

Modern Slavery Policy

Australian Fuel Cells (AFCTEC) is committed to conducting business ethically, responsibly, and in compliance with Australian laws, ensuring our practices align with the Modern Slavery Act 2018. This policy outlines our commitment to preventing modern slavery and human rights abuses in our operations and supply chains.

This policy applies to all employees, contractors, suppliers, and business partners engaged with AFCTEC.

We are committed to:

- Opposing all forms of modern slavery, including forced labour, servitude, human trafficking, debt bondage, and child labour;
- Ensuring that our business operations and supply chains are free from exploitation; and
- Working collaboratively with suppliers and partners to identify, prevent, and address modern slavery risks;

To reduce the risk of modern slavery, AFCTEC will:

- Conduct supplier risk assessments;
- Include modern slavery clauses in contracts and/or purchase orders requiring suppliers to comply with this policy;
- Request suppliers to confirm compliance with this policy through the supplier evaluation process;
- Review procurement and labour hire practices regularly;
- Provide training to staff involved in procurement, recruitment, or supplier management to help them identify and address modern slavery risks;
- Monitor the effectiveness of these measures and take corrective actions where gaps are identified.

Employees, contractors, or suppliers who suspect a breach of this policy are required to report it promptly to management. All reports will be handled confidentially, investigated thoroughly and appropriate corrective actions taken.

AFCTEC will review this policy annually or as needed to ensure its ongoing effectiveness, alignment with legislative changes, and industry best practice.

Approved by: Simon Whitehead

Position: Accountable Manager

Date: 31/10/2025