

# Energy Renaissance Modern Slavery Policy

---

**Policy Name:** Modern Slavery Policy

---

## Purpose

The purpose of this policy is to outline Energy Renaissance's ("ER") commitment to conducting its business in a manner that respects the human rights of all individuals. We recognise the responsibility to take a robust approach to slavery and human trafficking, and we are committed to preventing these practices in our corporate activities and supply chain. This policy outlines our stance on modern slavery and our steps to ensure compliance with the Modern Slavery Act 2018 (Cth).

This policy is critical to ER's broader commitment to ethical business practices and corporate social responsibility. It aligns with our strategic objectives to be Australia's dominant sovereign manufacturer of lithium-ion batteries while upholding the highest ethical standards.

## Scope

This policy applies to all persons working for ER or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants, and any other third-party representatives.

## Policy Statement

- 1. Zero Tolerance:** ER maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings.
- 2. Compliance with Laws:** We will comply with all laws and regulations concerning modern slavery and human trafficking, including the Modern Slavery Act 2018 (Cth) and the United Nations Universal Declaration of Human Rights.
- 3. Due Diligence:** We will conduct due diligence on our suppliers and partners to ensure they adhere to this policy and the principles set forth herein. We will work towards a commitment to using suppliers that are members of the Responsible Business Alliance (RBA), which has its own Code of Conduct prohibiting forced and bonded labour.
- 4. Transparency:** ER will be transparent in its efforts to eradicate modern slavery, when required, ER will publish an annual Modern Slavery Statement as required by law.
- 5. Training and Awareness:** All ER employees will undergo training to ensure they understand the risks of modern slavery and human trafficking and can identify warning signs within our operations and supply chain.
- 6. Reporting:** We encourage all employees, suppliers, and other business partners to report concerns about the organisation's direct activities or supply chains. This includes any circumstances that may increase the risk of slavery or human trafficking.
- 7. Accountability:** Failure to comply with this policy will be considered a severe violation and may result in disciplinary action, including termination of employment or contracts.

## Implementation and Monitoring

- 1. Risk Assessment:** We will regularly assess the risk of modern slavery within our operations and supply chain. This will include an audit of all suppliers and partners regularly.
- 2. Key Performance Indicators (KPIs):** We will establish KPIs to measure the effectiveness of our efforts to ensure that slavery and human trafficking are not taking place within our business or supply chains.

**3. Annual Review:** This policy will be reviewed regularly and may be amended occasionally.

**4. Board Oversight:** The Board of Directors of ER will have overall responsibility for this policy and will review performance against the KPIs regularly.

## References

1. Modern Slavery Act 2018 (Cth) - [Legislation.gov.au](<https://www.legislation.gov.au/Series/C2018A00153>)
2. United Nations Universal Declaration of Human Rights - [UN.org](<https://www.un.org/en/about-us/universal-declaration-of-human-rights>)
3. Responsible Business Alliance Code of Conduct - [ResponsibleBusiness.org](<http://www.responsiblebusiness.org/standards/code-of-conduct/>)

## Responsibilities

**CEO and Managers** are responsible for the administration, implementation, and compliance of the Modern Slavery Policy.

**Employees** are responsible for adhering to all Energy Renaissance Policies, Guidelines and Procedures as directed by the Company and their Managers. Failure to comply with this or any Energy Renaissance Policy may result in disciplinary action (up to and including the termination of employment in serious or repeated cases).

## Further Information

Further questions should be directed to your immediate Manager or your HR Representative.

## Supporting Documents

Energy Renaissance Code of Conduct Policy  
Supplier Code of Conduct

## Version Control

- Issue Date: September 2023
- Revision Date: N/A
- Next Revision Due: September 2024