



MODERN SLAVERY STATEMENT

2024 – 2025

ENVIRO PIPES PTY LTD

ABN 84 130 666 518

17 December 2025



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Enviro Pipes Pty Ltd (ABN 84 130 666 518) submits this statement under the Modern Slavery Act 2018 for the reporting period from 1 July 2024 to 30 June 2025.

As a proudly Australian owned business Enviro Pipes has evaluated the potential risks of modern slavery in its supply chain and has implemented measures to mitigate those risks.

Enviro Pipes is a wholly owned Australian company with manufacturing and sales divisions in three states, Western Australia, Queensland and Victoria. Enviro Pipes does not have a parent company or other associated entities.

We are committed to acting ethically. We value honesty, integrity and transparency in our business relationships. We strive to prevent modern slavery not only in our own business but in our supply chain.

We foster a workplace where employees are valued and respected and maintain a zero-tolerance approach to slavery, human trafficking, forced labour, child labour, bonded labour, servitude, forced marriage, and deceptive recruitment practices.

We ensure products and services are procured and delivered ethically. Price is never the sole factor in our supplier evaluations. Ethical standards and compliance are critical factors.

While we can control the risks of modern slavery in our operations, we remain vigilant in assessing and addressing risks across our extended supply chain.

This statement is approved by the Board of Directors of Enviro Pipes Pty Ltd on 17th December 2025.



Belmiro Da Silva Jorge

Director

17.12.2025



Joe Horvat

Director

17.12.2025

Our Structure, Operations, Supply Chain and Potential Risks

Enviro Pipes Pty Ltd is a wholly Australian-owned company, headquartered in Perth at our purpose-built manufacturing facilities. In addition to our Perth operations, we maintain manufacturing facilities and sales offices in Brisbane and Melbourne.

We employ fewer than 100 staff, all based in Australia, and do not operate any overseas facilities. Procurement and human resources functions are managed centrally from our Perth Head Office, while sales, warehousing, and manufacturing activities are conducted across all Australian locations.

Our Head Office oversees all procurement and supplier engagement processes to ensure consistency and integrity. Every supplier introduced into our supply chain undergoes rigorous assessment—not only for product quality and pricing but also for their adherence to ethical business practices aligned with Enviro Pipes' values.

Where possible, our supply chain prioritises Australian companies. Items like raw materials and some of the components required for fabrication or assembly work may be sourced from overseas suppliers.

Enviro Pipes has long standing relationships with our overseas suppliers and our assessment of their values is an important part of their continued acceptance as part of our supply chain.

For risk assessment purposes, the majority of our suppliers operate in low-risk countries. For overseas suppliers, our directors make every effort to conduct physical site visits - including manufacturing facilities - to verify that the operations align with our values and that actual practices are consistent with the representations provided.

All of our manufacturing occurs in Australia by staff who are directly employed by Enviro Pipes. Our directors maintain a strong presence at the Perth facility daily and regularly travel to Melbourne and Brisbane to oversee the operations. In addition, a trusted manager provides dedicated oversight of our east coast operations.

Our Policies and Procedures

Enviro Pipes has established comprehensive policies and procedures to uphold a strong ethical, value driven business.

Our Code of Conduct is a key component of staff inductions. Employees are reminded of Enviro Pipes high standards and encouraged to raise any concerns directly with the directors or any member of the management team at any time. The Code of Conduct is regularly reinforced through toolbox meetings to ensure ongoing awareness and compliance.

As part of our ISO 9001 Quality Assurance framework, supplier onboarding is a critical process. We regularly review the policies and procedures for onboarding new suppliers to ensure that any potential risks to our supply chain are identified and addressed at the earliest opportunity.

The management team review these policies and processes at quarterly management meetings. Any breaches are promptly addressed to maintain compliance.

As part of our ongoing commitment to continuous improvement final testing is underway of a new Vendor Portal. This initiative will enhance the quality and efficiency of supplier reviews ensuring stronger compliance oversight across our supply chain.

Assessing our Risk

Our 2025 review of our supply chain has not identified any confirmed instances of modern slavery. This review has included physical inspections by the directors at several overseas supplier facilities. These findings do not eliminate the need for ongoing vigilance, as the risks cannot be disregarded.

In our own operations we have highlighted the following risks:

Employment based risks	<p>Employing staff carries inherent risk. To mitigate this risk we maintain full control over our recruitment and employment processes. We publicly advertise available roles through reputable Australian websites (eg Seek), applicants undergo personal interviews with the directors and staff are then employed directly by Enviro Pipes. We do not:</p> <ul style="list-style-type: none"> • engage our staff through employment agencies. • withhold passports or visas. • offer mandatory accommodation. Where staff travel for work purposes accommodation and a meal allowance is offered. • place unusual conditions on our staff. <p>Our staff are 100% based in Australia. The Modern Slavery Index (Walk Free Foundation) identifies Australia as a low risk for modern slavery. Despite this low-risk rating we maintain communication with our staff to ensure no individual is exposed to modern slavery risks.</p>
International Risks	<p>We select suppliers both domestically and internationally based on their alignment with our values. Risks are assessed for each country where our suppliers operate, and where possible, we conduct recurring on-site visits to verify compliance.</p>
Supplier based risks	<p>We actively engage with our suppliers and request information in relation to their risk management practices. With the implementation of our new Vendor Portal in 2026, we expect to strengthen our ability to analyse and monitor potential risks in our supply chain.</p>

Addressing our Risk

We review Modern Slavery Statements, where available, for our major suppliers and customers. Our approach recognises that modern slavery is not a one-way risk. We assess our relationships both up and down the supply chain. We consider our suppliers and the customers who distribute our products into the market.

Looking ahead, our Vendor Portal will be launched in 2026. This initiative is designed to strengthen engagement with suppliers by enabling more frequent surveys, more meaningful analysis of those surveys and improved opportunity for feedback.

Assessing the Effectiveness of our Actions

Modern Slavery risks are reviewed as part of our continuous review program for ISO 9001 Accreditation. To date, through careful supplier selection and monitoring, we have not identified any incidents of modern slavery in our supply chain.

We constantly review our systems and processes to identify any risk areas. We work to ensure our systems and processes prevent all forms of modern slavery in our operations. We maintain strict processes to onboard new suppliers into our supply chain.

We report and record the outcomes of our reviews at our quarterly management meetings, providing the wider management team the opportunity to raise any unresolved issues or concerns that may have not been raised through our standard processes. It also allows for meaningful discussion of potential improvements.

Consultation Process

Enviro Pipes is a wholly owned Australian company. Our shareholders are working directors who maintain a deep hands-on understanding of their business, supply chain, workforce and the community in which we operate.

As part of our ongoing continuous improvement process we actively engage and consult with all relevant stakeholders.

Our Modern Slavery Statement is formally registered and provided to customers in support of our onboarding processes with them. We participate in modern slavery surveys and consistently encourage all participants in our overall product delivery chain to address Modern Slavery risks in their own supply chains – obviously including Enviro Pipes.

We invite our customers to visit our facilities, to engage with our team and to verify that our practices align with the commitments outlined in this statement.

Other Information

There is no additional relevant information to be disclosed.

Looking Forward

We remain committed to a zero-tolerance approach to any action that can be considered modern slavery or an abuse of human rights. To date, our processes have not identified any form of modern slavery within our operations or our supply chain.

We remain vigilant. Any allegations of modern slavery practices within our supply chain will be treated with the utmost seriousness. Any breach of our systems or processes will be considered as gross misconduct and may result in instant dismissal. Similarly, a breach by a supplier would lead to termination of our relationship, and where appropriate, reporting to the relevant authorities.