



# Modern Slavery Statement

FY 2025-2026

## — Our Commitment

Ironbark EV is committed to conducting its business ethically, responsibly, and with respect for human rights. We recognise that modern slavery—including forced labour, bonded labour, child labour, servitude, and human trafficking—is a global issue that can occur in complex supply chains, particularly within manufacturing, logistics, and construction-related industries.

## — Who We Are

Ironbark EV supplies electric vehicle charging equipment and associated infrastructure solutions to government, commercial, and industrial clients across Australia.

While Ironbark EV does not currently meet the reporting threshold under the *Commonwealth Modern Slavery Act 2018*, we acknowledge our responsibility to take reasonable and proportionate steps to identify and minimise the risk of modern slavery within our operations and supply chains.

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### Regulatory Status

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## Our Business & Supply Chain

Ironbark EV supplies electric vehicle charging equipment and associated infrastructure solutions to government, commercial, and industrial clients across Australia. Our supply chain includes both Australian and international suppliers, including manufacturers of electrical and electronic equipment.

### BUSINESS OPERATIONS

- ✓ Supply of EV charging equipment
- ✓ Infrastructure solutions
- ✓ Government & commercial clients

### SUPPLIER NETWORK

- ✓ International manufacturers
- ✓ Local Australian suppliers
- ✓ Logistics & electronics sectors

### Risk-Based Approach

We apply a risk-based approach to supplier engagement, with particular consideration given to:



Supplier Location



Industry Sector



Nature of Goods



## Managing Risks & Expectations




Where appropriate, we seek assurances from suppliers regarding lawful employment practices, workplace health and safety, and compliance with applicable labour laws. We expect all business partners to operate in accordance with applicable legislation and to prohibit the use of forced, bonded, or child labour.

### Supplier Expectations

- ✓ Compliance with all applicable labour and employment laws.
- ✓ Strict prohibition of forced, bonded, or child labour.
- ✓ Adherence to workplace health and safety standards.

### Our Actions

*Where concerns are identified, Ironbark EV may:*

-  Seek further information and transparency.
-  Request specific corrective actions and timelines.
-  Reconsider or terminate supplier relationships.



## Continuous Improvement

Ironbark EV is committed to continuous improvement in this area and will periodically review its practices to align with procurement expectations and evolving regulatory guidance.



### REPORTING CONCERNS

Any concerns relating to unethical conduct or potential modern slavery within our operations or supply chains may be raised with company management and will be taken seriously.