

Modern Slavery Policy.

Parratech Group Pty Ltd
(ABN 91 634 192 920)



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At Parratech, corporate governance refers to the system by which we are governed to ensure we meet our objectives, manage our risks and assure compliance. Parratech engages with many product and service providers, especially in connection with the design, build,

and maintenance of our products. All suppliers are required to comply with the Supplier Code of Conduct. That includes complying with our Human Rights Policy and Modern Slavery requirements.

Parratech is committed to operating in a socially responsible and ethical manner. Parratech aims to meet the highest standards of integrity in a clear and transparent manner. These are standards beyond our legislative requirements and reflect the values we detail in this document.

Operations and Supply Chain

Where we operate

Headquartered in Sydney, Parratech conducts its business across Australia primarily in Brisbane, Melbourne, Sydney, Perth, and Canberra.

Our Supply Chain

The goods and services we source primarily relate to the development and construction of pre-fabricated acoustic enclosure and fuel systems for data centres. Our major categories of spend include:

- Structural steel
- Electrical components
- Building materials
- Stainless steel
- Skilled Labour
- Professional Services

Identification and assessment of modern slavery risks in the supply chain

Our largest human rights risks are associated with the supply of goods for the construction of our products. Whilst we are primarily focused on our direct suppliers, we recognise that there is also vulnerability in our indirect supply chain. Because of this, we actively engage with our direct suppliers and scrutinise their management systems. We proactively seek to increase the level of visibility on the origin of goods and services before these are delivered to Parratech.

We have prioritised our high-risk suppliers and undertaken a due diligence process to identify risk gaps and opportunities for improvement. We are committed to increasing our knowledge and awareness of modern slavery risks in these relationships and regularly monitoring their evolution. We also consider external factors such as geography, industry sector and operational circumstances.

Identifying Geographic Risk

Whilst the majority of our first-tier suppliers are based in Australia, we recognise that supply chains are complex and often involve a number of indirect inputs. We have focused on our high-risk suppliers to not only understand where their own businesses are located, but also, where they are sourcing their goods and services from. The countries which are most relevant to our business includes

Australia, New Zealand, Italy, China, India, Turkey, Malaysia, South Korea, where a large proportion of the goods and services we procure originates from. We are committed to working with the key suppliers with whom we have the largest influence due to the spend profile. We recognise the importance of our suppliers implementing appropriate controls, processes and policies to mitigate modern slavery risks in countries where modern slavery is more prevalent. We continue to monitor and manage this as part of our supplier due diligence process and hold them accountable in complying with Parratech's Supplier Code of Conduct.

Due Diligence

Our Procurement team conducts a range of supplier due diligence assessments at various stages of our sourcing and procurement process. We are focused on identifying, assessing, preventing, and mitigating human rights risks with a priority on our highest risk direct suppliers.

Prevention and Mitigation

We employ an interactive process to assessing human risks in our supply chain for both new and existing suppliers. This ensures that our approach remains relevant and identifies changes where we may directly or indirectly cause or contribute to instances of Modern Slavery. We remain committed to expanding our knowledge and transparency of those risks and taking appropriate action to eliminate these, including targeting those suppliers which are of most concern.

Supplier Onboarding

Parratech has strengthened its supplier vetting processes to include human rights risk assessment as a key criterion in the vendor approval process. Where appropriate, potential suppliers are required to provide additional information to address our concerns on human rights and modern slavery risk. This includes the completion of an assessment to articulate how those risks are mitigated and managed by their organisation. In addition, the suppliers are required to acknowledge Parratech's Supplier Code of Conduct, which outlines our commitments in this area and our expectations of their conduct in maintaining human rights standards including the elimination of child, bonded, forced or involuntary labour in accordance with international and domestic best practise. Where a potential supplier is not able to demonstrate their compliance with these requirements, they will not be permitted to conduct trade with us.

Physical Supplier Assessments

Throughout the procurement and sourcing process, Parratech is often required to visit suppliers' premises for a variety of reasons. This includes the inspection of components and products. Where it is appropriate, we have committed to a process under which a modern slavery assessment is undertaken as part of such supplier visits.

Training and awareness

Parratech continues to raise awareness of modern slavery in its organisation by educating our staff and providing a variety of awareness sessions. We are committed to continuing to build our teams knowledge and capabilities in this regard. We regard our employees as the key mechanism in identifying and addressing the risks of modern slavery. Our training program aims to equip them with the knowledge, tools and skills to understand and describe what modern slavery is, how to identify it and how to report suspected incidents.

Training is mandatory Parratech employees involved in management of procurement. The Procurement, Risk and Compliance functions will continue to evaluate the content and effectiveness of this training.

Remediation

Parratech is committed to remediating any identified instances of human rights and modern slavery abuses in our operations and supply chain. We have mechanisms for employees, contractors and third parties to raise grievances, including raising any actual or suspected breaches. We ensure that any concern or grievances raised are managed fairly and impartially. We also encourage team members to talk with the modern slavery committee members, their managers, or management representatives about any actual or suspected breaches in a confidential manner.

Where non-conformances or risks of modern slavery are identified, Parratech will partner with the supplier to formulate and execute a corrective action plan and agree on a timeline for its implementation. Parratech's modern slavery framework represents an ongoing journey. We intend to further mature our processes to keep pace with our growth to ensure we stay aligned with global and domestic standards. We recognise that time and focus is required for this to be meaningful. We have taken the initial steps in building a foundation which we intend to continue to evolve and assess our effectiveness in identifying and managing modern slavery risks within our operations and supply chain.

Consultation

Parratech's overarching policies, systems and processes in this important area have been prepared in consultation with the various functions in our business and with external consultants including procurement, operations, legal, risk and compliance teams in a collaboration that seeks meaningful progress in the elimination in human rights violations and modern slavery risk. This Statement was reviewed by Parratech's Managing Director who is responsible for the overarching risk management in this area.

Looking Forward

Parratech's modern slavery framework represents an ongoing journey. We intend to further mature our processes to keep pace with our growth to ensure we stay aligned with global and domestic standards. We recognise that time and focus is required for this to be meaningful. We have taken the initial steps in building a foundation which we intend to continue to evolve and assess our effectiveness in identifying and managing modern slavery risks within our operations and supply chain.

- Moving forward , our modern slavery committee will focus closely on the below:
- Continue to bolster and drive training and awareness programs internally and externally
- Extend the deep dive supplier assessment process across new suppliers
- Further strengthen our supplier audit activities, in line with the contractual obligations we have implemented
- Continue the internal assurance programs around our procurement activities by using our modern slavery framework and developing new toolsets to support these processes
- Continue engagement with suppliers to raise awareness and improve performance and corrective actions to mitigate risk.

Sincerely



Jason Fooks
Managing Director