

# Modern Slavery Statement 2025

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**BEIJER REF**



**BEIJER REF**  
**SUPPORT CENTRE**

BEIJER REF  
SUPPORT CENTRE  
2 Kirby Place  
↑  
Reception  
Visitors

10  
AREA  
PAVEMENT  
PERMITS ONLY



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# Introduction

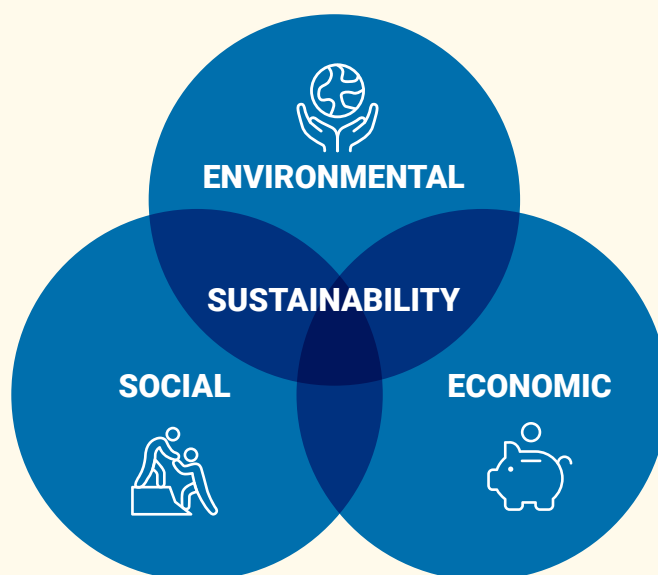
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**Beijer Ref Holdings Australia Pty Ltd (“Beijer Ref”) is committed to sustainability and ethical business practices, including combatting modern slavery in all its forms.**

As a leading international wholesaler of refrigeration and HVAC products, we recognise the responsibility we have to ensure that our supply chains and operations are free from modern slavery. We are committed to protecting the rights of all people involved in our operations, including our employees, suppliers, and customers, and to promoting sustainability in all aspects of our business.

At Beijer Ref, we have a comprehensive sustainability strategy that guides our actions and decisions. This strategy is based on three key pillars: social, environmental and economic sustainability. We believe that these pillars are interconnected and essential to creating a sustainable future.

As part of our commitment to sustainability, we recognise the importance of combatting modern slavery in our operations and supply chains. We have implemented a number of policies and procedures to ensure that our suppliers are operating ethically and responsibly, and we are continuously monitoring and improving our approach to ensure that we are doing everything we can to eliminate the risk of modern slavery in our business.





# About us, our operations and our supply chain

With global headquarters in Malmo, Sweden, Beijer Ref AB is a public company that is listed on the Nasdaq, Stockholm under the symbol "BEIJ-B". Beijer Ref provides a wide range of products to customers all over a large proportion of the world. The products supplied cover the fields of commercial refrigeration, industrial refrigeration, air conditioning and heating. The Group employs approximately 5,500 employees in 44 countries.

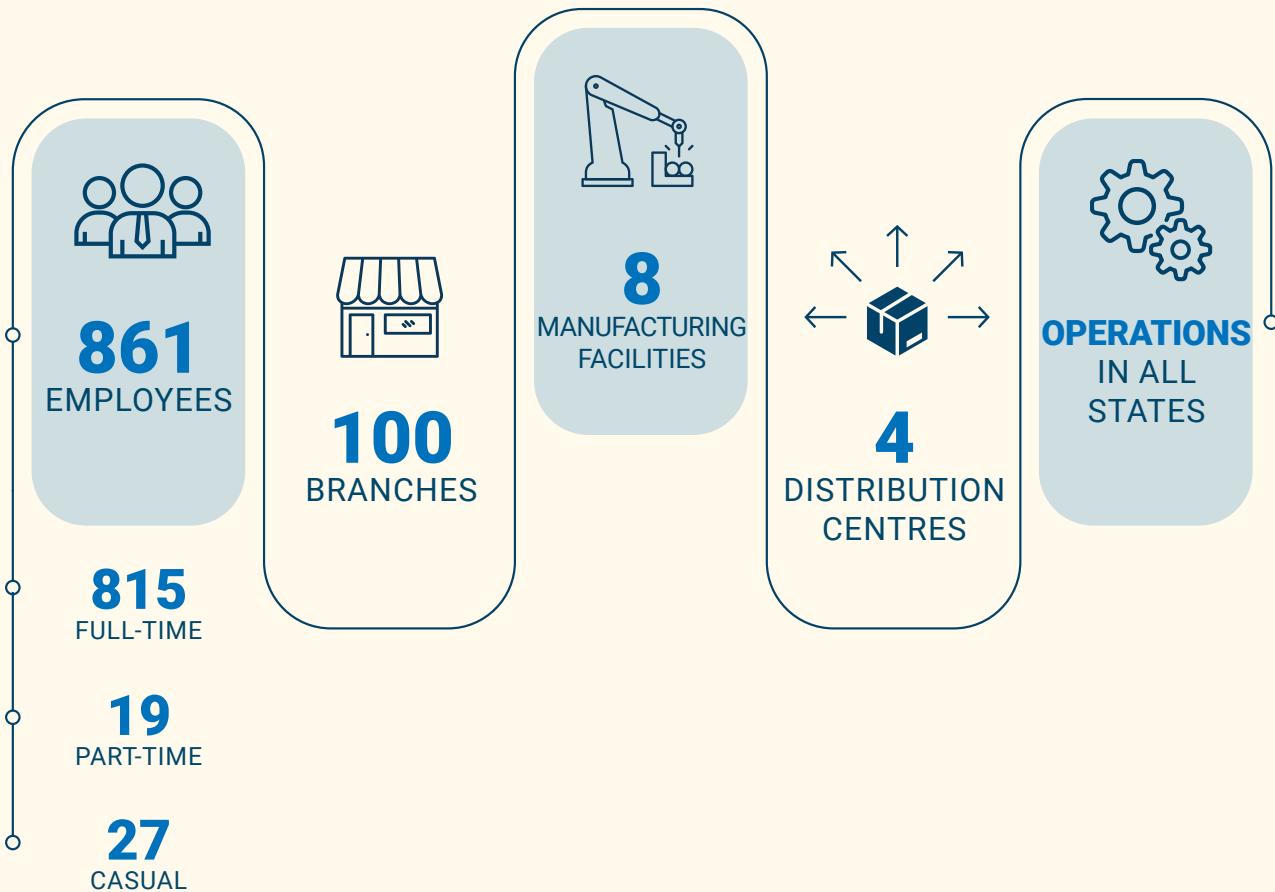
Commercial  
Refrigeration

Industrial  
Refrigeration

Air  
Conditioning  
and Heating



Beijer Ref, together with our partly and wholly owned subsidiaries is a leading supplier of Heating, Ventilation, Air Conditioning, and Refrigeration (“**HVAC&R**”) products in Australia. With a presence in all states and territories, we offer a wide range of high-quality products, including refrigeration, air conditioning and ventilation systems to meet our customers’ needs.



At Beijer Ref, we value our customers and aim to provide exceptional service and expertise.

Our four core values guide everything we do.

*Committed*

*United*

*Engaged*

*Straightforward*





*We believe in working together with our stakeholders to build a better future for all.*

We are committed to meeting the needs of our customers and delivering high-quality products and services. We strive to work united as a team, building strong partnerships and relationships with our customers, suppliers, and employees. We are engaged in continuously improving our business and products, leveraging innovation and technology to meet our customers' evolving needs. We are straightforward in our communication and approach, conducting ourselves with honesty and integrity in all our business dealings.

In addition to our core values, we have a strong commitment to sustainability and responsible business practices. We believe in working together with our stakeholders to build a better future for all. Our policies, including the Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy, reflect our commitment to conducting our business ethically and responsibly.

With a team of over 730 employees across the country, Beijer Ref is dedicated to providing exceptional customer service and innovative solutions to the HVAC&R industry.

Beijer Ref's supply chain consists of a diverse range of suppliers who provide us with the products and services we need to serve our customers across the country. Our suppliers include manufacturers, wholesalers, and distributors of HVAC&R equipment, components, and spare parts.

The products we source from our suppliers can be broadly classified into the following categories:



## **Refrigeration and Air Conditioning Equipment**

This includes commercial and industrial refrigeration equipment, split and ducted air conditioning systems, packaged air conditioning units, and related components such as compressors, condensers, evaporators, and heat exchangers.



## **Controls and Automation**

We source a range of control and automation equipment from our suppliers, including thermostats, sensors, valves, and actuators. These components are essential for the efficient operation of HVAC&R systems and help to reduce energy consumption and improve performance.



## **Spare Parts**

We work closely with our suppliers to ensure that we have access to a wide range of spare parts for HVAC&R equipment. This includes components such as motors, fans, filters, and refrigeration gases.



## **Tools and Accessories**

We also source a range of tools and accessories from our suppliers to support the installation, maintenance, and repair of HVAC&R systems. This includes items such as gauges, meters, vacuum pumps, and refrigerant recovery units.

Beijer Ref is committed to working with suppliers who share our values and commitment to responsible and sustainable business practices. We have a rigorous supplier selection and evaluation process in place to ensure that our suppliers meet our standards for quality, ethics, and environmental responsibility. We also work closely with our suppliers to continuously improve our supply chain performance and reduce the environmental impact of our operations.





*We work closely with our suppliers to continuously improve our supply chain performance and reduce the environmental impact of our operations.*

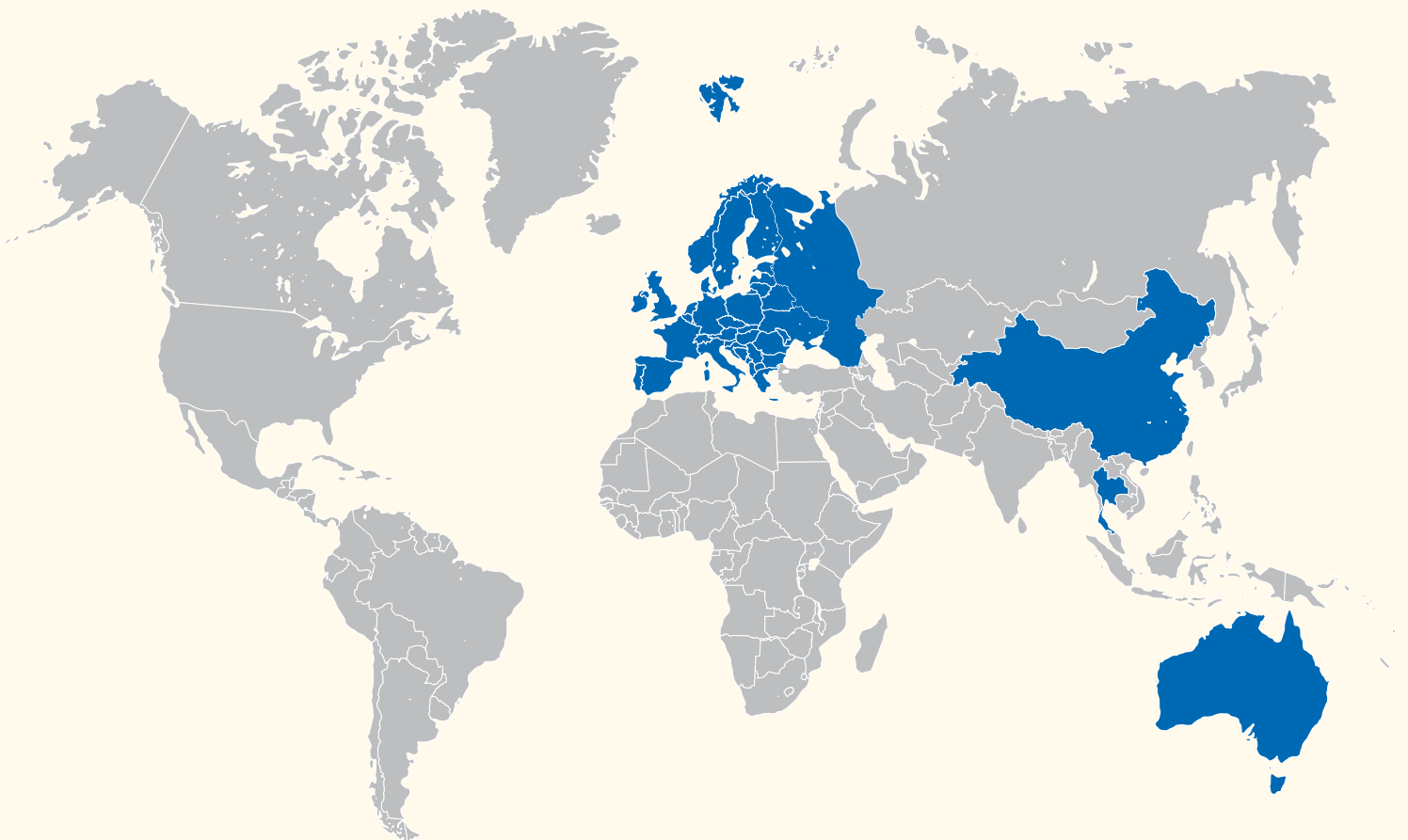


# Modern slavery risks

The Australian Modern Slavery Act 2018 focuses on the following areas of serious exploitation: People trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

The majority of our suppliers and trading partners are based in Australia with a small number of strategic partnerships with suppliers in China and Southeast Asia.

**Two-thirds of the purchases from our Tier 1 suppliers are Australian entities, with the remaining one-third sourced from China, Thailand, and Europe.**



At this stage, we have focused solely on assessing the risk of modern slavery in our procured products, with a plan to extend the evaluation to purchased services such as freight and cleaning in the future.

After conducting a thorough risk assessment process, Beijer Ref has determined that the risk of modern slavery within our organisation is currently evaluated as low. However, we understand that modern slavery risks may still exist, predominantly within the manufacturing industry across our extended supply chains. Such risks may include forced or underpaid labour along with lower working conditions. As a responsible and ethical organisation, we are committed to identifying and mitigating these risks.

In addition to addressing supply chain risks, we acknowledge that there may be risks of modern slavery associated with our

employment practices and procedures, for example the risk of underpaid labour through our engagement of temporary labour through labour hire agencies. To mitigate these risks, we aim to limit the use of labour hire agencies and ensure the employment conditions for any temporary labour hire workers engaged are compliant with applicable regulations.

In addition, we take a proactive approach to closely monitor our recruitment and employment practices, to ensure our direct workforce are employed in line with local legislation.

Moreover, we recognise the potential risks of modern slavery in our acquisition activities. As part of our ongoing efforts to address modern slavery, we conduct thorough due diligence on companies that we acquire. Through this process, we can reduce risks of modern slavery associated with these acquisitions.

Overall, we are committed to addressing and mitigating the risks of modern slavery across all aspects of our operations and supply chain. We regularly review and enhance our policies and procedures to ensure they remain effective in preventing modern slavery, and we engage with our suppliers, employees, and other stakeholders to promote ethical and responsible business practices.



# Actions to manage modern slavery risks

Beijer Ref is committed to managing and mitigating the risks of modern slavery within our supply chain and recognise the importance of promoting fair labour practices and ethical sourcing across our operations and suppliers. As part of this commitment, Beijer Ref has taken a number of actions and plans to take further actions in 2025-2026 to strengthen our approach to modern slavery risk management.

## Actions taken

- Focused on Tier 1 suppliers of goods and worked with each entity to ensure compliance with modern slavery regulations and standards.
- Required all Australian suppliers with a turnover of more than \$100m to provide their own modern slavery statement, while non-Australian entities and Australian entities without a statement were required to sign the *Beijer Ref Supplier Code of Conduct*.<sup>1</sup>
- Developed and issued an employee Code of Conduct to all employees
- Establish a whistleblower hotline to enable employees and suppliers to report any concerns about potential modern slavery risks.

## Actions to be taken in 2025-2026

- Ensure that all Tier 1 suppliers have either a modern slavery statement or sign the Supplier Code of Conduct.
- Provide ethics training to employees to increase awareness and understanding of ethical business practices, modern slavery and related issues.
- Conduct regular reviews with sustainability working groups to monitor and improve the effectiveness of the company's modern slavery risk management efforts.
- Further development of our Modern Slavery Supplier Risk assessment taking into account geographies and categories.

<sup>1</sup> The Beijer Ref Supplier Code of Conduct focuses on the following areas :

- |   |   |
|---|---|
| 1. Compliance with local laws and regulations     | 7. Child Labour                                 |
| 2. Product Safety                                 | 8. Trafficking, forced labour & migrant workers |
| 3. Competition on Fair Merits and Anti corruption | 9. Working Hours & compensation                 |
| 4. Accuracy of records and submissions            | 10. Environment                                 |
| 5. Fair treatment and non discrimination          | 11. Conflict Minerals                           |
| 6. Work environment                               | 12. Ethics & Compliance programs                |
|   | 13. Code compliance                             |

# Assessing the effectiveness of our actions

Beijer Ref continues to engage with our key Tier 1 suppliers on a regular basis including visits to these overseas partners in person.

In doing so we further develop our risk management approach to modern slavery by ensuring this topic is part of any agenda by promoting the topic, identifying any risks

and developing appropriate action plans with suppliers to be able to remain a Tier 1 vendor of the Beijer Ref Group.







## Consultation with associated entities

As part of our commitment to combat modern slavery, Beijer Ref engages in ongoing consultation with our related entities, through regular Board meeting presentations and collaboration across the sustainability working group. This ensures that all entities are aligned in their approach to managing modern slavery risks and that they are all committed to the same high standards of ethical conduct.

As a global company, Beijer Ref operates with a global Code of Conduct that sets out the ethical principles and standards that all entities linked to the Group are expected to uphold. The Code of Conduct provides clear guidance on the standards of behaviour expected from employees and contractors and covers a range of topics including anti-corruption, human rights, environmental protection, and labour practices.

Consultation with Group-linked entities through site visits and shared understanding of Beijer Ref policies and practices cascaded from the Board/CEO is an important part of Beijer Ref's approach to managing modern slavery risks, as it ensures that all entities are working towards the same goals and standards. This process involves regular communication and consultation with all entities to ensure that they are aware of their obligations under the Global Code of Conduct and that they have the necessary resources and support to meet these obligations.

By working closely with all linked entities, Beijer Ref can ensure that our commitment to combatting modern slavery is embedded throughout our operations, and that all entities are working together to identify and address any modern slavery risks that may exist within their operations or supply chains.



# Reporting entities

This statement is made by the following entities under the Beijer Ref group of companies:

- Beijer Ref Holdings Australia Pty Ltd (ACN 607 082 379) and our partly or wholly owned subsidiaries:

Beijer Ref Group	ACN
Beijer Ref Australia Pty Ltd	133 913 283
Kirby HVAC&R Pty Ltd	624 910 041
Complete Air Supply Pty Ltd	050 611 473
Viewpark Group Pty Ltd , Trading as Armcor Air Solutions	164 523 497
SCM Ref Australia Pty Ltd	643 020 795
ACD Airconditioning Direct Pty Ltd	617 917 281
AAD Australian Airconditioning Distributors Pty Ltd	139 947 363
HVAC Consolidated Pty Ltd	162 828 971
Turner Engineering Pty Ltd	009 381 373
Quality Air Equipment Pty Ltd	095 082 689 / 145 765 680
Atomic Capital Australia Pty Limited	155 240 690

This Modern Slavery statement has been approved by the Board of Directors of Beijer Ref Holdings Australia Pty Ltd on 19/05/25.

Wayne Ferguson,



Managing Director, Australia

# ***BEIJER REF***

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