

EVOLVING WORKSHOP TECHNOLOGIES PTY LTD

Responsible Business Conduct, Human Rights & Ethical Employment Statement Version 1.0

Approved By: Managing Director

Review Date: Annual

Purpose

Evolving Workshop Technologies Pty Ltd (EWT) is committed to conducting business in an ethical, responsible and lawful manner. EWT recognises the importance of protecting human rights, providing safe and fair working conditions, promoting ethical employment practices and maintaining responsible supply chain relationships.

This Statement outlines EWT's commitment to responsible business conduct and complements the Company's Modern Slavery Policy, Health and Safety Management Plan and Quality Management System.

Our Commitment

EWT is committed to:

- Conducting all business activities with honesty, integrity and accountability.
- Respecting internationally recognised human rights principles.
- Providing safe and healthy working conditions for employees, contractors, suppliers and visitors.
- Maintaining workplaces free from bullying, harassment, discrimination and victimisation.
- Promoting equal opportunity and fair treatment in employment, training and career development.
- Complying with all applicable workplace, industrial relations, employment, anti-discrimination and health and safety legislation.
- Prohibiting forced labour, compulsory labour, debt bondage, human trafficking and all forms of modern slavery.
- Prohibiting child labour and ensuring employment practices comply with applicable legal requirements.
- Supporting ethical sourcing and responsible procurement practices.
- Working with suppliers, subcontractors and business partners that share EWT's commitment to lawful and ethical business conduct.
- Encouraging the reporting of concerns relating to unethical conduct, safety, labour practices or human rights issues without fear of retaliation.

Employees and Contractors

EWT is committed to ensuring that all employees and contractors:

- Are employed voluntarily.
- Are treated fairly and respectfully.
- Receive lawful wages and employment conditions.
- Work in safe environments with appropriate supervision, training and resources.
- Have access to mechanisms for raising concerns or grievances.

Supply Chain and Responsible Sourcing

EWT expects suppliers and subcontractors to:

- Comply with applicable labour, employment and workplace legislation.
- Maintain safe working conditions.
- Prohibit forced labour, human trafficking and child labour.
- Act ethically and responsibly in their business operations.
- Cooperate with EWT in addressing any concerns relating to labour practices, safety or ethical conduct.

Governance and Continuous Improvement

EWT reviews its policies and procedures periodically to support continual improvement in ethical business practices, workplace safety, responsible sourcing and human rights protection.

This Statement is supported by:

- Modern Slavery Policy and Procedures
- Health and Safety Management Plan
- Quality Management Plan
- Applicable Australian workplace and employment legislation

Approval

Approved for and on behalf of Evolving Workshop Technologies Pty Ltd.

Hew Cosmo McDonald

Managing Director
Evolving Workshop Technologies Pty Ltd

Date: 1st January 2026

