MODERN SLAVERY POLICY

Public policy | Revision 1

Organisation	Milspec Energy Solutions Pty Ltd
Policy owner	Managing Director
Review cycle	Periodic and when material changes occur

Commitment

Milspec Energy Solutions Pty Ltd is committed to upholding high standards of ethical conduct and respect for human rights in our operations and supply chains. We do not tolerate modern slavery or human trafficking and will not knowingly engage in or support activities involving forced labour, debt bondage, servitude, deceptive recruitment, human trafficking or the worst forms of child labour.

Scope

This policy applies to all employees, contractors, suppliers and business partners associated with Milspec Energy Solutions Pty Ltd, in Australia and internationally. It covers our operations, procurement, project delivery and partnerships, and extends to the supply chains supporting our work.

Responsibilities

Management

Establish and maintain a culture of zero tolerance towards modern slavery and human trafficking. Ensure appropriate policies, procedures, resources and training are in place to identify, prevent and address modern slavery risks, and promote transparency and accountability across the organisation.

Procurement and supply chain

Conduct risk-based due diligence on suppliers and business partners; include appropriate contractual provisions and supplier conduct expectations; and work with suppliers to address concerns and support appropriate remediation.

Employees and contractors

Understand this policy and their role in preventing modern slavery; promptly report concerns or suspicions; and participate in relevant training and awareness activities.

Policy principles

Zero tolerance

We will not knowingly engage in or support modern slavery, forced labour or human trafficking in any form.

Due diligence

We assess modern slavery risks in our operations and supply chains, including the labour practices of suppliers, subcontractors and business partners, and take proportionate action to mitigate identified risks.

Transparency and accountability

We seek to be transparent about our efforts to prevent modern slavery and hold ourselves and our suppliers accountable for ethical labour practices and compliance with applicable laws and standards.

Continuous improvement

We regularly review and improve our policies, procedures and practices to strengthen prevention and align with Australian legislative requirements and relevant international good practice.

Reporting and remediation

Concerns about modern slavery or human trafficking connected with Milspec Energy Solutions or its supply chains should be reported promptly to management. External parties may email enquiries@milspecenergy.com.au and mark the message “Confidential - Modern Slavery Concern”.

Reports made in good faith will be considered promptly and handled as confidentially as reasonably possible. Milspec will assess immediate safety, investigate appropriately, seek specialist advice or refer matters to authorities when required, and take proportionate corrective or remedial action. We will avoid action that could increase harm to affected people.

If there is immediate danger, call 000. Suspected human trafficking or slavery may be reported to the Australian Federal Police on 131 AFP (131 237). Workplace concerns may also be raised with the Fair Work Ombudsman on 13 13 94.

Training and awareness

Milspec Energy Solutions provides training and awareness appropriate to the roles of employees, contractors and relevant suppliers. This includes recognising indicators of modern slavery and understanding reporting and prevention responsibilities.

Review and approval

This policy is reviewed periodically to maintain its effectiveness and alignment with applicable Australian requirements and relevant international standards. It may be updated to reflect changes in law, risk, operations or good practice.

Policy owner and authorising officer: Ben Campbell, Managing Director. The controlled approval record is retained internally by Milspec Energy Solutions.