



## Modern Slavery Policy

### 1 OBJECTIVES

- 1.1 Tilt Renewables is committed to eliminating, to the extent possible, the risk of modern slavery occurring within its own business, in its supply chains or through any other business relationship.
- 1.2 Modern slavery can take many forms. Fundamentally, modern slavery is a range of exploitive practices including human trafficking, slavery, forced labour and child labour all of which involve the deprivation of a person's liberty by another in order to exploit that person for personal or commercial gain.
- 1.3 As part of its commitment to limiting the risk of modern slavery, Tilt Renewables will comply with all applicable Australian and International slavery legislation including the *Modern Slavery Act 2018* (Cth) and any state-based legislation that may be applicable.
- 1.4 This policy will be used to underpin any statement on modern slavery that is required to be made under that applicable legislation.

### 2 SCOPE

- 2.1 This policy applies to all persons working for and on behalf of Tilt Renewables in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative (collectively, **Workplace Participants**).
- 2.2 This policy also applies to all persons and entities who have, or seek to have, a business relationship with Tilt Renewables. Tilt Renewables expects all who have, or seek to have, a business relationship with Tilt Renewables, and/or who participate in Tilt Renewables' supply chain, to familiarise themselves with this policy and to act in a way that is consistent with its values.

### 3 POLICY

- 3.1 Tilt Renewables has a zero-tolerance approach to all forms of modern slavery within its business and within its supply chain.
- 3.2 Tilt Renewables is committed to acting ethically and with integrity in all its business dealings and relationships.
- 3.3 Tilt Renewables is committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in its business or any related supply chains.
- 3.4 Tilt Renewables will use its best endeavours to ensure that, in addition to this Policy, there are Company programmes designed to detect and prevent modern slavery practices within its supply chain, including:
  - a. ensuring communication of this policy to all Workplace Participants, business partners and supply chains;
  - b. assessing modern slavery and human trafficking risks within Tilt Renewables and its supply chains and developing effective, efficient and transparent controls to reduce exposure to those risks;

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- c. ensuring anti-slavery wording is inserted into contracts for employment and procurement;
- d. implementing appropriate due diligence processes prior to engaging business partners, agents, contractors, consultants, sub-contractors and suppliers within Tilt Renewables' supply chain;
- e. ensuring that Tilt Renewables only engages business partners, agents, contractors, consultants, sub-contractors and suppliers within its supply chain who have also implemented procedures which incorporate the principles under the applicable modern slavery legislation;
- f. providing training to all Workplace Participants to ensure compliance with this policy and enable all Workplace Participants to recognise modern slavery practices and take steps to avoid the same;
- g. preparing and providing modern slavery statements where required which meet the requirements under section 16 of the *Modern Slavery Act 2018* (Cth) and any state-based legislation; and
- h. implementing continual review mechanisms to ensure that Tilt Renewables remains vigilant to modern slavery risks.

#### **4 REPORTING**

- 4.1 Workplace Participants are required to be pro-active and promptly report any suspected violation of this policy. Complaints will be kept confidential and will be dealt with appropriately.

#### **5 COMMUNICATION AND AWARENESS**

- 5.1 Tilt Renewables will provide annual training on this policy (and as otherwise necessary) and to communicate the risk of modern slavery occurring within our supply chains.

#### **6 BREACHES OF THIS POLICY**

- 6.1 Tilt Renewables considers a breach of this policy to be a serious matter. Any employee who breaches this policy by engaging in or conspiring to engage in any modern slavery conduct will face disciplinary action, up to and including termination of employment.
- 6.2 Tilt Renewables may terminate its relationship with other Workplace Participants or individuals and organisations working on its behalf, or engaged by it within its supply chain, if they breach this policy.

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