

HG Modern Slavery Statement

Hydroflux Pty Ltd and the Hydroflux Group are privately owned Australian businesses in the water industry sector providing a range of sustainable water and other solutions for the industrial and municipal sectors.

Hydroflux does not tolerate modern slavery, servitude, human trafficking or forced labour and is committed to acting ethically, with integrity and transparently in all our business dealings. We take pride in the management of our businesses and our practices to safeguard against modern slavery risks in our business and supply chains.

The Hydroflux Group of companies includes:

| | |
|----------------------------------|----------------------------------|
| Hydroflux Industrial Pty Limited | Hydroflux Limited (UK) |
| Hydroflux Epco Pty Limited | Hydroflux Technology Pty Limited |
| Hydroflux Utilities Pty Limited | Hydroflux Epco NZ Limited |
| Hydroflux Pte Limited (Fiji) | Hydroflux Industrial NZ Limited |
| Cress Consulting Pty Limited | Hydroflux Utilities NZ Limited |

The head office is at Level 26, 44 Market Street, Sydney NSW.

Our supply chain includes product engineered supply (wastewater treatment equipment), installation services (plumbers and electricians), chemical suppliers, information technology and communications (ITC), safety equipment, cleaning and office supplies.

Suppliers were reviewed over a period of 12-months and the top ten highest risk in terms of spend, category and location identified. A workshop with key people from each entity identified potential risks of modern slavery associated with these suppliers.

In the main, Hydroflux source goods and services locally however, a small number of suppliers are either located in or source from potentially high-risk countries ¹. The traceability of these global supply chains is a shared concern. The accessibility of information is reliant on the relationships formed with our local suppliers and them with theirs.

To reduce the risk of modern slavery Hydroflux will:

- Engage with service suppliers to better understand their sub-contracting and sourcing countries
- Engage with local chemical suppliers to better understand the sourcing of raw materials and visit local manufacturing sites
- Provide realistic delivery expectations for local delivery using trucking logistics
- Continue paying our suppliers on time

To assess the effectiveness of actions taken, Hydroflux will:

Undertake an annual review

- Include modern slavery in supplier policies and forms
- Regularly remind staff of the internal grievance reporting mechanism in the WHSE Committee
- Raise awareness of modern slavery with a key focus item in internal newsletter

¹ Social Hotspot Database (SHDB)

This voluntary Modern Slavery Statement, which is not being submitted to the ABF, has been agreed to and approved by the Board of Directors for each company in the Hydroflux Group that employs staff or engages suppliers.

This statement was approved by the Board of Directors of Hydroflux Pty Ltd on 18 December 2020 and on behalf of the Hydroflux Group of companies.

Authorised by Adrian Minshull
Hydroflux IMS Director
May 2023

| Document Control | | |
|--|-------------------------------------|------------|
| Document Approval: This was reviewed and approved by the Hydroflux IMS Director May 2023. | | |
| Version: 4.00 | Next Formal Review: May 2024 | |
| Details of any amendments made prior to the next formal review | | |
| Version: | Details: | Date: |
| V1.00 | Original | 22/12/2020 |
| V1.01 | ABF submission details added | 20/01/2021 |
| V2.00 | Annual Review | 29/05/2021 |
| V3.00 | Annual Review | 29/05/2022 |
| V4.00 | Annual Review | 29/05/2023 |