

PURPOSE

RedEarth Energy Storage Limited (ABN 34 163 828 920) opposes slavery in all its forms. RedEarth voluntarily makes this statement, which is intended to align with the requirements of s16 of Modern Slavery Act 2018 (Cth), describing the steps taken by RedEarth to seek to minimise the risk of modern slavery occurring in our business or supply chains.

POLICY

1.1 Our Structure, Operations and Supply Chains

We are a company incorporated in Queensland with an office in Darra.

RedEarth is an industry leader specialising in R&D, production, sales, and services of energy storage systems and commits itself to providing world-class Battery Energy Storage solutions.

RedEarth has its own factory to manufacture its products located in Darra, QLD Australia. RedEarth sources the materials and parts of the RedEarth products from various suppliers based in Australia and overseas. RedEarth also procures services from external providers, including:

- a custom clearance services provider based in QLD;
- installation and repair service providers based in all Australian states and territories.

1.2 Potential Risks of Modern Slavery Practices in the Operations and Supply Chains of RedEarth

We have taken steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We understand that the modern slavery risks depend on various factors, including the nature of the manufacturing industry; the type of workforce which could be used; and the level of human rights protection and enforcement in the countries where product parts are manufactured or processed.

We have identified the following potential modern slavery risks for our business and supply chains:

- Failure to provide a healthy and safe workplace
- Child labour, forced labour, bonded labour
- Unfair working conditions including underpayment, long hours of working and failure to provide employees entitlements
- Interference with freedom of association
- Discrimination (including pay gap) based on gender, age, race, disability, sexual orientation, cultural background, religion, pregnancy, family responsibilities
- Likely involvement of labour recruiters and other third-party agencies in the recruitment of workers.

1.3 Actions Taken To Assess and Address Modern Slavery Risks

We regularly undertake the following actions to mitigate the potential modern slavery risks identified above.

1.3.1 Labour standards and human rights protection in our business

We protect the broader human rights which can be connected to or indicative of modern slavery risk including employee rights equality, fair pay, safety, and privacy. We create a work environment which is inclusive of all people regardless of gender, age, race, disability, sexual

orientation, cultural background, religion, family responsibilities or other areas of potential difference.

We have in place the Social Responsibility Company Policy which covers areas including labour standards and human rights. Further, we have in place and comply with the following company policies in the conduct of our business:

- Occupational Health and Safety Policy

As part of our recruitment procedures, we only use reputable recruitment firms. Employees or potential employees do not pay the recruitment firms.

1.3.2 Training provided to employees

We provide work related and industry related training to our employees.

The training (induction training and annual training) is provided to cover the following topics:

- Introduction to IS90001 Standard
- Applicable laws on labour standards – working hours, pay and entitlements
- Social responsibilities of the company group
- Occupational health and safety
- Complaint and grievance procedures.

We organise external bespoke training to departments including auditing, compliance, workers working with chemicals, workers responsible for fire hazards, and other departments that are most likely to encounter modern slavery risks.

1.3.3 Occupational Health & Safety

We have established a sound occupational health and safety management system and formulated and implemented multiple occupational health and safety management policies. We continually invest in testing and monitoring occupational hazards and procuring safety equipment at work sites and have greatly increased input in safety facilities and operations among the member companies of the group.

If the breach is of a serious nature (e.g., child labour), we will terminate the supply promptly.

1.3.4 Involvement with employees and suppliers

Employees Feedback System

RedEarth conducts “organisational health degree” surveys to monitor employee satisfaction.

Supply Chain Management and Review

We cooperate with suppliers, make lean innovation, and have established long-term and sustainable partnerships. RedEarth seeks to continually improve its supplier management system.

1.4 Assessing the Effectiveness Of the Actions

RedEarth conducts annual reviews of the performance of our business and supply chains, including the assessment of the effectiveness of the above actions.

1.4.1 Annual report on employment

We conduct annual reviews and report with KPIs including the demographic of employees, occupational health and safety spending, hours of training provided to employees, number of complaints received in relations to workplace rights, and incidents of workplace health and safety.

	Modern Slavery Policy	RE-POL-0004
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Our review of the employment in our business in 2020 reveals that there is no child labour, forced labour, bonded labour, or any kind of discrimination or modern slavery related issues, and there is no breach of laws.

1.4.2 Review of our procurement procedure and annual auditing on our suppliers

We conduct annual auditing on our suppliers. The KPIs include the suppliers’ compliance with our policy and standards. We also revise our tendering process and evaluate our review system.

We require all suppliers of materials to obtain system certificates on occupational health and safety, environment, and quality management and other management system certifications.

1.4.3 Dialogue with stakeholders

We have seven main categories of stakeholder: shareholders/investors; customers; supply chain management; employees; government/community; public/industry; and the environment. We have established different communication channels for stakeholder categories.

RedEarth is committed to continuous improvement and recognises it is on a journey to improve its modern slavery risk identification and mitigation, and will continue to track progress annually.