

Anti-Modern Slavery Policy

Modern slavery can take various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking. It is a crime and a violation of fundamental human rights.

Zenviron is a highly experienced, full-service BOP contractor specialising in the design and construction of large-scale renewable energy projects. We are committed to acting ethically and responsibly to eliminate all forms of modern slavery and human trafficking in our operations and supply chains.

The Company will not tolerate employees or subcontractors engaging in any practices of modern slavery or human trafficking, including:

- The use of forced labour in the performance of any contract;
- Providing or arranging housing that fails to meet relevant housing and safety standards;
- Use misleading or fraudulent recruitment practices, such as charging recruitment fees, or failing to disclose basic information or making material misrepresentations regarding the key items and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs, any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work;
- Using recruiters or suppliers that do not comply with local labour laws;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to their identity or immigration documents, such as passports or drivers' licenses;
- Employing any child under the age of 15;
- Failing to provide an employee contract, recruitment agreement or other required work document in writing; or
- Procuring commercial sex acts.

Senior Management shall provide the necessary resources to ensure all business activities in support of these objectives are carried out consistently and are regularly monitored, reported and reviewed.

A handwritten signature in black ink, appearing to read "Carl Keating".

Carl Keating

Chief Executive Officer

A handwritten signature in black ink, appearing to read "Beth Rigby".

Beth Rigby

General Manager