

Modern Slavery Statement



1. Reporting Entity

Ecologia Pty Ltd is a diversified consultancy, engineering, and energy solutions business operating across Australia and New Zealand. Ecologia advances low-carbon and clean energy outcomes for investors, utilities, corporations, and communities, supporting Australia's Sustainable Development Goals.

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and describes the actions taken by Ecologia to identify, assess, and address modern slavery risks within its operations and supply chains.

2. Our Commitment

Ecologia condemns all forms of modern slavery, including slavery, servitude, forced labour, compulsory labour, and human trafficking.

We are committed to:

- Acting ethically and with integrity in all business activities
- Respecting and protecting human rights
- Implementing effective systems and controls to prevent modern slavery
- Taking appropriate action where risks or instances are identified

3. Our Operations and Supply Chains

Ecologia does not manufacture goods or extract raw materials. Our operations involve:

- Consultancy and engineering services
- Procurement, construction, and maintenance of renewable energy assets

We source equipment and services including solar panels, inverters, trackers, construction services, and professional services through:

- Direct relationships with manufacturers
- Engineering, Procurement and Construction (EPC) partners

Supply chain risks are primarily associated with **manufacturing regions, raw material sourcing, and labour practices of upstream suppliers**.

4. Modern Slavery Risks

Ecologia recognises that modern slavery risks may arise in:

- Global manufacturing supply chains
- High-risk geographic regions
- Labour-intensive construction and installation activities
- Sub-tier suppliers beyond direct contractual control

5. Governance and Oversight

Modern slavery risk management is overseen by Ecologia's Executive Management Team.

Key governance arrangements include:

- Executive oversight of human rights and ethical sourcing
- A sustainable supply chain working group with operational and corporate representation
- Audit Committee oversight of modern slavery risk within the Enterprise Risk Management Framework

6. Policies and Controls

Ecologia's approach to modern slavery is supported by:

- Code of Business Conduct and Ethics
- Supplier qualification and onboarding procedures
- Risk-based supplier assessment processes
- Contractual requirements addressing ethical conduct and compliance
- Suppliers are expected to uphold equivalent human rights standards.

7. Due Diligence and Risk Management

Ecologia applies due diligence across the supplier lifecycle, including:

- Human rights and modern slavery screening during supplier selection
- Enhanced due diligence for higher-risk suppliers
- Traceability and third-party audits where risk indicators are present

- Ongoing monitoring throughout the contract lifecycle
- In 2022, Ecologia strengthened its framework by:
- Engaging a third-party specialist to assess and enhance human rights processes
- Introducing modern slavery questions into supplier qualification
- Initiating traceability audits for high-risk suppliers
- Collaborating with industry groups to develop sector-wide due diligence approaches

8. Training and Awareness

Ecologia provides training on:

- Human rights and ethical conduct
- Modern slavery risks and indicators
- Speak-up and reporting mechanisms
- Targeted training is delivered to employees and contractors in:
- Project delivery and operational roles
- Human resources, legal, and compliance functions

9. Effectiveness and Continuous Improvement

Ecologia monitors the effectiveness of its modern slavery framework through:

- Supplier assessments and audits
- Internal reviews of due diligence outcomes
- Feedback from operational teams
- Risk reviews within the Enterprise Risk Management Framework

10. Future Actions

Over the coming reporting period, Ecologia will:

- Increase internal awareness of modern slavery risks and reporting channels
- Strengthen due diligence for high-risk suppliers
- Support development of sector-wide standards
- Work with existing suppliers to close identified gaps

11. Approval and Review

This Modern Slavery Statement is approved by senior management and will be reviewed periodically to ensure continued compliance with legislative requirements and best practice.

This statement is available to stakeholders on request.

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