

MODERN SLAVERY POLICY

Top management at Secure Power Solutions is firmly opposed to all forms of human trafficking and modern slavery, and is committed to promoting sound, moral, and ethical practices throughout the organisation.

We are committed to ensuring that there is no modern slavery or human trafficking within our processes, and will undertake all necessary and practicable steps, to ensure that these standards are complied with.

We expect our employees, suppliers, contractors and other relevant interested parties and their supply chain to share our values, to act with integrity in their activities, and comply with all applicable local, national and international laws.

Responsibilities

Management within Secure Power Solutions are responsible to:

- ensure modern slavery activities do not occur in any way at Secure Power Solutions;
- ensure appropriate records are retained to verify that modern slavery is not condoned or accepted by the organisation;
- encourage employees to raise concerns about any issues or suspicions of modern slavery;
- ensure that all employees, contractors and other relevant interested parties are shown respect and dignity in the workplace;
- train, educate and communicate with employees, contractors and other relevant interested parties in relation to modern slavery in the workplace;
- ensure that all employees are paid correctly and lawfully, compliant to all Australian pay laws;
- report all suspected cases to modern slavery activities to legal authorities;
- implement activities in the workplace to ensure modern slavery is not tolerated or accepted, and
- remain compliant to statutory, regulatory and other requirements.

Employees and other applicable interested parties within Secure Power Solutions are required to:

- never participate in modern slavery activities, in any way at Secure Power Solutions;
- report all suspected cases to modern slavery activities to management, and
- participate in training and communications related to modern slavery, as directed.

Approved
Tony Rutter - Managing Director

A handwritten signature in black ink, appearing to read "Tony Rutter", written over a light blue horizontal line.

09/04/2026