

Anti-Slavery Policy

Commitment to Combatting Slavery and Human Trafficking

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to the ongoing improvement of its practices in order to address slavery and human trafficking within its own operations and throughout its supply chains. As a provider of workforce solutions, Zenergy acknowledges its responsibility, alongside its supply chain, to take a proactive and robust stance against slavery and human trafficking. This commitment applies both to those entities based in Australia and to suppliers operating outside of Australia.

Supplier Engagement and Policy Alignment

Before a supplier is engaged and included in Zenergy's supply chain, Zenergy confirms that the supplier has policies and procedures consistent with Zenergy's objective to combat slavery and human trafficking. Where a supplier does not have a Modern Slavery policy, Zenergy will provide its own policy to the supplier and secure assurances that the supplier will adhere to this policy prior to commencing any supply arrangement.

Management of Breaches and Risks

If, following the commencement of supply, Zenergy identifies a potential or actual breach, or risk of breach, relating to slavery or human trafficking, it will initiate an investigation to address the issue.

Supplier Due Diligence and Ongoing Review

Zenergy undertakes thorough due diligence when considering new suppliers, and regularly reviews its current suppliers. These processes involve a broad assessment of the supply chain to identify potential risks concerning modern slavery and human trafficking. Areas of focus within this assessment may include, but are not limited to:

- Evaluating the risks of modern slavery and human trafficking associated with each new supplier, which may form part of a wider assessment of human rights or labour rights;
- Regularly reviewing all aspects of the supply chain based on supply chain mapping;
- Conducting supplier audits or assessments with an emphasis on slavery and human trafficking where general risks have been identified;
- Implementing measures to improve the practices of suppliers found to be substandard, including providing guidance and requiring the implementation of action plans that specify necessary amendments. These improvements are verified through a re-audit process;
- Engaging in collaborative initiatives that focus on human rights, including slavery and human trafficking, and utilising ethical supplier databases where available. These databases allow Zenergy to check suppliers for their labour standards, overall compliance, and their approach to modern slavery and human trafficking;
- Applying sanctions against suppliers who fail to make the required improvements in accordance with an action plan, or who seriously breach Zenergy's supplier code of conduct. Sanctions may include suspension or termination of the business relationship, and reporting the matter to relevant authorities when appropriate.



Dean Woods, Director Zenergy Safety, Health and Wellbeing

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