

Joint Modern Slavery Statement 2025

This Statement sets out the steps taken by the reporting entities to prevent modern slavery in our own operations and supply chains.

Atlas Copco
Group



Joint Modern Slavery Statement 2025

Reporting entities

This Modern Slavery Statement ("Statement") is made pursuant to the Modern Slavery Act 2018 (Cth) ("the Act") by the following reporting entities:

1. Atlas Copco Australia Pty Ltd (ACN 620 125 153);
2. National Pump & Energy Pty Ltd (ACN 098 812 492) ("NPE"); and

and includes reference to the following entities which are either owned or controlled by the above reporting entities:

3. AVT Services Pty Ltd (ACN 056 503 461);
4. Walker Filtration Pty Ltd (ACN 066 425 125); and
5. Clearpro Construction Water Solutions Pty Ltd (ACN 605 466 019) ("Clearpro").

Reporting periods

This Statement covers:

1. For Atlas Copco Australia Pty Ltd, AVT Services Pty Ltd and Walker Filtration Pty Ltd: the calendar year ending 31 December 2025; and
2. For National Pump & Energy Pty Ltd: the transitional period 1 July 2024 to 31 December 2025 (18 months). NPE has transitioned from financial year reporting to calendar year reporting to align with the Atlas Copco Group reporting framework. This Statement must be lodged within six months of 31 December 2025, by 30 June 2026.

Introduction

Worldwide, Atlas Copco Group is a leading global manufacturing organisation. The ultimate parent company in Atlas Copco Group, Atlas Copco AB, is listed on Nasdaq Stockholm. Atlas Copco Group has had a presence in Australia since 1950.

Atlas Copco Australia Pty Ltd, AVT Services Pty Ltd, Walker Filtration Pty Ltd and National Pump & Energy Pty Ltd are all wholly-owned subsidiaries of Atlas Copco AB, a Swedish listed entity, within the Atlas Copco Group structure.

For the purposes of this Statement, any reference to "**Atlas Copco Australia**" is intended to refer to and include Atlas Copco Australia Pty Ltd, together with AVT Services Pty Ltd and Walker Filtration Pty Ltd. Where specific reference is made to "**NPE**", this refers exclusively to National Pump & Energy Pty Ltd and Clearpro Construction Water Solutions Pty Ltd.

SCS Filtration Pty Ltd (ACN 008 996 558) was deregistered on 17 September 2025 and is not covered by this Statement.

Atlas Copco Group is committed to taking all reasonable actions to prevent and avoid any instances of modern slavery in our supply chains or in any part of our business. We do not tolerate any form of modern slavery, including forced, compulsory, or bonded labor or human trafficking in our operations and we expect our business partners to adhere to the principles and values expressed in Atlas Copco Group Code of Conduct.

This Statement sets out the steps taken by the reporting entities to prevent modern slavery in our own operations and supply chains. Our commitments are embedded within our Code of Conduct to ensure that we are operating our business with a positive contribution to our colleagues, customers and communities.

Consultation

This Statement was prepared in consultation with each relevant reporting entity. During the reporting period, Atlas Copco Australia and NPE actively engaged and consulted with all companies owned or controlled by them in the development of this Statement.

The consultation process included:

1. Discussion of the Act's reporting requirements with the management and boards of each entity;
2. Sharing of information regarding the actions taken and intended to be taken, as a group, to address modern slavery risks;
3. Provision of relevant materials, updates and opportunities to contribute to the content of this Statement; and
4. Review and approval of the final Statement by the principal governing body of each reporting entity.

Structure and operations

Atlas Copco Group

Atlas Copco Group is a global group of companies of which their ultimate parent company, Atlas Copco AB, is headquartered in Sweden. As at 31 December 2025, Atlas Copco Group employed approximately 56,400 staff globally in around 70+ countries, with a sales reach in over 180 countries.

Atlas Copco Group's mission is to deliver sustainable, profitable growth. That means the Atlas Copco Group strives to protect and grow its business, including its resources and people, in a way that is economically, environmentally, and socially responsible.

Industries all over the world rely on Atlas Copco Group's expertise and innovations to help grow their businesses. Atlas Copco Group's products and solutions can be found everywhere and include compressors, vacuum solutions and air treatment systems, generators and light towers, power tools and assembly systems. Atlas Copco Group has a diversified set and portfolio of strong brands to bring its products to market.



The organisation is based upon the principle of decentralised responsibilities and authorities. The operations are organised in four business areas (Compressor Technique, Vacuum Technique, Industrial Technique, and Power Technique) comprised of 24 divisions. The organisation has both operating units and legal units. Through a common Holding structure, we ensure that the Group stays unified with a strong culture.

Atlas Copco Australia Pty Ltd

Atlas Copco Australia Pty Ltd's ultimate parent company is Atlas Copco AB. The Australian company employs approximately 310 staff in branch offices located in the capital cities and regional areas. The headquarters for Atlas Copco Australia is located at 3 Bessemer Street, Blacktown, Sydney, NSW.

Atlas Copco Australia Pty Ltd employs staff across 4 business areas: Compressor Technique, Vacuum Technique, Industrial Technique, and Power Technique.

Atlas Copco Australia Pty Ltd is a sales and service business of industrial equipment. The products we bring into the Australian market include air compressors, gas compressors, vacuum systems, pumps, generators, and pneumatic tools and assembly systems.

On 2 March 2020, Atlas Copco Australia Pty Ltd achieved full accreditation status of Australian Trusted Trader by Australian Border Force in meeting the required standard of supply chain security and trade compliance. This accreditation was revalidated and endorsed on 21 February 2025.

AVT Services Pty Ltd

AVT Services Pty Ltd is a wholly owned subsidiary of Atlas Copco Australia Pty Ltd, acquired on 2 August 2024. As at 31 December 2025, AVT Services was not an employing entity as the employees and operations had integrated into Atlas Copco Australia Pty Ltd.

AVT Services provides vacuum pump and system sales and service to customers in Australia.

Walker Filtration Pty Ltd

Walker Filtration Pty Ltd shares the same ultimate parent company as Atlas Copco Australia Pty Ltd, being Atlas Copco AB, and as at 31 December 2025, employed a total of 11 staff out of its headquarters, located at 16-18 Lindon Court, Tullamarine, Victoria.

Walker Filtration Pty Ltd provides its customers with a comprehensive range of high-quality compressed air, gas filtration and drying solutions for a wide range of industrial and medical applications.

Walker Filtration Pty Ltd operates under the direction of Atlas Copco Australia Pty Ltd and predominantly shares the same executive management.

National Pump & Energy Pty Ltd

National Pump & Energy Pty Ltd is part of Atlas Copco Group. NPE's ultimate parent company is Atlas Copco AB.

NPE has a large physical presence operating from eleven sites in Australia and one site in New Zealand. NPE's principal place of business is located in Welshpool, Perth, Western Australia.

NPE employs approximately 393 employees within its business, with these employees working in various disciplines and located in our sites around Australia and New Zealand.

NPE's core business is the supply, installation and hire of pumps, power generation and ancillary equipment. NPE also provides dewatering and water treatment services to construction and mining entities, councils, government and water authorities.

NPE's key business values are "STRIVE":

1. **Safety:** Ensuring the health and safety of all employees.
2. **Teamwork:** Working together to achieve results.
3. **Respect:** Our customers, our community and each other.
4. **Integrity:** To the company and each other.
5. **Value our customers:** In everything we do.
6. **Excellence:** Be the best at what we do.

NPE has been assessed and certified as compliant to ISO 9001:2015 (Quality Management Systems), ISO 45001:2018 (Occupational Health and Safety Management Systems) and ISO 14001:2015 (Environmental Management Systems). This demonstrates NPE's commitment to best practice and ensuring the quality, safety, sustainability and efficiency of our business operations, including the labour, equipment and services we supply.

New Zealand operations

NPE operates one site in New Zealand. New Zealand is progressing towards mandatory modern slavery reporting legislation. A bipartisan Modern Slavery Bill (Bill 242-1) was introduced to the New Zealand Parliament on 10 February 2026. If enacted, entities with annual revenue exceeding NZ\$100 million carrying on business in New Zealand would face mandatory annual reporting obligations, with penalties of up to NZ\$200,000 for breaches of reporting obligations and pecuniary penalties of up to NZ\$600,000 in certain circumstances. Individuals who knowingly make false or misleading statements in a modern slavery statement could also be liable for fines of up to NZ\$200,000. NPE is monitoring this legislative development closely and will ensure compliance with any new obligations as they come into force.

Clearpro Construction Water Solutions Pty Ltd

Clearpro is a wholly owned subsidiary of National Pump & Energy Pty Ltd, acquired on 1 May 2025. As at 31 December 2025 Clearpro was not an employing entity as the employees and operations had integrated into National Pump & Energy Pty Ltd.

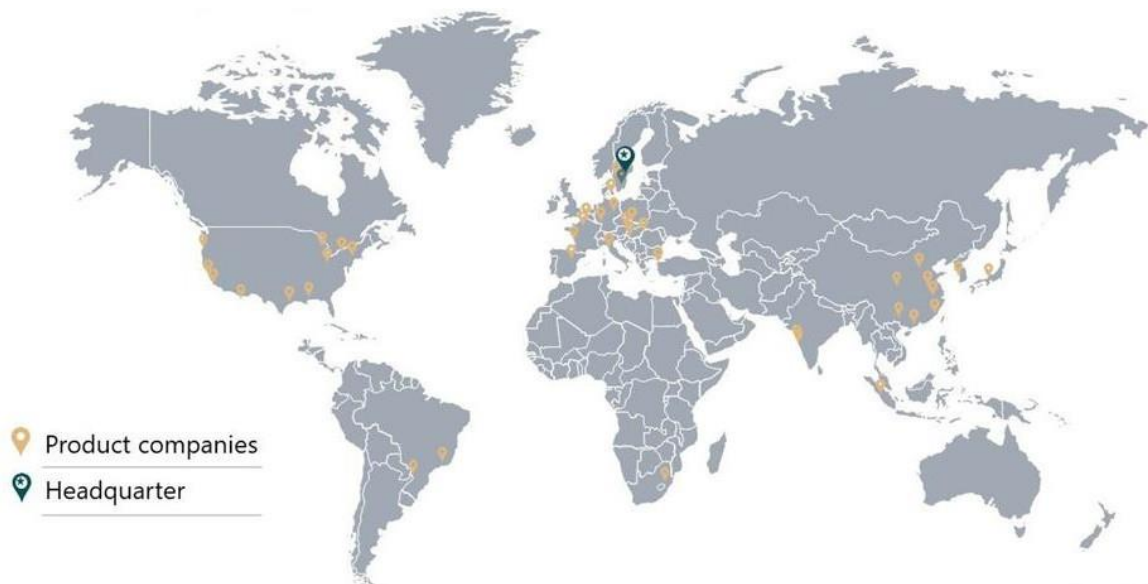
Clearpro provides water treatment solution services to customers in Australia.

Our supply chain

Atlas Copco Australia's supply chain

Atlas Copco Group owns production facilities located in a number of different countries. Most of the equipment or goods sold in Australia by Atlas Copco Australia are manufactured in Europe and China.

Atlas Copco Group manufacturing locations:



Belgium | Brazil | China | Czech Republic | Denmark | France | Germany | Hungary | India | Italy | Japan | Netherlands | South Korea | Spain | Sweden | Turkey | USA

Atlas Copco Group aims to uphold the same standard of ethics and conduct wherever it does business. Many countries struggle with corruption, labour issues and human rights abuses, and environmental standards and legal frameworks vary widely from one country to another. The risk is even higher in conflict zones, where there is little or no rule of law.

Atlas Copco Group is continually strengthening its business practices in those markets through dialogue aimed at understanding and reducing the risks involved, and in some instances, has enacted its own principal decisions regarding particular countries where the risks are high. Further information is available at

<https://www.atlascopcogroup.com/en/sustainability/living-by-the-highest-ethical-standards/responsible-value-chain>

Specific supply chain risk indicators for Atlas Copco Australia:

1. Manufacturing operations in China, where risks of forced labour and poor working conditions have been identified in certain sectors;
2. Sourcing of electronic components and minerals from regions with elevated modern slavery risks;
3. Use of labour-intensive manufacturing processes in countries with weaker labour protections.

It is important to note that the majority of Atlas Copco Australia's supply is of Atlas Copco products, and as such, the majority of its suppliers are from within Atlas Copco Group.

NPE supply chain

The key priorities NPE focus on in our supply chain are quality, safety and value.

NPE's supply chain includes major suppliers and original equipment manufacturers who we engage with on a regular basis, as well as minor suppliers who provide goods and services to us.

The majority of NPE's suppliers are located in Australia, Europe, the United States of America and China.

The following is a non-exhaustive list of the types of goods and services NPE is supplied with:

1. Plant, machinery and equipment, including related parts, accessories and consumables.
2. Water treatment chemicals and products.
3. Oil and fuel.
4. Travel and accommodation.
5. Personal protective equipment.
6. Uniforms.
7. Stationery.
8. Merchandise.
9. Advertising services.
10. Office furniture and supplies.
11. IT products and services.
12. Cleaning products and services.
13. Transport, logistics and freight services.

Specific supply chain risk indicators for NPE:

1. Operations in the mining, construction and dewatering sectors, which have been identified as higher-risk industries for labour exploitation;
2. Engagement with subcontractors and labour hire providers in the construction sector;
3. Sourcing of chemicals and industrial equipment from regions with elevated modern slavery risks;
4. Use of transport and logistics services, which may involve vulnerable migrant workers.

NPE aim to work with reliable and transparent suppliers who uphold the same values that we do by completing a pre-selection due diligence process, followed by negotiation and acceptance of key contract terms and conditions, and then focusing on the retention of long-term arrangements to maintain continuity and sustainability.

Governance framework

UN Global Compact

Atlas Copco Group recognises the UN Global Compact's ten principles in the areas of human rights, labour, the environment, and anti-corruption. Atlas Copco Group has been and continues to be a signatory to the UN Global Compact since 2008.

The UN Global Compact ten principles are:

Area	Principle	Description
Human rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
	Principle 2	Make sure that they are not complicit in human rights abuses.
Labour Standards	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
	Principle 4	the elimination of all forms of forced and compulsory labour;
	Principle 5	the effective abolition of child labour; and
	Principle 6	The elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Businesses are asked to support a precautionary approach to environmental challenges;
	Principle 8	undertake initiatives to promote greater environmental responsibility; and
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

Atlas Copco Group Code of Conduct

Atlas Copco Group's Code of Conduct is our central guiding policy document and sets out fundamental ethical values and principles, including respecting and upholding human rights and zero tolerance towards corruption and bribery. The Code of Conduct applies to all our employees, all our business partners and our Board of Directors in all countries where we are present. It shall always be adhered to, even when it results in setting higher standards than local regulations.

Our Code of Conduct is based on the following international standards:

1. United Nations Global Compact.
2. United Nations International Bill of Human Rights.
3. United Nations Guiding Principles on Business and Human Rights.
4. International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
5. Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

The Board of Directors is responsible for approving and overseeing the Code of Conduct, which is the foundation of the Group's culture and the governing document for how all employees, including the Board itself, should act in relation to all stakeholders.

Atlas Copco Group Code of Conduct is embedded within Atlas Copco Group's culture, and we carry out regular training sessions for all members of staff. All employees are required to sign a Compliance Statement annually to ensure that they are reminded of their obligations under the Code of Conduct.

Atlas Copco Group Human Rights Statement

Atlas Copco Group's Human Rights Statement is designed to expand on the Group's commitment to respect and support human rights, which is an integral part of the Code of Conduct.

Atlas Copco Group's Human Rights Statement reflects the corporate responsibility as defined in the United Nations Guiding Principles on Business & Human Rights and which has been adopted by Atlas Copco Group. Atlas Copco Group respects and supports all internationally recognised human rights and seeks to avoid complicity in human rights abuses. Atlas Copco Group demands the same high standard of ethical behaviour from its business partners and in any other relationship.

Atlas Copco Group supports the principles contained within the United Nations International Bill of Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, by embedding them in the Code of Conduct, and thereby integrating them in all business processes. The Code of Conduct is approved by Atlas Copco AB's Board of Directors.

To respect human rights, Atlas Copco Group actively seeks to avoid causing or contributing to adverse human right impacts and expect the same level of ethical behaviour from our business partners. Through the application of human rights due diligence procedures, Atlas Copco Group seeks to prevent, detect, and correct adverse human rights impacts that are linked to its operations, products, or services by its business relationships, even if Atlas Copco Group has not contributed to those impacts. Atlas Copco Group has developed human rights specific training in addition to training on the Code of Conduct to increase employee awareness. Atlas Copco Group intends to enable the remediation of any adverse human rights impacts to which it causes or contributes.

Due diligence

Atlas Copco Group has a holistic approach to working with human rights, as they are integrated into the main guiding policy document, being Atlas Copco Group Code of Conduct. Atlas Copco Group identifies, assesses, and manages human rights impacts in line with the Code of Conduct with the following aims in brief:

Employees

Atlas Copco Group aims to offer a safe and healthy working environment in all of its operations, with regular follow-up. The Group ensures the implementation of the principles of the ILO's Declaration on Fundamental Principles and Rights at Work, which for example include non-discrimination, prohibition of using child labour and forced bondage or compulsory labour as well as the freedom of association and the right to engage in collective bargaining.

Business partners

Atlas Copco Group seeks, selects, and evaluates business partners impartially based on objective factors including productivity, quality, delivery, price, and reliability, as well as commitment to environmental and social performance, and development. This includes addressing human rights issues in the supply chain including modern slavery.

Working with business partners who share Atlas Copco Group's high ethical standards is central to ensure we can manage risks and enhance sustainability throughout our value chain. This includes addressing human rights issues in the supply chain, including modern slavery. We therefore work continuously to assess and reduce the risks associated with our value chain.

All our business partners (suppliers, subcontractors, joint venture partners, agents, resellers and distributors) are expected to follow our Code of Conduct. In addition, significant business partners are required to sign Atlas Copco Group's Business Partner Criteria to confirm compliance with the Group's Code of Conduct. The Business Partner Criteria reflects the key principles of our Code of Conduct. On signing our Business Partner Criteria, our business partners are committing to the values and principles set out in the Code of Conduct and regular audits to verify compliance. In addition, our business partners are encouraged to take our Code of Conduct training, which is publicly available online, and to report misconduct concerns to us, by using SpeakUp. SpeakUp is referenced in the Business Partner Criteria.

Further, we evaluate our significant suppliers during and after selection on parameters based on the mentioned international standards.

The supplier evaluation process covers:

1. **Business partner review:** Records of governance, ethics and stance against corruption.
2. **Labour issues:** Rejection of forced, compulsory or child labour, elimination of discrimination, safeguarding employee health and safety, and collective bargaining rights.
3. **Environmental performance:** Waste management, chemicals management, minimising emissions, and an efficient use of natural resources.

4. **Human rights issues:** Responsible sourcing and respect for human rights in operations.

At times, self-assessment checklists are sent to suppliers and on-site evaluations are conducted regularly or when deemed necessary. These result in a report which may include concrete suggestions on improvements in the form of an action plan to be followed up at an agreed time. Atlas Copco Group can provide experience and know-how to suppliers who need support in order to comply with the minimum standards set forth in the Business Partner Criteria document. However, suppliers who fail to meet the criteria and who do not show a willingness to improve are rejected.

All potential significant suppliers outside of Atlas Copco Group are assessed against Atlas Copco Group Business Partner Criteria Checklist, which is based on the UN Global Compact and the ILO Declaration on Fundamental Principles and Rights at work. Atlas Copco Group carries out on-site audits of selected suppliers based on a risk-based approach and systematically carries out internal audits on its own companies.

In addition, both our supply and purchasing terms and conditions include a positive obligation to adhere to our Code of Conduct, and with respect to our terms of purchase, they contain further obligations relating to a future supplier's requirement to identify, prevent and take reasonable action to notify Atlas Copco Australia of any modern slavery incidents within its operations and supply chains. A failure to comply entitles Atlas Copco Australia to immediately terminate the Agreement.

Responsible sourcing of minerals

Atlas Copco Group also has a comprehensive program to ensure responsible sourcing of minerals and investigate the possible use of conflict minerals in the components used in our products. The program covers tin, tantalum, tungsten, gold and cobalt. Data collection and due diligence using the Responsible Minerals Initiative (RMI) guidelines and Cobalt Reporting Template (CRT) is rolled out continuously. Atlas Copco Group is a member of the RMI and adheres to its guidelines by encouraging suppliers to source from smelters verified by a third party such as RMI's Responsible Minerals Assurance Process (RMAP). We also commit to transparency by submitting reporting templates to customers about smelters in the supply chain and collaborate with stakeholders.

Customer assessment

When relevant, the Atlas Copco Group partners with our customers to address risks in the value chain. The Group's customer assessment tool is used to identify and evaluate potential environmental, labour, human rights and corruption risks. The assessment is complemented by in-depth dialogue and field visits.

Society and the environment

Atlas Copco Group recognises that its commitment to financial success must also take into account the broader economic, environmental, and social impacts of our operations. Atlas Copco Group encourages learning and development through cooperation with local communities and recognises 'Water for All' as its main community engagement project.

Remediation

Atlas Copco Group and the reporting entities are committed to enabling remediation of any adverse human rights impacts, including modern slavery, to which we cause or contribute.

If a modern slavery incident is identified in our operations or supply chain, we will:

1. Immediately cease any conduct that is causing or contributing to the modern slavery practice;
2. Engage with the affected individuals, workers, or their representatives to understand the nature and extent of the harm;
3. Cooperate with relevant authorities, including law enforcement and labour inspectorates, where appropriate;
4. Work with the supplier or business partner to implement corrective action plans, including remediation for affected workers;
5. Provide or enable access to remedy for victims, which may include compensation, restitution, rehabilitation, or other appropriate measures;
6. Assess whether the business relationship should be maintained, suspended, or terminated, taking into account the severity of the impact, the willingness of the partner to remediate, and our leverage to effect change; and
7. Review and strengthen our due diligence processes to prevent recurrence.

The Atlas Copco Group SpeakUp system and local Whistleblower Policies provide mechanisms for workers, suppliers, and other stakeholders to raise concerns about modern slavery. All reports are investigated promptly and impartially, and appropriate remedial action is taken.

Grievance mechanisms and reporting

Atlas Copco Group SpeakUp

The Group's misconduct reporting system (Atlas Copco Group SpeakUp) enables all Atlas Copco Group stakeholders to report their grievances if any human rights have been or are perceived to have been violated. Atlas Copco Group SpeakUp guarantees a timely, impartial and objective investigation of the claims and a report on the findings and results of the investigation.

Internal control is exercised through distribution of responsibilities and internal audits. To be made aware of any suspected breaches of laws or the Code of Conduct, employees are encouraged to report misconduct concerns to HR, their manager, their manager's manager or by using our third-party operated system for misconduct reporting, SpeakUp. SpeakUp is publicly available to everybody 24/7 and reports can be made in over 70 languages.

SpeakUp enables detection, investigation and potentially remediation of adverse human rights impacts linked to our operations. To ensure awareness of SpeakUp, it is referenced in the Code of Conduct, the classroom training and the compliance statement.

Atlas Copco Group SpeakUp is supported by a third-party supplier that guarantees anonymous communication between the reporter and Atlas Copco Group. SpeakUp reports are sent to Atlas Copco Group Legal Department for further investigation, typically in cooperation with the relevant Holding Vice President, Human Resources and occasionally, Internal Audit.

Atlas Copco Group SpeakUp is available online at www.atlascopco.com/speakup. There is information about the process and tool on the corporate website, Atlas Copco Group intranet, the Hub, and in the Group's internal steering document database, The Way We Do Things.

Local whistleblower policies

A local Whistleblower Policy has been established in Australia for Atlas Copco Australia, with a focus on encouraging the anonymous reporting of any claim, without fear or reprisal. Within our Whistleblower Policy, Atlas Copco Group SpeakUp tool has been established for anonymously and safely reporting suspected ethical misconduct.

Risk assessment

General modern slavery risks

With Atlas Copco Group operations and employees spanning across 70+ countries, key risks which could potentially affect our operations and supply chain include any possibility of dealing with individuals and/or businesses who take part in:

1. Bribery and corruption;
2. Offering inhumane working conditions, including the failure to pay correct wages and benefits;
3. Using vulnerable people or businesses without offering reasonable conditions or entitlements;
4. Forced or compulsory labour;
5. Unsafe working conditions; and
6. Exploitation of migrant workers.

The following areas remain key risk factors in our business:

1. Selection of customers.
2. Selection of suppliers.
3. Recruitment of employees.
4. Engagement of contractors and subcontractors.

The social conditions vary in the many countries where we and our suppliers operate and human rights related risks, including risks of modern slavery, are present throughout our value chain, mainly relating to our own employees and our suppliers. Being aware of these risks is crucial for successful preventive measures to safeguard us from contributing to adverse impacts. Accordingly, human rights insights constitute a central part of our Enterprise Risk Management process, and our divisions are actively required to consider human rights risks.

Atlas Copco Australia Risk assessment

In tackling the above risks, Atlas Copco Australia endeavours to use permanent employees in its operations as much as possible. If temporary or agency labour is required, at a very minimum, we take all reasonable care to ensure that those staff are employed in accordance with the appropriate Award provisions. When Atlas Copco Australia employs a worker under an employer sponsored visa arrangement, we ensure that they receive comparable terms and conditions of employment as a local employee.

During this reporting period, we continued to analyse our supply chains and operations to identify modern slavery related risks. This can be seen in the actions taken in this reporting period and future actions planned (described below) in our aim for continuous improvement.

NPE risk assessment

NPE acknowledges the possibility that modern slavery could occur within our operations or supply chain and is committed to taking all reasonable action and steps to identify, address and prevent modern slavery in our operations and supply chain.

NPE continues to classify the risk level for the occurrence of modern slavery within our

business operations and supply chain as low to moderate, having regard to the nature of operations, location and engagement of customers and suppliers, and the methods used for the recruitment of employees and contractors. We believe we can keep this classification low by thorough mapping which would increase visibility and allow us to conduct regular reviews and audits within our operations and supply chain.

NPE conducts recruitment and selection of employees and personnel in a manner that ensures a fair and transparent process is being followed, provides equal opportunities without discrimination, is compliant with legislation and otherwise is consistent with our company policies and procedures.

NPE ensures that all employees and labour hire personnel are eligible to work in Australia and are remunerated in line with legislation and industrial instruments where they are applicable.

Where NPE uses labour hire agencies to engage personnel, we ensure that appropriate due diligence is completed including ensuring that the worker has their identification documents and is not required to pay recruitment fees.

NPE ensures that our employees and personnel are made aware of and acknowledge our policies and procedures, initially when they are onboarded and again when updates are made to the policies and procedures. This includes our local Code of Conduct, Equal Employment Opportunity Policy, Anti-Bribery and Corruption Policy, and Whistleblower Policy.

NPE provides safe working conditions for our employees and focus on implementing operational improvements that offer best practice health and safety in compliance with legislation, regulations and standards.

NPE completes a pre-selection due diligence process of our customers and suppliers. This includes financial and reputational checks, as well as a review of policies, procedures and codes of conduct to ensure they are consistent with the policies, procedures and codes of conduct we have implemented for our business.

NPE ensures that the expectations of our customers align with ours and then attempt to seek mutual warranties and commitments that support our compliance with identifying, addressing and preventing modern slavery risks.

All of the above contribute to our continued commitment to prevent modern day slavery both inside and outside of our organisation.

Measuring effectiveness

It is the responsibility of the CEO and of Group Management to ensure the effective implementation of Atlas Copco Group Code of Conduct and that all employees receive training and education on it. Atlas Copco Group expects that each individual employee takes seriously their responsibility to respect and support the values set out in the Code of Conduct in their daily work.

Individual level

All employees are required to sign a compliance statement annually, stating that they are aware of the values promoted by Atlas Copco Group. Employees also receive yearly training in what the practical application of these values mean, including respect for human rights. The goal is to make sure that the Group's values are clear and known to all employees.

The implementation of the Code of Conduct is a key part of Atlas Copco Group targets to ensure we live by the values we set, and we put significant weight on communication, training and monitoring.

All employees are required to complete a leader-led ethics training every two years (the Code of Conduct classroom training). In addition, all employees are required to annually take a Code of Conduct e-learning and sign their compliance to the Code of Conduct (the Code of Conduct compliance statement). In addition, the Group have developed a specific human rights training course which is available to all employees through the Group's intranet.

Atlas Copco Australia

For the 2025 reporting year, Atlas Copco Australia achieved 99% compliance with the requirement that all employees sign Atlas Copco Group Code of Conduct compliance statement.

Measurable indicators of effectiveness for 2025:

1. 99% of employees completed and signed the Code of Conduct compliance statement;
2. 99% of new employees completed the Code of Conduct classroom training;
3. 100% of significant suppliers were assessed using the Business Partner Criteria;
4. 193 desktop audits of significant suppliers were conducted; and
5. No reports were received via the SpeakUp system relating to potential modern slavery or human rights concerns.

NPE

NPE expect our customers, suppliers and employees to comply with our policies, procedures and Code of Conduct which are all designed and implemented with the intention of protecting our business against modern slavery risks.

NPE ensures that our senior management team and employees are aware of what modern slavery is and how it could apply to our business operations and supply chain. With this practical understanding of the significance of modern slavery risks, a culture of shared responsibility and compliance with our policies is driven internally. This means employees

are alert to possible risks, which allows suspected instances of modern slavery to be quickly identified, investigated and actioned in a timely manner.

Where we identify risks, discrepancies or the option for improvement in policies, procedures or practices, either within our business or with a customer or supplier, we work collaboratively to produce a solution to move forward.

Measurable indicators of effectiveness for the reporting period:

1. 100% of employees completed and signed the Code of Conduct compliance statement; and
2. No reports were received via SpeakUp system relating to potential modern slavery or human rights concerns.

Management level

On a management level, the Control Self-Assessment process and the internal audits at regular intervals are used to track management practices regarding human rights.

Company-wide level

On a company-wide level, Safety Health Environment (SHE) significant supplier on-site and/or desktop evaluations and customer sustainability assessments are made when called for by the local management. In 2025, we undertook desktop audits of our selected significant suppliers/distributors with respect to their agreement to commit to our Code of Conduct.

Business Area and Division level

On a Business Area and/or Division level, pre-acquisition/merger due diligence is applied.

Societal level

On a societal level, Atlas Copco Group upholds high standards in business ethics and integrity. Atlas Copco Group regularly interacts with stakeholders to review their performance and refine business processes to positively impact society and the environment.

2025 actions

Atlas Copco Australia actions

In 2025, in addition to the actions listed above, Atlas Copco Australia also undertook the following actions:

1. Continued with the Atlas Copco Australia Modern Slavery Working Group (the Working Group), which was tasked in 2022 with supporting the effective management of Atlas Copco Australia's commitment to further embed initiatives and provide increased oversight of modern slavery risk management in our operations and supply chains. The Working Group met during 2025 and its representatives aimed to:
 - a. provide feedback on actions implemented by the business areas to assess and address modern slavery;
 - b. provide ideas about what Atlas Copco Australia can do in addition to any current actions to assess and address modern slavery in our operations and supply chain; and
 - c. provide a report to each of the business areas on each years' progress, and proposed future actions approved by the business for the purposes of publishing the Atlas Copco Australia annual Modern Slavery Statement.
2. Assigned the Code of Conduct Compliance Signing Training (which is assigned to all Atlas Copco employees every year). Employees are required to complete the training and confirm their commitment to compliance with Atlas Copco Group Code of Conduct. In 2025, Atlas Copco Australia achieved 99% compliance with this requirement.
3. Assigned the Code of Conduct classroom training to all Atlas Copco Australia employees commencing before 1 September 2025 and required their completion by the end of the calendar year. The classroom training provides an opportunity for employees to take part in ethical dilemma discussions, including modern slavery issues, to enhance awareness and understanding of potential risks within our supply chain. In 2025, Atlas Copco Australia achieved 99% compliance with this requirement.
4. Made available to all employees the Modern Slavery training module which was uploaded to Atlas Copco Group Learning Link platform.
5. Continued with its approach to communicate its commitment to stamping out the risks of Modern Slavery within its supply chain evidenced by its standard Terms and Conditions of purchase, which govern all standard transactions between Atlas Copco Australia and its suppliers.
6. Made available to all employees our Trade Compliance Programme, which aims to have all employees receive appropriate trade compliance training and will require distributors/resellers to sign a relevant trade compliance statement.
7. Maintained our Modern Slavery Policy which is available on our internal Company Management System for access by all employees.
8. Continued engagement with a third-party service provider to undertake Supplier Assessments which provide us with overall supply chain risk scores and also providing our Suppliers with resources and self-assessment tools to combat the risk of modern slavery in their own supply chains.

NPE actions

In the reporting period 1 July 2024 to 31 December 2025, in addition to the due diligence processes and general measures to address risks described above, NPE undertook the following actions:

1. Assigned the Code of Conduct Compliance Signing Training (which is now assigned to all NPE employees every year). Employees are required to complete the training and confirm their commitment to compliance with Atlas Copco Group Code of Conduct. In 2025, NPE achieved 100% compliance with this requirement.
2. Assigned the Code of Conduct classroom training to all NPE employees and required their completion by the end of the calendar year. The classroom training provides an opportunity for employees to take part in ethical dilemma discussions, including modern slavery issues, to enhance awareness and understanding of potential risks within our supply chain. In 2025, NPE achieved 100% compliance with this requirement.
3. Assigned the Atlas Copco Group's Trade Compliance training to all white-collar employees and required completion by 31 December 2025. In 2025, NPE achieved 97% compliance with this requirement.
4. Promotion of SpeakUp and any relevant local whistleblower policy and procedure so that employees, customers and suppliers are aware that they can disclose concerns without adverse impact.
5. Inclusion of a specific clause in contracts with customers and suppliers that guard against modern slavery risks, where possible.

During the reporting year, NPE has continued the work implementing Atlas Copco Group processes and actions to identify and address modern slavery risks in its own operations and supply chain. This work will continue also during the coming reporting year.

Atlas Copco Australia and NPE are committed to monitoring the effectiveness of the processes and procedures implemented to address the modern slavery risks that our business may cause, contribute to, or is directly linked to, in line with the United Nations Guiding Principles on Business & Human Rights.

Based upon the results of these actions and processes, we expect that we will adapt and strengthen our actions each year to continually improve our response to modern slavery.

Future actions

To strengthen our approach regarding the elimination of modern slavery, the reporting entities intend to continue with our internal and external processes within our operations and supply chains, and to take further action, where required.

In our business

1. Update, where necessary our Modern Slavery Training Module, which is available on Learning Link for all employees. We aim to introduce the Modern Slavery Training Module to NPE employees in 2026.
2. Update, where necessary the Atlas Copco Australia Modern Slavery Policy and continue in our efforts to create awareness of the policy amongst all employees.
3. Have all new starters in Atlas Copco Australia undertake and complete the Modern Slavery Training modules by 31 December 2026.
4. Have all white-collar new starters undertake and complete the Trade Compliance training by 31 December 2026.
5. Continue to track internal compliance to Atlas Copco Group Code of Conduct and signed compliance statement with continued internal training focusing on educating our employees raising an awareness of modern-day slavery and on how to identify the risks of modern-day slavery.
6. Review and monitor our policies and procedures and update them as we make changes to our organisation in our commitment to prevent modern day slavery.
7. Send out reminders to key stakeholders, including to all of our employees, of any Whistleblower Policy and Atlas Copco Group Speak Up tool and ensure that any such policy or tool is introduced to all new hires during our onboarding process.
8. Within Atlas Copco Australia, continue conducting appropriate assessments of new business partners to identify any risks, including the risk of the exploitation of migrant workers.
9. Align our due diligence processes with the anticipated reforms to the Modern Slavery Act 2018 (Cth), including preparing for potential mandatory risk-based due diligence obligations and high-risk declarations by the Australian Anti-Slavery Commissioner.

In the Atlas Copco Australia's supply chain

1. Continue to communicate our policies to our suppliers and distributors to drive a clear path for understanding the risks and improvements required.
2. Continue to require significant suppliers and distributors to confirm their acceptance of our Code of Conduct.
3. Continue with our supplier audit program, together with supplier training and/or resources to address our policies on ensuring that modern slavery and human trafficking are not occurring within any place along our supply chain.
4. Commence, where necessary, a dialogue with our significant suppliers, as part of our supplier audit program, to discuss possible future action points and mitigation actions for our suppliers to consider when managing the risks of modern slavery within their own supply chains.
5. Continue to risk assess the effectiveness of actions taken, and to risk assess all significant suppliers and distributors to see whether any further actions need to be acted upon.
6. Enhance our supplier risk assessment processes to identify and prioritise high-risk

suppliers based on geographic location, sector, and product categories.

NPE-specific future actions

In accordance with our continuous improvement approach to addressing modern slavery, NPE intends to:

1. Continuously create awareness of Atlas Copco Group Speak Up system which is another option for employees to disclose concerns without adverse impact.
2. Have significant business partners to sign compliance with Atlas Copco Group Business Partner Criteria.
3. Complete an audit of our supply chain and ensure we are engaging with parties who are also committed to identifying and addressing modern slavery risks in their operations.
4. Request parties we are engaging with complete a Modern Slavery Questionnaire so that we can better understand potential risks and create strategies for mitigation.
5. Have representatives of NPE join the Atlas Copco Australia working group and meet to discuss modern slavery risks, implications and strategies for prevention within each reporting year.
6. Develop an NPE Anti-Modern Slavery Policy that includes a clear escalation procedure where there are suspected acts of modern slavery in our operations or supply chain.

NPE acknowledges that setting goals and creating a plan is a step in the process to preventing modern slavery. We are a dynamic business that is able to react, adapt and respond to challenges as they are identified and are committed to taking the necessary steps to review and progress our business each year so that we can contribute effectively to the prevention of modern slavery.

Board Approvals

This Statement was prepared in consultation with each entity and approved:

1. by the Board of Directors of **Atlas Copco Australia Pty Ltd** on 15 May 2026;
2. by the Board of Directors of **AVT Services Pty Ltd** on 8 May 2026;
3. by the Board of Directors of **Walker Filtration Pty Ltd** on 14 May 2026;
4. by the Board of Directors of **National Pump & Energy Pty Ltd** on 26 May 2026; and
5. by the Board of Directors of **Clearpro Construction Water Solutions Pty Ltd** on 26 May 2026.

This Statement is available on the websites of the above entities and on the Australian Government Modern Slavery Statements Register.



Wendy Margaret Buffa Pace (May 29, 2026 15:48:49 GMT+7)

Wendy Buffa Pace

Director

Atlas Copco Australia Pty Ltd, AVT Services Pty Ltd, Walker Filtration Pty Ltd, National Pump & Energy Pty Ltd, and Clearpro Construction Water Solutions Pty Ltd

Date: 29 May 2026

Atlas Copco Australia Pty Ltd
3 Bessemer Street, Blacktown NSW 2148, Australia
ACN 620 125 153

atlas-copco.com

Atlas Copco
Group