



Modern Slavery and Human Trafficking Statement

National Pump & Energy

From the 1st of January 2019, National Pump & Energy Pty Ltd ('NPE') is subject to the *Modern Slavery Act 2018* (Cth) ('Act'). This statement sets out the actions taken by NPE to address modern slavery and human trafficking risks in our business and supply chain for the financial year ended 2022.

NPE is taking proactive measures to establish and develop the company's strategies, operations and culture in accordance with the Act. NPE aims to make preventing and addressing our own involvement in modern slavery central to our corporate sustainability goals and commitment to running a safe and responsible business.

NPE's core business is the supply, installation and hire of pumps, power generation, and ancillary equipment. The company operates from eleven sites across Australia, one site in New Zealand and is headquartered on the Sunshine Coast in Queensland.

With business relationships central to the ongoing success of our business, NPE establishes trust and integrity with all our suppliers. Our supplier selection can include due diligence to investigate the suppliers' reputation, compliance with health, safety and environment standards and business references.

NPE may carry out due diligence checks for new suppliers during on-boarding and with existing suppliers with the following measures:

- Assessing risks in the provision of goods and services.
- Anonymous reporting for suspected breaches.





- Requesting more information from suppliers, and their health and safety standards, and employment conditions.
- Requiring improvements to substandard practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

At NPE, we have a zero tolerance approach to modern slavery and are committed to keeping our suppliers accountable to prevent slavery and human trafficking in our operations and supply chain. Supply chain risks will be investigated as part of ongoing continuous improvement measures.

NPE are committed to operating our business lawfully and ethically, and only working with suppliers locally and globally who demonstrate their alignment with NPE company values. We hold our suppliers accountable to work with us to tackle modern day slavery and prohibit human slavery and slavery like practices, human trafficking and child labour.

NPE works with suppliers and others to enable long-term benefits in the locations we operate.

The following NPE policies apply:

- Code of conduct

At NPE we are committed to fostering and maintaining high standards of conduct and professionalism in our team, both in performance of work and our interactions with the wider community. NPE's code of conduct outlines the behaviour that we expect as an organisation and provides guidance on the principles, practices and standards of behaviour required by the NPE team.

- Recruitment & Selection Policy

Our recruitment and selection policy outlines a fair and transparent process has been undertaken; and is compliant with legislative requirements including ensuring all employees are eligible to work in Australia and being safeguarded against slavery and human trafficking.





- Whistleblower Policy

Our Whistleblower policy assists in creating a culture within NPE that encourages our people to speak up and raise breaches of internal rules or policy or disclosable conduct relating to the organisation, its branches, employees or suppliers.

With more than 420 employees and contractors, NPE ensures all employees are engaged either by contract or in accordance with award agreements.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

NPE's supply chain includes the purchase of consumables, inventory and products and services needed for the businesses day-to-day operations, including equipment, office supplies, personnel and training of staff, occupancy costs, IT costs, support services and travel.

In the short term, NPE will look to identify priority areas for training and continuous improvement. We are looking at ways we can set clear expectations for employees and suppliers to be alert to possible modern slavery risks and take measures to address these risks.

We continue to monitor and evaluate our performance in this space for future development. Future measures aim to assess potential modern slavery risks in our operations and supply chains with emphasis on high risk geographical locations and business transactions.

NPE are committed to developing and reviewing company policies and risk assessment tools for modern slavery in operations and supply chains.

NPE are considering adding a modern slavery clause into all our supply contracts and will review our modern slavery risk assessment measures and mitigation responses over time to ensure our best practice.





This statement was approved on the 27th of February 2023 by the board and is also available on our website.



David Campbell

Director

February 2023

