uploaded onto our website, and system-generated documents such as purchase orders and quotations. Multotec is committed to delivering further training in recognising and addressing modern slavery for all staff. Multotec's actions in 2024 include developing and launching an internal modern slavery training module on Multotec's human resources platform. Multotec plans to conduct training on an annual basis with completion recorded on employee profiles.

Siebtechnik TEMA Australia and Multotec Australia will continue to share their developing practices between the two entities, including Multotec sharing its supplier onboarding processes and documents with Siebtechnik TEMA Australia for future adaptation and adoption.

Siebtechnik TEMA Australia and Multotec Australia remain committed to making a contribution towards eradicating modern slavery practices.

