

Responsible Sourcing Program

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Approved By: Managing Director

Review Date: Annual

1. Purpose

Evolving Workshop Technologies Pty Ltd (EWT) is committed to conducting business ethically, responsibly and in a manner that supports safe, sustainable and lawful supply chain practices.

The purpose of this Responsible Sourcing Program is to establish a framework for selecting, engaging, monitoring and managing suppliers, subcontractors and business partners in a manner consistent with EWT's values, legal obligations and customer expectations.

This Program supports EWT's:

- Responsible Business Conduct, Human Rights & Ethical Employment Statement
- Modern Slavery Policy and Procedures
- Supplier Code of Conduct
- Environmental Policy
- Health and Safety Management System
- Quality Management System

2. Scope

This Program applies to:

- Tier 1 suppliers
- Key subcontractors
- Manufacturing partners
- Labour providers
- International suppliers
- Service providers engaged by EWT

The Program applies throughout the supplier engagement lifecycle, including supplier selection, procurement, delivery and performance review.

3. Responsible Sourcing Principles

EWT seeks to work with suppliers that demonstrate commitment to:

- Ethical business conduct
- Safe working environments
- Respect for human rights
- Compliance with applicable laws and regulations
- Prevention of modern slavery and human trafficking
- Environmental responsibility
- Quality products and services
- Continuous improvement

4. Supplier Selection and Evaluation

When selecting suppliers, EWT may consider:

- Technical capability and competency
- Safety performance
- Quality management systems
- Environmental performance
- Ethical business practices
- Modern slavery risks
- Regulatory compliance
- Relevant licences, certifications and insurances
- Previous performance and reputation

Supplier assessments may be proportionate to the nature, value and risk profile of the goods or services being supplied.

5. High-Risk Suppliers

Additional review may be undertaken for suppliers that are considered higher risk, including:

- Overseas suppliers
- Critical project suppliers
- Labour hire providers
- Suppliers operating in high-risk industries
- Suppliers operating in regions identified as having elevated modern slavery risks

Where appropriate, EWT may request additional information or supporting documentation from these suppliers.

6. Supplier Compliance Verification

EWT may verify supplier compliance through:

- Review of supplier policies and procedures
- Review of licences, registrations and certifications
- Review of insurance documentation
- Supplier questionnaires and declarations
- Performance monitoring during project delivery
- Review of incidents, complaints or non-conformances

The extent of verification activities will be based on supplier risk and project requirements.

7. Capacity Building

EWT recognises that suppliers may be at different stages of maturity.

Where appropriate, EWT may support suppliers through:

- Communication of EWT expectations
- Provision of supplier requirements
- Technical guidance and clarification
- Collaborative problem solving
- Continuous improvement discussions

EWT seeks to develop long-term relationships with suppliers that demonstrate commitment to improvement and responsible business practices.

8. Corrective Actions and Remediation

Where supplier non-compliance or concerns are identified, EWT may:

- Request additional information
- Require corrective action plans
- Monitor implementation of corrective actions
- Conduct additional supplier reviews
- Suspend work where significant risks exist
- Terminate supplier engagement where serious breaches occur

EWT will seek practical and proportionate remediation measures where issues can be addressed through improvement actions.

9. Modern Slavery and Human Rights

EWT maintains a zero-tolerance approach to:

- Forced labour
- Child labour
- Human trafficking
- Debt bondage
- Modern slavery practices

Suppliers are expected to notify EWT of any actual or suspected breaches relating to human rights, labour exploitation or modern slavery. EWT may investigate concerns and take appropriate actions where risks are identified.

10. Reporting and Continuous Improvement

EWT will periodically review this Program to ensure it remains effective and aligned with:

- Customer requirements
- Legislative obligations
- Industry expectations
- Business objectives

Lessons learned, supplier feedback and identified risks will be considered as part of ongoing improvement activities.

11. 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

