

ENERGY POWER SYSTEMS AUSTRALIA

MODERN SLAVERY STATEMENT 2025

Energy Power
Systems



**Energy Power Systems Australia (EPSA)
is committed to ensuring that modern
slavery and human trafficking have no
place in our operations or supply chain.**

As a responsible corporate entity, we uphold the highest ethical standards and strive to act with integrity in all our business dealings.

This Modern Slavery Statement reflects our ongoing commitment to identifying, mitigating, and addressing risks related to modern slavery within our supply chain.

We aim to foster transparency, accountability, and collaboration with our suppliers to ensure fair and ethical practices are upheld across all levels of our operations.



A message from our Managing Director

We are proud to present this Modern Slavery Statement, which was approved by the board of Energy Power Systems Australia Pty Ltd on 16 December 2025. This statement captures the activities of EPSA in the financial year ended 30 June 2025.

At EPSA, we believe that every individual has the right to live and work free from exploitation.

Modern slavery is a grave violation of human rights, and as a business, we are steadfast in our commitment to eradicating it from our supply chain.

This statement outlines the steps we are taking to ensure compliance with the Modern Slavery Act and to promote ethical practices among our suppliers and partners.

Together, we can build a supply chain that not only delivers value but also upholds the dignity and rights of every worker.

I encourage all stakeholders to join us in this important endeavor as we continue to work towards a future free from modern slavery.

Chris Murray,
Managing Director

About EPSA Operations

Energy Power Systems Australia (EPSA) is the authorised dealer for Cat® engines, generators, and power solutions across Australia, Papua New Guinea, and the Solomon Islands. Established in 1992 and headquartered in Mulgrave, Victoria, EPSA has grown into a leading provider of integrated energy solutions, offering both off-the-shelf products and fully engineered turnkey systems tailored to a wide range of industries including mining, marine, construction, agriculture, and government.

Cat® is owned by Caterpillar Inc. (Caterpillar). Caterpillar is a leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines diesel-electric locomotives and batteries with 156 independently owned Cat® dealers serving around 190 countries. EPSA operates in accordance with Caterpillar's strict dealer requirements, policies and procedures.

EPSA's core offerings include Caterpillar-branded engines and generator sets and services, hybrid energy systems, microgrid solutions, and renewable energy technologies such as solar PV and battery storage. EPSA also a major player in the rental market, providing short- and long-term solutions for power generation, temperature control, and compressed air equipment under the Cat Rental Power brand.

With a workforce of 255 employees EPSA operates from multiple locations across Australia and Papua New Guinea, ensuring national coverage and rapid response capabilities, refer to Figure 1. This commitment to customer-centric service, safety and sustainability has positioned EPSA as a trusted partner in both traditional and renewable energy sectors. EPSA's integration of Caterpillar's latest technologies, including hybrid and microgrid systems, reflects their forward-thinking approach to energy challenges in the region.

- EPSA Head Office
- EPSA Branches
- Cat Dealer Partner Branches/ Servicing Dealers
- Rental Fleet Holding Yard
- Sales Office

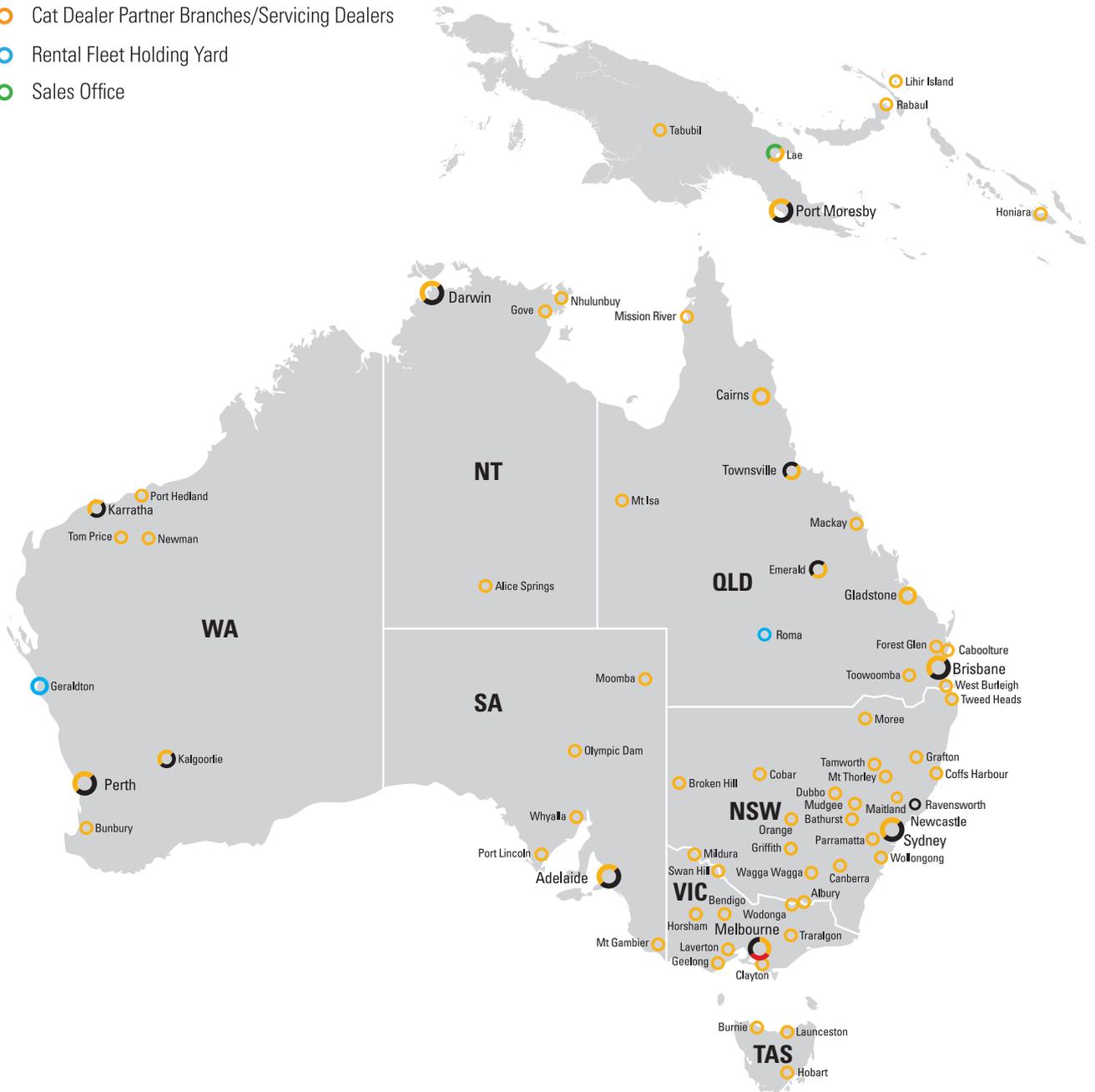


Figure 1: EPSA Operational Footprint

EPSA Structure

EPSA is owned by the four Cat® machinery dealers in Australia, refer to figure 2, who provide after-sales and services for Cat® products sold by EPSA. EPSA in turn owns two subsidiaries at the date of this Statement, which are 'controlled entities' for the purposes of the Modern Slavery Act 2018 (Cth):

- Energy Power Systems PNG Ltd (Tax Identification Number 50003345), is located on Spring Garden Road, Hohola, Papua New Guinea and is the authorised supplier of Cat® engines, generators and power solutions in Papua New Guinea and the Solomon Islands; and
- CAT Engine Systems Australia Pty Ltd (ACN 119 925 272) which is a dormant, non-trading entity.

Both subsidiaries were consulted during the development of this Statement to collect supplier information and discuss EPSA's Modern Slavery Statement and risk management approach.

Unless the context otherwise requires, all references to "EPSA" in this statement are references to EPSA and its subsidiaries collectively.

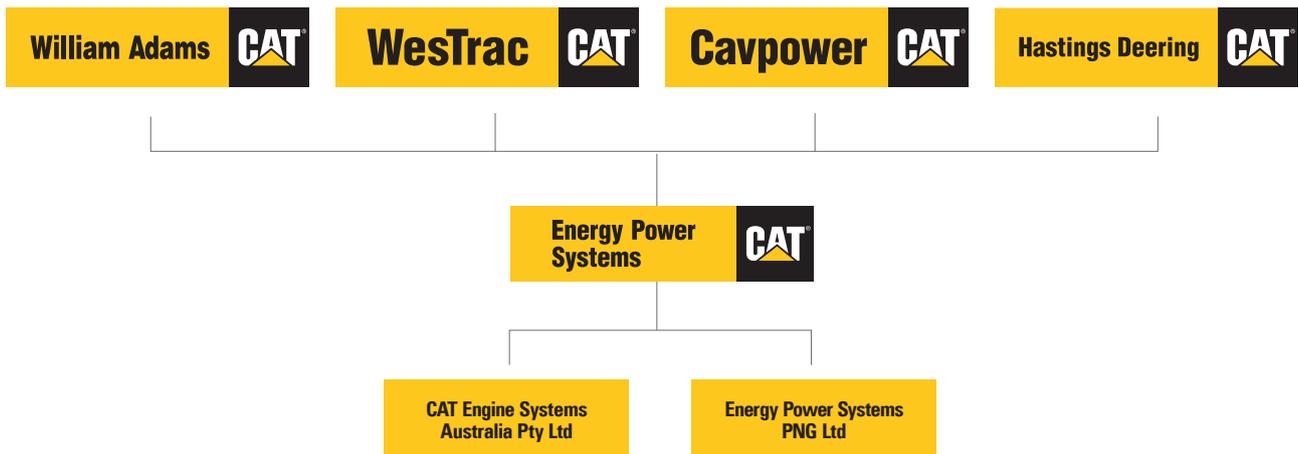


Figure 2: EPSA Ownership Structure

EPSA's Supply Chain

EPSA operates a strategically structured supply chain that reflects its commitment to long terms Sustainability and supporting local industry while maintaining strong global partnerships.

EPSA's supply chain consists of procuring a broad range of equipment and components. EPSA recognises that latent risks can exist in every stage of the supply chain. EPSA's supply chain includes:

- Mechanical and electrical components sourced from Caterpillar from Americas, Asia Pacific, Europe and the Middle East regions;
- Mechanical and electrical equipment sourced from other regions including Europe and South-East Asia; and
- Various Australian, New Zealand and Papua New Guinea suppliers and contractors who support other regional purchases.

EPSA procures a substantial portion of its goods from Caterpillar for resale. Caterpillar is committed to respecting internationally recognised human rights throughout its global operations as noted in its Human Rights Policy, Slavery and Human Trafficking Statement and its Supplier Code of Conduct. Caterpillar expects its suppliers and business partners to do the same and encourages them to develop their own approach in their operations consistent with these expectations.

In FY25, EPSA demonstrated a significant emphasis on domestic procurement, with

approximately 51% of all purchases made through Australian businesses, encompassing a wide range of goods and services from engineered systems and rental equipment to maintenance and logistics support. This local engagement ensures that EPSA can deliver timely and tailored solutions to its clients across diverse sectors, including mining, construction, and energy.

EPSA also maintains a robust international procurement framework contributing to 49% of its FY25 spend, of which 45% is allocated directly to Caterpillar in Singapore, United States, Germany and United Kingdom. This relationship is vital for accessing Caterpillar's advanced technologies, including engines, generator sets, and hybrid energy systems.

The remaining spend were distributed across other key global partners in Papua New Guinea, Norway, United States through to Canada collectively accounting for 4%. Refer to Figure 3.

This balanced supply chain model anchored in local procurement but supported by strategic international sourcing, positions EPSA to deliver high-quality, reliable, and sustainable energy solutions across Australia and the broader region.

FY25 Spend

(Australia vs Overseas)

45%

Overseas Spend CAT

4%

Overseas Spend
(Non CAT)

51%

Australia Spend

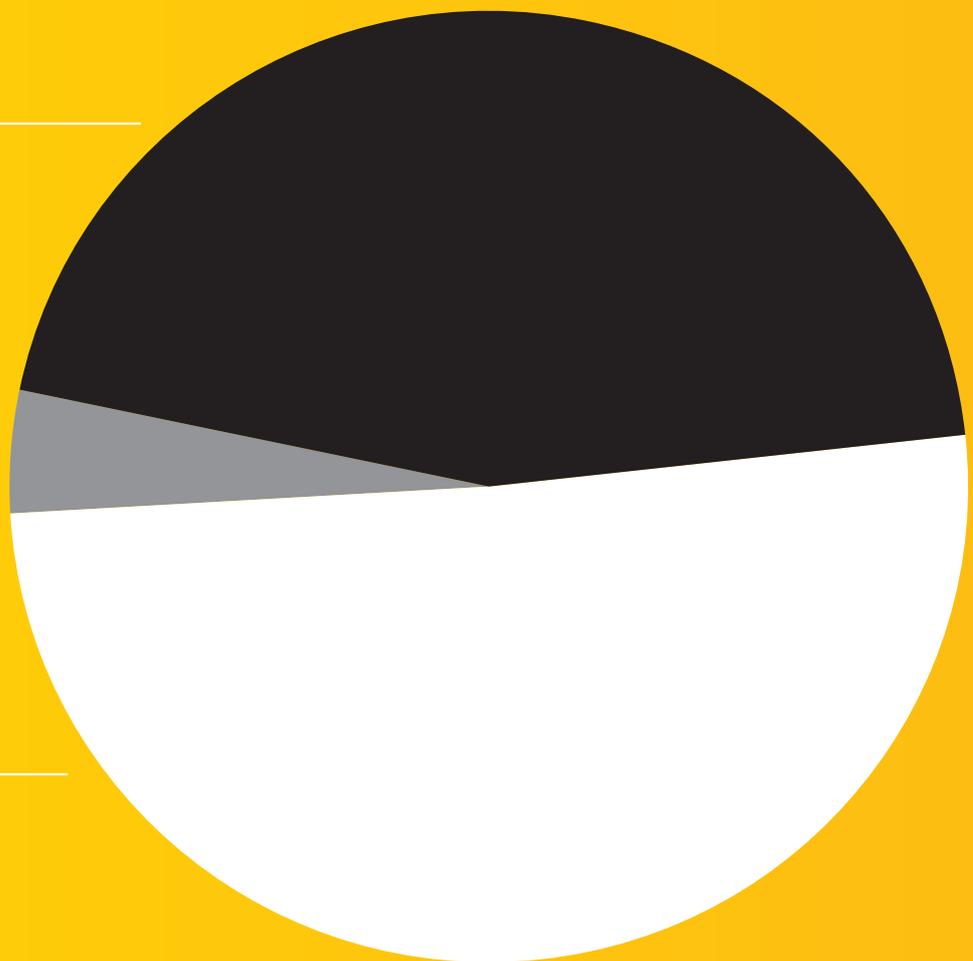


Figure 3: FY25 Spend by Region

Actions taken to assess and address modern slavery risks

Development of a modern slavery framework

EPSA is committed to identifying and mitigating the risks of modern slavery within its supply chain. Recognising that slavery can exist at any stage from raw material sourcing to final product delivery, EPSA has taken proactive steps to ensure its procurement practices uphold human rights and ethical standards. In FY25, EPSA launched a comprehensive initiative aimed at assessing and managing risks that have the potential to harm people, particularly those associated with forced labour and exploitative practices.

Central to this initiative is the development of a detailed and robust risk assessment methodology that evaluates both country-level and product-specific risks. EPSA's risk management framework categorises countries into High, Medium, and Low risk bands, allowing for a nuanced understanding of where vulnerabilities may lie. This tiering system is not based solely on self-reported data or survey responses; instead, it draws from a diverse set of international resources to ensure objectivity and depth in analysis.

EPSA's tools incorporate data from the Walk Free Global Slavery Index, the Freedom House civil liberties score, and the TVPRA (Trafficking Victims Protection Reauthorization Act) list of goods at risk. By triangulating these sources, EPSA is able to assess not only the prevalence of modern slavery in a given country but also the broader socio-political context, such as the availability of civil liberties and the likelihood of forced or child labour in specific industries. This multi-dimensional approach ensures that risk assessments reflect both statistical data and on-the-ground realities.

The inclusion of product-level weighting particularly for goods known to be associated with exploitative labour practices adds another layer of precision to EPSA's methodology. This enables the company to make informed decisions about supplier engagement, prioritise audits, and implement corrective actions where necessary. Through this framework, EPSA is not only complying with regulatory obligations but also demonstrating leadership in ethical sourcing and human rights due diligence.

EPSA's modern slavery risk assessment

EPSA recognises its responsibility to identify and mitigate the risk of modern slavery within its operations and supply chain. Based on EPSA's newly implemented risk assessment framework, the overall risk of modern slavery directly within our business is considered low.

Approximately 98.6% of total spend from Low-risk countries and 1.4% of total spend from Papua New Guinea, which was determined as a Medium risk Country. While these figures indicate a low inherent risk, EPSA has not remained complacent and continues to take proactive steps to strengthen its approach.

EPSA has analysed and reviewed all vendor spend in the medium-risk country Papua New Guinea (PNG). We engaged in collaborative discussions with EPSA's Country Manager for PNG to review all vendors in detail, distinguishing between those that are locally based and those that are international organisations operating in PNG, as well as the types of services provided. This analysis enabled EPSA to prioritise engagement with these vendors in a structured and risk-focused manner.

Country	Spend	Risk
Australia	51%	Low
Singapore	44%	Low
Papua New Guinea	1.7%	Medium
Norway	1.3%	Low
United States	1.0%	Low
Great Britain	0.3%	Low
Germany	0.1%	Low
New Zealand	0.1%	Low
Sweden	0.1%	Low
Canada	0.1%	Low

Table 1: FY25 Country Risk

Other actions taken

During FY2025, EPSA engaged an industry-leading consultancy to conduct a comprehensive review of our Sustainable Procurement Strategy. This review identified several opportunities for improvement, which EPSA plans to implement progressively over the coming years to further enhance our governance and risk management practices.

With dedicated Procurement resources, EPSA has embedded Modern Slavery terms and conditions into all standard supplier agreements, ensuring contractual obligations align with legal and regulatory requirements.

In addition, EPSA has developed a Supplier Audit Questionnaire designed to assess suppliers identified as High risk under our risk assessment framework. This program will also consider extending audits to medium-risk suppliers where business criticality warrants additional oversight. These audits will help ensure that suppliers meet EPSA's ethical and compliance standards.

To further strengthen supplier engagement and transparency, EPSA successfully rolled out an online supplier questionnaire aimed at improving the onboarding process and enabling better access to supplier data. This initiative will support ongoing compliance, monitoring and marking a significant step toward enhanced visibility and accountability across our supply chain.

Existing frameworks to support modern slavery

EPSA's approach to managing modern slavery risk is supported by a comprehensive policy suite that embeds ethical practices and compliance obligations across the organisation. Key elements include:

Code of Conduct and Corporate Social Responsibility Policy	Reinforces EPSA's commitment to integrity, fairness, and compliance with all applicable laws. These policies set clear expectations for ethical behaviour and responsible business practices.
Whistleblower Policy	Provides a confidential mechanism for employees, suppliers, and stakeholders to report concerns, including potential modern slavery risks, without fear of retaliation.
Industrial Relations Policy	Ensures EPSA meets all legislative requirements as an employer, including minimum wage obligations and employee entitlements.
Mandatory Minimum Age Policy	Prohibits the use of child labour within EPSA's operations and supply chain, aligning with international labour standards.
Supplier Handbook	Outlines minimum standards for health and safety, environmental management, quality, and procurement practices, including modern slavery risk management expectations.
Procurement Guidelines and Delegations of Authority	Govern purchasing decisions and embed risk-based due diligence processes to identify and mitigate modern slavery risks.
Training and Awareness Programs	Mandate modern slavery training for all employees as part of onboarding, ensuring staff understand their responsibilities in identifying and managing risks.

Together, these policies and frameworks create a strong foundation for preventing, detecting, and addressing modern slavery risks across EPSA's operations and supply chain.

Assessing effectiveness of actions taken

EPSA is committed to ensuring modern slavery and human trafficking have no place in our operations or supply chain. This commitment is embedded within EPSA's Integrated Management System (IMS), which unites all policies, procedures, and processes under a structured Plan-Do-Check-Act methodology and a focus on risk-based thinking. The IMS incorporates policies specifically addressing modern slavery and aligns with international standards, including ISO 31000 Risk Management and ISO 9001 Quality Management, ensuring continuous improvement and robust governance.

During the reporting period, EPSA continued to engage with its reputable local supplier base, where modern slavery risk remains low. This approach contributed to strong compliance outcomes, with no customer complaints and no known supplier non-conformances related to modern slavery. EPSA regularly reviews IMS processes to assess supplier management, audit results, and the effectiveness of actions taken, reinforcing transparency and accountability.

Employees play a critical role in risk identification. All staff complete mandatory modern slavery training during onboarding, and those involved in supplier onboarding receive additional guidance on risk-based due diligence, including assessment of the Supplier Questionnaire. These measures ensure early detection and mitigation of potential risks.

Forward looking

EPSA acknowledges that within Australia and other major developed countries that have implemented Modern Slavery frameworks, many suppliers, particularly large Australian and International organisations prefer to reference their own ethical sourcing policies and standards rather than completing multiple assurance requests. This trend is understandable given the proliferation of Modern Slavery sourcing requirements in recent years and the increasing reliance on Internationally recognised accreditations.

Looking ahead, EPSA will assess and consider the alignment of these external accreditations with our internal risk assessment program, ensuring that our approach remains robust while reducing duplication and administrative burden for suppliers. This alignment will help maintain consistency with global best practices and strengthen EPSA's ability to manage Modern Slavery risks effectively.

EPSA also remains committed to fostering a culture of transparency and accountability. Our Whistleblower and Speak Up Program will continue to provide a safe and confidential channel for employees, suppliers, and other stakeholders to report any concerns, including potential instances of Modern Slavery. By encouraging open communication and continuous improvement, EPSA aims to further enhance its Modern Slavery practices and uphold its commitment to human rights across the supply chain.