



Ready
For **Rent**

National Pump & Energy Pty Ltd

Modern Slavery 2023 Statement

Introduction

This Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (“the Act”) on behalf of National Pump & Energy Pty Ltd (“NPE”), which is classified as a reporting entity in accordance with the provisions of the Act.

This Statement relates to the reporting period 1 July 2022 to 30 June 2023 and sets out the actions taken by NPE to identify and address modern slavery risks in our business and supply chain.

Structure, Operations and Supply Chain

Structure:

NPE is incorporated in Australia and its legal structure is a proprietary limited company. Until 31 May 2023, NPE was the ultimate holding company which owned and controlled its subsidiary entities. From 1 June 2023, Atlas Copco AB is the ultimate holding company of NPE and its subsidiary entities.

Operations:

NPE has a large physical presence operating from eleven sites in Australia and one site in New Zealand. Our operations are currently headquartered on the Sunshine Coast in Queensland.

NPE employs over 420 employees and contractors in its business, with these employees situated across the sites located in Australia and New Zealand.

NPE's core business is the supply, installation and hire of pumps, power generation and ancillary equipment. NPE also provides a number of dewatering services to construction and mining entities, councils and water authorities.

Supply Chain:

NPE's supply chain includes supply by product manufacturers, who provide parts which are then assembled into our plant and equipment at workshop facilities in Australia and New Zealand. Most of the parts supplied are manufactured in Europe, the United States of America and China.

NPE's supply chain also includes indirect supplies through the purchase of inventory, products, consumables, and services. This includes equipment, office supplies, personnel and training of staff, occupancy costs, IT costs, support services and travel costs. These items are sourced from a number of locations around the world.

NPE aims to establish trust and integrity with our suppliers as our business relationships are key to the ongoing success of our business. Our supplier selection process can include due diligence, whereby we investigate the supplier's reputation, obtain business references, and seek to review compliance with health, safety and environmental standards.

NPE's focus is on long-term arrangements with suppliers to maintain continuity and sustainability.

Risk Assessment

NPE confirms it has a zero-tolerance approach to modern slavery and is committed to keeping our employees, suppliers and customers accountable.

With the location and nature of our operations and employees, the following are risks NPE need to consider:

- Working conditions;
- Forced labour;
- Bribery; and
- Corruption.



NPE recently reviewed multiple supplier contracts to ensure equipment is only sourced from suppliers that operate ethically. The result of this review was a substitution of a supplier who produced our merchandising equipment to ensure NPE was not working with a supplier that had substandard practices and could not demonstrate a commitment to ethical practices and preventing modern slavery.

NPE has further identified that the following are key areas of risk:

- Selection of suppliers.
- Selection of customers.
- Recruitment of employees.
- Engagement of contractors.

NPE considers the risk of modern slavery within its operation and supply chain to be classified as low to moderate, having regard to the nature of operations, location of suppliers and customers and method of recruitment of employees and contractors.

Addressing Risks

NPE is taking proactive measures to assess and address the risks of modern slavery in our company's strategy, culture, and operations. The prevention of modern slavery is central to our corporate sustainability goals and commitment to running a safe and ethically responsible business.

NPE assess risk by:

- Conducting due diligence enquiries to evaluate suppliers, new and existing, which include:
 - Assessing risk in the provision of goods and services.
 - Requesting relevant information, including employment conditions and health and safety standards.
- Reviewing the policies and codes of conduct for suppliers and customers.
- Regularly mapping and reviewing our operations and supply chains.

NPE address risk by:

- Working collaboratively with suppliers locally and globally who demonstrate commitment to identifying, addressing, and removing modern slavery practices.
- Requiring improvement of suppliers who have substandard practices to continue a working relationship or alternatively sanctioning suppliers that fail to improve



their practices in line with our requirements.

- Developing policies and procedures for our business which include:
 - A robust code of conduct which provides guidance and conveys our commitment to fostering and maintaining high standards of behaviour, conduct and professionalism in our organisation, including when performing work and interacting with the community at large.
 - A fair and transparent recruitment and selection policy that complies with legislative requirements, including ensuring employees are eligible to work in Australia and safeguarded against slavery and human trafficking.
 - A whistleblower policy that creates an internal culture that encourages employees to speak up, raise issues and disclose conduct relating to our rules, policy, business, suppliers and customers.
- Ensuring relevant contracts and agreements contain a clause that deals with modern slavery.
- Observing corporate social responsibility laws and guidelines when purchasing products.
- Providing information and training to staff so that they are aware of how to identify and deal with modern slavery risks.
- Encouraging and participating in anonymous reporting for suspected breaches.

Assessing Effectiveness

NPE expects compliance by employees, suppliers and customers with all of our policies and procedures which are implemented and designed to protect the business against modern slavery risks.

NPE is continuously looking for ways to ensure our employees, suppliers and customers are aware of our expectations. NPE is also committed to reviewing and further developing our policies, training and risk assessment tools to continue to combat modern slavery practices in all aspects of our operations and supply chain.

It is anticipated that NPE will seek to enhance its approach moving forward by conducting regular audits and providing suppliers and customers with a modern slavery questionnaire.



NPE has started implementing Atlas Copco Group processes and actions to identify and address modern slavery risks in its operations and supply chain and will continue with this work during the coming reporting year.

Consultation Process

During the reporting period that this Statement covers, NPE actively engaged and consulted with all companies we own or control in the preparation of this Statement. The requirements of the Act were discussed, as well as steps to be taken in the future to address modern slavery requirements. All stakeholders will be kept updated with NPE's approach to ensure compliance in the future.

Final Statement

This statement was approved by the Board of Directors on 12 December 2023 and is also available on our website.

DocuSigned by:

06C4791B58FB448...
Timothy Last

Director

14 December 2023

