

■ Modern Slavery Policy

1. Introduction

Energy Action respects and upholds the Human Rights of its workers in its operations including ensuring compliance with the Modern Slavery Act 2018 (Cth).

Energy Action takes a zero-tolerance approach to modern slavery and conducts business ethically and with integrity.

We are committed to ensuring that modern slavery does not take place in any part of our business or supply chains. To do this we will continually review our procurement processes and maintain effective systems and controls to ensure we do not cause, contribute or are in any way linked to, modern slavery practices.

2. Modern Slavery Act

The term modern slavery covers a range of exploitative practices including human trafficking, slavery, forced labour, child labour, removal of organs and slavery-like practices and adopts the Modern Slavery Act 2018 (Cth)'s definition of modern slavery.

Under Modern Slavery Act 2018 (Cth) requirements, it should be noted the national Modern Slavery Reporting Requirement (Reporting Requirement) applies to large businesses and other entities in the Australian market with annual consolidated revenue of at least AUD\$100 million. Energy Action is not required to report as our annual turnover is under \$100 million.

Energy Action follows industry best practice to ensure Service Providers, Suppliers and our staff comply with Modern Slavery principles.

3. Related & Supporting Policies

This Policy is supported by and linked to specific Energy Action policies. People are expected to comply with all Energy Action policies and procedures that include, but are not limited to:

- [Audit & Risk Management Committee Charter](#)
- [Risk Appetite Statement](#)
- [Code of Conduct.](#)
- [Privacy Policy.](#)
- [Diversity & inclusion Policy; and](#)
- [Continuous Disclosure Policy.](#)

4. Revision History

Version Number	Author	Date	Changes
V1.0	Contracts Manager	26 November 2021	Extracted from Code of Conduct Company Values – August 2020 (superseded by Code of Conduct Policy – November 2021 excludes Modern Slavery)

Approved by the Board of Energy Action Limited November 2021