



SGSPAA GROUP 2024 MODERN SLAVERY STATEMENT

ABOUT THIS STATEMENT

This statement has been prepared in accordance with the *Modern Slavery Act 2018 (Cth)* ('the Act') by the reporting entity SGSP (Australia) Assets Pty Ltd (ABN: 60 126 327 624) ("SGSPAA", "the Group") and its 38 subsidiaries (collectively "our Group") for the year ended 31 December 2023. Our Group's registered office is Level 16, 567 Collins Street, Melbourne, Victoria. SGSPAA makes this single joint statement on behalf of all reporting entities in our Group. All subsidiaries are incorporated in Australia and 100 per cent of their share capital and units issued are owned by our Group, a list of which can be found in SGSPAA's Financial Report for the year ended 31 December¹. This statement outlines the actions the Group has taken to assess and address modern slavery risk². It has been prepared with consultation and engagement across our Group as a whole. Our Group holds a 50 per cent interest in the ActewAGL Distribution Partnership (ABN 76 670 568 688), primarily operating as "Evoenergy", and a 34 per cent interest in United Energy Distribution Holdings Pty Ltd (ABN 15 104 381 660). These entities are not controlled by our Group and therefore are not covered by this statement. This statement was approved by the board of SGSPAA on 13 June 2024.

For more information about this report contact Corporate_Affairs@jemena.com.au.

For more information about our Group visit www.jemena.com.au.

WHAT IS MODERN SLAVERY?

Modern slavery is an umbrella term for situations in which a person is forcibly or subtly controlled by an individual or a group for the purpose of exploitation. Examples include: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and illegal forms of child labour. This statement describes the risks of modern slavery in our operations and supply chains, the actions we have taken to identify and address those risks, and our ongoing key areas of focus.

¹ SGSPAA Financial Report for the Year Ended 2023 [link to here <https://www.jemena.com.au/siteassets/asset-folder/documents/reports/sgspaa-group-accounts---31-dec-23.pdf>]

² Source: *Commonwealth Modern Slavery Act 2018 - Guidance for reporting entities* (homeaffairs.gov.au)

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MESSAGE FROM OUR CHAIRMAN AND MANAGING DIRECTOR

In 2023, our Group took steps to further mature our risk management processes across a number of domains, including how we address the potential for modern slavery in our supply chains.

Last year saw trends which can place pressure on suppliers to look at ways of reducing costs. Inflation and cost-of-living pressures, together with sweeping changes in the energy sector, potentially increased the risk of vulnerable people being exploited for their labour. Acknowledging this, we continued working to mature our response to assessing and addressing modern slavery risk through delivering our Modern Slavery Action Plan and introducing additional resources to support our people, as outlined in this document.

Our supply chain categories and our key modern slavery risk areas have remained consistent year-on-year. We continue to consider the risk of modern slavery low in our internal operations given the Australian based and highly regulated nature of our business. However, our greatest area of risk remains purchasing equipment, materials and services with an offshore workforce at some stage in the supply chain, where we do not have as much visibility of labour practices.

Our most significant initiative last year was a pilot program in partnership with Fair Supply to help provide more rigour in understanding

modern slavery risk in complex and offshore supply chains. This platform will provide us with reporting data from across industries and countries that will help us better identify, mitigate and manage modern slavery and associated risk.

In 2023, we also provided additional support for our people when procuring goods and services by incorporating corporate, social and environmental responsibilities – including addressing modern slavery risk – into our Procurement and Contract Management Procedure which provides guidance in a clear and standardised approach to make sound, sustainable and fair procurement decisions.

Given the complex, interconnected nature of modern supply chains, we understand this is not an issue we can tackle on our own, so we continue to work closely with the Energy Procurement Supply Association (EPSA) to learn from our peers in the energy sector and leverage their experience and knowledge. This has helped us improve how we engage with our suppliers, particularly in sourcing information from them about their practices, in a way that is now more consistent with the rest of the energy sector.

Purchasing goods and services in a sustainable and ethical manner is important to our Group, and we are pleased to share our efforts to do so in our Modern Slavery Statement 2024.



Jiang Longhua
Chairman

A handwritten signature in black ink, appearing to read 'Jiang Longhua'.



David Gillespie
Managing Director

A handwritten signature in black ink, appearing to read 'David Gillespie'.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

WHO WE ARE

OUR VISION

Creating sustainable energy solutions with communities

WE'RE OWNED BY



OUR BRANDS ARE:



with additional interests in ActewAGL (EvoEnergy), United Energy and other minority investments

OUR OPERATIONS

We are a \$12.4 billion energy infrastructure Group.

Under our Jemena brand, we own and operate some of Australia's most significant gas distribution and transmission assets, delivering gas to more than 1.5 million homes and businesses in New South Wales as well as connecting gas from major supply points to urban and regional centres to power our nation's industries. We also own and operate the electricity distribution network that delivers power to more than 370,000 customers in Melbourne's north-west.

Through our engineering management and construction company, Zinfra, we are helping to construct the energy system of the future, by partnering with leading energy companies across the country.

We employ 3,063 people who are located across Australia in places like Sydney, Melbourne, Brisbane, Tennant Creek in the Northern Territory, and Mount Isa in Queensland. Our Group has equity interests in ActewAGL (EvoEnergy) and United Energy, and is backed by our shareholders Singapore Power and State Grid Corporation of China.

OUR SCALE IN 2023

\$235

million net profit after tax

\$223

million total tax paid*

\$513

million capital expenditure

\$910

million operational maintenance and capital improvements

\$576

million employee benefits

*Total tax paid for CY 2022. 2023 income tax return to be lodged in July 2024.

OUR LOCATIONS AND PEOPLE

TOTAL: 3063

Gas/Electricity

- 1 ActewAGL Distribution Partnership (50%)

Gas

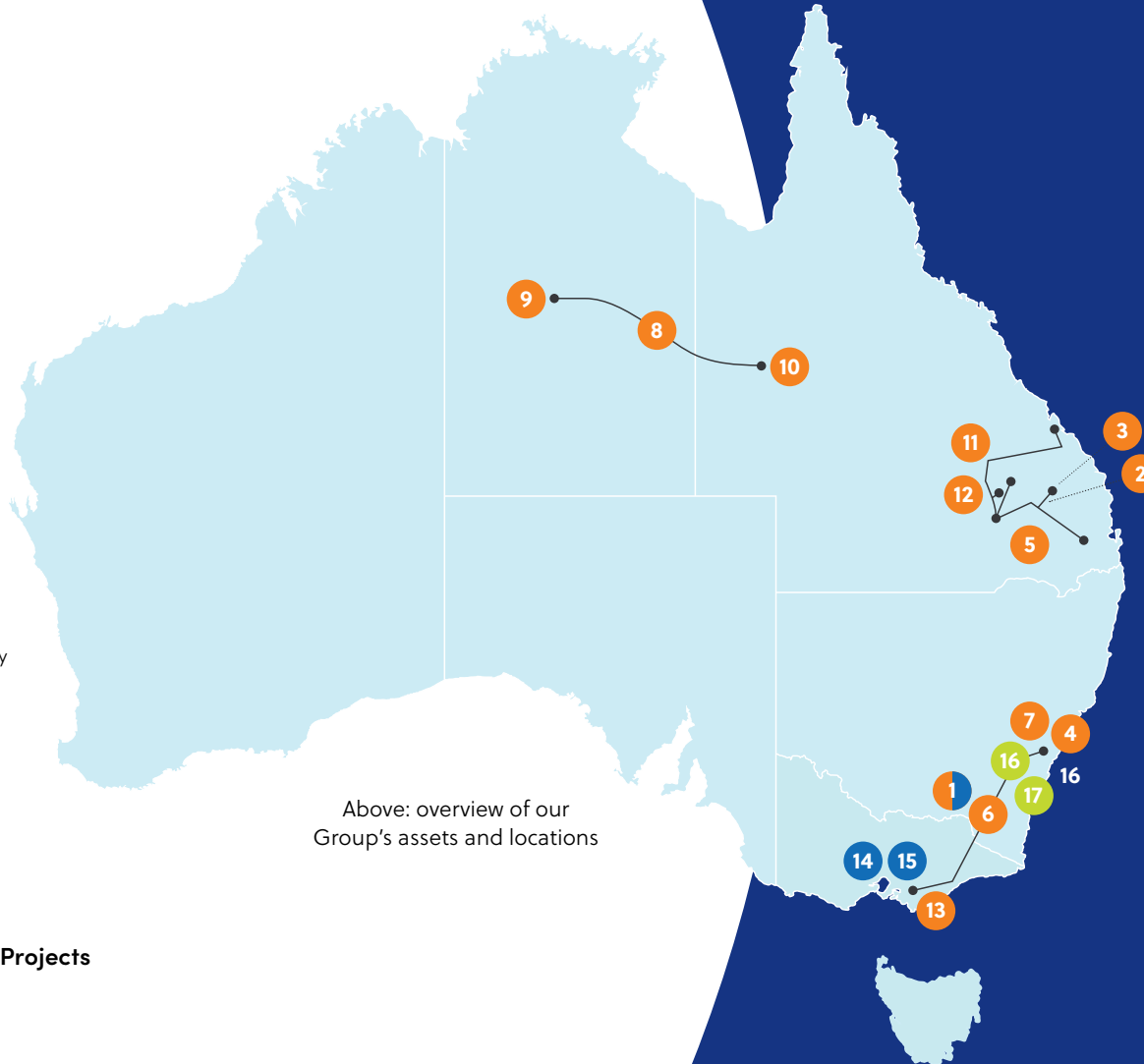
- 2 Atlas Gas Pipeline
- 3 Atlas Gas Processing Facility
- 4 Colongra Gas Transmission and Storage Pipeline
- 5 Darling Downs Pipelines
- 6 Eastern Gas Pipeline
- 7 Jemena Gas Network
- 8 Northern Gas Pipeline
- 9 Phillip Creek Compressor Station
- 10 Mount Isa Compressor Station
- 11 Queensland Gas Pipeline
- 12 Roma North Gas Processing Facility
- 13 VicHub

Electricity

- 14 Regulated Electricity Network
- 15 United Energy Distribution (34% Group ownership)

Renewable Gas Demonstration Projects

- 16 Western Sydney Hydrogen Hub
- 17 Malabar Biomethane Injection Plant



Above: overview of our Group's assets and locations

ZINFRA

2,087

JEMENA

976

FEMALE

651

MALE

2,407

NOT DISCLOSED

5

FULL TIME

2,986

PART TIME

62

CASUAL

15

PERMANENT

2,846

TEMPORARY

217

OUR GOVERNANCE AND POLICY FRAMEWORK

A robust governance and policy framework underpins our Group's efforts to prevent and minimise modern slavery risks within our operations. These outline how we manage our people, as well as the actions and behaviour expected of them when dealing with and appointing suppliers. The framework reflects our values - We Care, Think Like a Customer, Better Together, Be Accountable and Find a Better Way.

This suite of policies and procedures is constantly under review to ensure the effectiveness of this process. They are kept up to date and reviewed to align with any identified improvements or regulation changes and are accessible to our contractors and suppliers based on the pathway through which we engage them. This review forms part of our Group strategic planning and risk management processes, which modern slavery is expressly included at an enterprise level. It builds a strong link to ESG, strategy and risk management which guides our Group in continuous improvement and due diligence beyond governance and policy.

We care
We value safety and wellbeing for ourselves, our community and environment

Think like a customer
Our actions consider our customers, community, and other stakeholders

Better together
We value the diversity of our people, working together to achieve great outcomes

Be accountable
We accept responsibility to deliver our commitments

Find a better way
We find improved and innovative ways to work

POLICIES, PROCESSES AND PLANS

CODE OF CONDUCT

- Commits us to caring for people in our operations and in our supply chains.
- Clearly explains the standard of behaviour our people are expected to uphold at all times.
- Linked to our values and all relevant laws and regulations.
- Applies to all employees, as well as suppliers.
- Training in our Code of Conduct is mandatory for all our people.

WHISTLEBLOWER POLICY

- Protects people who wish to raise concerns about actual, suspected or anticipated unlawful or unethical behaviour relating to our Group.
- A copy is available on request.

PROCUREMENT AND CONTRACTING POLICY

- Expressly addresses our commitment to mitigating modern slavery risks.
- Commits us to taking a fair and commercially sound approach to our dealings with suppliers.

REMUNERATION

- Aims to maintain fair and equitable rates for all employees based on performance and in comparison with competitive rates in the market.
- Reviewed for all roles at least annually.

PAYMENT TIMES REPORTING SCHEME

- Since 2021, systems and processes have been in place to identify small businesses in our supply chain, and report on payment times, given our commitment to good practice in procuring goods and services.
- Results are submitted as required under the Payment Times Reporting Scheme.
- Intended to help small businesses' cash liquidity and ability to operate.

GROUP ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) PLAN

- Maintaining our culture of acting lawfully, ethically and responsibly is one of the objectives of our Group ESG Plan, which outlines initiatives important to our Group operating sustainably
- The plan identifies delivering our Modern Slavery Action Plan as a critical ESG activity for our Group.

CONSULTATION ACROSS OUR GROUP





We continue to engage and consult with senior leadership across our Group in the ongoing management of modern slavery risks in our supply chains. In 2023, we undertook the following activities to ensure our people continue to understand and be aware of our approach to addressing modern slavery risks:



1. Engagement through acquisition of the Fair Supply ESG risk management and compliance platform to support greater automation of risk visibility in our supply chains. This pilot covered modern slavery reporting to capture more detailed information on the suppliers on multiple levels of our supply chain down to Tier 10. See more information on page 11.
2. Integrating and tracking modern slavery actions within the broader Group ESG management plans.
3. Refreshing our modern slavery training information to capture changes to our requirements along with updates to our internal processes.
4. Conducting awareness and training sessions for people leaders across our Group to ensure updates and changes in our requirements are understood.



OUR SUPPLY CHAINS

TABLE 1.0: TOP SPEND CATEGORIES 2023

SUPPLY CHAIN CATEGORY	SPEND CATEGORY	DESCRIPTION
Asset maintenance services 	Easement (vegetation) maintenance	Vegetation and easement-related services to networks.
	Traffic Management	Traffic management services provided during the maintenance and repair of infrastructure.
	Field Services	On-call standby and routine maintenance services, management of minor construction activities and emergency response services to metropolitan and country areas.
	Metering Services	Meter-reading services for metered networks.
Asset-related services 	Civil and Construction Services	Maintenance, design and construction services for markets and networks.
	Pipeline Services	Transportation, storage, delivery and related services to pipelines.
Digital 	IT Services	Professional services and support, cloud services, and data services.
Corporate services 	Property Management Services	Services related to real estate, operations and management of property.
	Safety Equipment and Workwear	PPE clothing, including wet weather gear, boots and facial protection.
	Recruitment	Recruitment, learning and development.
	Cleaning Services	Commercial cleaning of all facilities.
	Logistics	Warehousing and transport.

SUPPLY CHAIN CATEGORY	SPEND CATEGORY	DESCRIPTION
Professional services 	Fleet Management Services	Plant and fleet related services.
	Engineering, Design and Drafting Services	Asset-related engineering and design services.
Equipment and materials 	Line Hardware	Clamps, lugs, links, brackets, insulators and crossarms.
	Poles	Timber, concrete, steel and transmission towers.
	Meters and Equipment	Electricity and gas meters, modems, software.
	Pipes and Fittings	Gaskets and seals, pipe, tube and fittings.
	Cables	Power cables, fiber optic cables, conductors, cable covers and electrical cables.
	Transformers and Substations	Distribution transformers, power transformers and kiosk substations for electricity networks.
	Valves	Valves and actuators.
	Rotating Equipment	Compressors and pumps.
Switchgear	Switchgear and circuit breakers.	

OUR MODERN SLAVERY RISKS

In 2023, we continued our commitment to understand, explore and address modern slavery risks within our supply chains. The highly regulated nature of our business, and Australia being a low-risk location means we continue to assess our risk of modern slavery as being low.

However, we do face a complex supply chain management challenge related to identifying and mitigating modern slavery in the many tiers of suppliers that constitute our supply chains.

We recognise the breadth of our suppliers' own supply chains is our main exposure to modern slavery risk, and that this is increasingly difficult to manage given geographic, cultural and language barriers.

Our commitment in 2023 was to better understand our exposure to these risks and develop a solution to tackle it – this resulted in us engaging Fair Supply, a cloud-based risk management platform.

Engaging and Implementing Fair Supply

In 2023, we partnered with Fair Supply who are an Australian organisation offering an ESG risk management and compliance solution that provides access to global supply chain information and a consistent methodology to assess modern slavery risk, supporting companies to improve how they assess and map these risks.

A proof of concept was conducted with a sample of suppliers mapped in order to better understand how this platform could support us to address risks related to supply chain management, including the risk of modern slavery. This has provided visibility across our extensive tiers in the supply chain, enabling traceability and enhanced due diligence practices in order to address modern slavery risks.

Given the success of this partnership, in 2024, we will complete the supplier base mapping and incorporate Fair Supply's use into our Modern Slavery Action Plan. For more information, visit www.fairsupply.com.

In addition, we have continued to use our existing Informed 365 platform to capture supplier information and keep us apprised of emerging modern slavery risks, in concert with our continued involvement with the Energy Procurement Supply Association (EPSA). EPSA is the primary mechanism through which we collaborate with other energy sector organisations to understand and address supply chain risk.

In 2023, Informed 365 commissioned Edge Impact to develop modern slavery risk ratings for all categories in the Global Industry Classification Standard (GICS) taxonomy. This resource maps out modern slavery risk and likelihood across:

- i. 11 sectors
- ii. 24 industry groups
- iii. 69 industries
- iv. 158 subindustries





All calculations follow the United Nations Environment Programme guidelines for Social Life Cycle Assessment, which is an ISO standardised framework to assess social and environmental impacts of business. This has supported the Informed 365 platform to better represent modern slavery hotspots for certain industry groups. For our internal monitoring, it has informed our Key Supply Chain Risk areas and Categories that have the highest likelihood of modern slavery present.

Through the information provided by Informed 365, Edge Impact and EPSA, together with our internal assessment, the major factors posing modern slavery risk in our supply chains are:

- skill shortages in supplier specialist services
- lack of visibility and oversight of supplier labour practices
- lack of visibility of raw material origins.

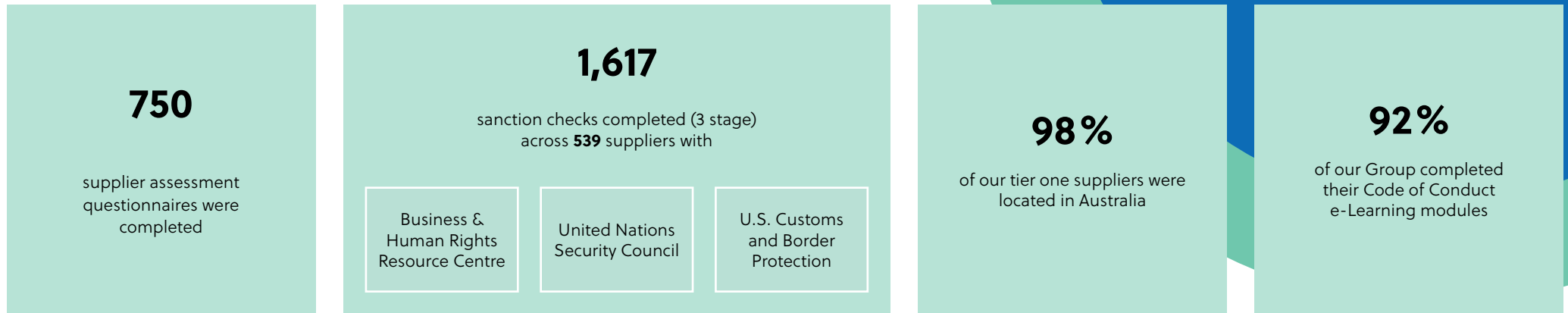
KEY SUPPLY CHAIN RISK CATEGORIES

TABLE 2.0: KEY SUPPLY CHAIN RISK CATEGORIES⁴

SUPPLY CHAIN CATEGORY	TYPE	DESCRIPTION OF KEY RISK AREAS
Corporate services 	Cleaning Services	Low visibility over labour practices given service provided after hours.
	Office Services and Supplies	Low visibility over contractors' practices (wages, working hours) can exacerbate the threat.
	Clothing and Workwear	Potential lack of labour practices and transparency of manufacturing processes.
	Logistics	Potential for limited visibility of offshore labour practices.
Digital 	Information Technology and Communications Materials	Potential lack of labour practices and transparency of manufacturing processes.
	Information Technology and Communications Services	
Asset maintenance services 	Engineering services	Potential for limited visibility of offshore labour practices.
	Construction Services	
Equipment and materials 	Meters and Equipment	Temporary nature and skill levels present risks.
	Line Hardware	
	Cables	
	Switchgear	
	Transformers	
		Raw materials extraction and labour practices visibility.

⁴ Edge Impact's Modern Slavery industry classifications

OUR ACTIONS TO ASSESS AND ADDRESS RISK



ACTIONS UNDERTAKEN IN 2023

WORKING WITH THE ENERGY PROCUREMENT SUPPLY ASSOCIATION

Working closely with our energy industry peers means we can share information about emerging risks and how to address them. We value our involvement with EPSA in supporting our efforts to address the risk of modern slavery.

In 2023, we worked collaboratively to make our supplier assessment questionnaires (SAQs) fit-for-purpose based on our specific group of industry suppliers and the related risk of modern slavery posed. This includes designing short-form questionnaires to align to company structures for example, small businesses, sole traders or subscription as a service models.

Additionally, we have leveraged the update to the Informed 365 platform which now includes Edge Impact's Modern Slavery industry risk across Tier 1, Tier 2 and Tier 3 supply chains.

MODERN SLAVERY WORKING GROUP AND ACTION PLAN




In 2023, our Modern Slavery Working Group continued to support the development of transparent, streamlined, and robust methods for detecting and mitigating modern slavery risks within our operations and supply chains.




The Working Group has representatives from across the business, and continues to be supported by our Managing Director and Executive Leadership team.

This team has ensured that our Modern Slavery Action Plan is linked to our Group Environmental, Social and Governance (ESG) Plan and that we continue to effectively identify and address the risk of modern slavery, culminating in the delivery of our annual modern slavery statement.

MODERN SLAVERY ACTIONS AND NEXT STEPS

The Group's Modern Slavery Action Plan outlines activities underpinned by our six key phases - Commit, Assess, Adapt, Address, Track and Communicate. This has enabled the Group to continuously assess and address modern slavery risks and mature our program.

ACTION	WHAT WE COMMITTED TO	WHAT WE COMPLETED IN 2023	NEXT STEPS IN 2024
<p>Commit</p> 	<ul style="list-style-type: none"> Develop and launch digitised Code of Conduct training through our HR system. Launch a Code of Conduct 'Toolbox' Talk user guide primarily for our operational teams. 	<ul style="list-style-type: none"> Updated our Code of Conduct to reflect our enhanced commitment to understanding, addressing and mitigating modern slavery in an ever-changing environment. Updated the Toolbox Talk user guide to include our refreshed Code of Conduct covering Modern Slavery to grow our awareness across the operational teams. 	<ul style="list-style-type: none"> Fully implement Fair Supply ESG risk management and compliance platform for modern slavery reporting. Complete supply chain mapping including industry tiering to level 10 to identify risks. Enhance our capability, influence and focus with a dedicated Responsible Sourcing Manager.
<p>Address</p> 	<ul style="list-style-type: none"> Develop and launch our modern slavery eLearning training module designed to raise awareness across our Group. Review our supplier onboarding practises and explore technologies that can further support this activity. This includes existing supplier induction processes. 	<ul style="list-style-type: none"> Delivered eLearning Code of Conduct training across the enterprise including modern slavery. Delivered enhancements to the Informed 365 platform along with the EPSA consortium to provide stronger insight into suppliers practices to better capture risks. Refreshed our Modern Slavery response library allowing our Group to apply key learnings assessed in sustainability questionnaires. 	<ul style="list-style-type: none"> Review the 30 recommendations from the 2023 Modern Slavery Act review. Continue our review of supplier onboarding practises including screening and pre-engagement assessment.
<p>Assess</p> 	<ul style="list-style-type: none"> Engage and learn from modern slavery experts both in Australia and internationally. Continue to engage with our suppliers to provide support and guidance regarding modern slavery risks. 	<ul style="list-style-type: none"> Collaborated with industry peers, attended Modern Slavery seminars and leveraged external partners including EPSA, Procurement and Supply Association (PASA), The Faculty and World Commerce and Contracting (WorldCC) for knowledge sharing and insights. Updated supplier modern slavery assessments as part of the Group's source to contract evaluation process. Collaborated with a focus group of EPSA members to evaluate and refine the SAQ delivering standardisation across the membership. 	<ul style="list-style-type: none"> Engage with the EPSA consortium and industry experts to gain risk insights and best practice methods to address these risks. Focus on supplier relationship management and collaborating with suppliers to inform, support and guide on modern slavery. Assess supply chain tier risk report produced by Fair Supply to provide industry focus areas.

ACTION	WHAT WE COMMITTED TO	WHAT WE COMPLETED IN 2023	NEXT STEPS IN 2024
<p>Track</p> 	<ul style="list-style-type: none"> Review our modern slavery program to ensure the mitigation of risks, connection to our Group ESG Plan and corporate strategy. Deliver our vendor rationalisation program in order to reduce the number of suppliers we engage to better understand our supply chain and mitigate modern slavery risks. 	<ul style="list-style-type: none"> Enhanced the modern slavery tracker to increase information capture and visibility of risk ratings incorporated in our due diligence activities. Completed ESG risk management and compliance platform pilot with Fair Supply . Continued the vendor rationalisation program to streamline our supply chain and minimise the introduction of modern slavery risks. 	<ul style="list-style-type: none"> Continue the review and implementation of our Group ESG plan including our procurement activities. Continue SAQ and sanction checking practises as part of our supplier due diligence regime.
<p>Adapt</p> 	<ul style="list-style-type: none"> Ongoing monitoring and assessment of supplier base including supply channels to identify suppliers at risk or who have been sanctioned. Continue to engage our peers, suppliers and industry and implement learnings into our plans. 	<ul style="list-style-type: none"> Adopted key findings from the 2023 Global Slavery Index to support the development of current risks for modern slavery in the EPSA working group. Exercised due diligence by utilising online public databases to check for any sanction or sanction-related information about our suppliers. 	<ul style="list-style-type: none"> Monitor the outcome of the 2023 modern slavery review and update our program to incorporate any improvements and/or new legislative requirements. Evaluate our supplier segmentation process utilising the Global Slavery Index and Edge Impact's Modern Slavery industry risk ratings.
<p>Communicate</p> 	<ul style="list-style-type: none"> Launch our new Group Procurement and Contract Management Procedure that includes modern slavery risk and mitigation requirements. Enhancement of our internal audit regime across operations. 	<ul style="list-style-type: none"> Continued enhancement of our Group Procurement and Contract Procedure which details modern slavery impacts and broader ESG essentials throughout the procurement process. Reviewed our modern slavery resources and aligned to our Group ESG Plan for consistency in approach. Developed and submitted our Group's Modern Slavery Statement. 	<ul style="list-style-type: none"> Revamp our internal modern slavery intranet pages including resources and content. Refresh our Group's training schedule and incorporate program updates to ensure our employees are informed on the latest requirements and activities.

OUR EFFECTIVENESS

ACTION	DESCRIPTION	OUTCOME
Modern Slavery Working Group	Regular meetings with our Modern Slavery Working Group ensured we met our commitments and addressed any risks of modern slavery either suspected, perceived or apparent.	The Group was able to drive the updates to key resources and materials to increase modern slavery awareness across the Group.
Our Industry	<p>Engagement with industry bodies and peers, particularly EPSA, and maintaining communication channels enabled us to improve our processes in relation to addressing modern slavery risk.</p> <p>Attending events hosted by WorldCC, Procurious, The Faculty, EPSA and PASA with opportunities to share our knowledge and learnings, but also obtain key insights into best practice methodologies.</p>	Industry engagement led to meaningful two way discussions about modern slavery risks, best practices and enhancements of the Informed 365 platform.
Internal Processes	<p>Providing insight into our modern slavery action plan progress to our Group's leadership team.</p> <p>Information captured in Informed365 through our updated SAQs, together with sanction checking has supported us in understanding if we are exposed to any emerging risks.</p> <p>Introducing Fair Supply is enabling us to improve key visibility over our supply chain and its risks. Better mapping of the many tiers that our supplier base presents.</p>	The ESG risk management and compliance pilot program run with Fair Supply was positive and a step forward in addressing the challenge of gaining visibility of the lower levels of our supply chain and its risks.
Our Suppliers	Open communication with key suppliers has improved our understanding of their wider supply chains and the risks they may perceive.	We improved our segmentation of major suppliers to consider the likelihood of modern slavery risk in the broader supply chain.
Assessment of our program of work	Routine reviews of our key modern slavery activities have supported us to remain aware of emerging risks, and make changes as required.	Our Group has updated our modern slavery program to adapt to imminent Modern Slavery Legislation changes and improvements.
External Reporting	Developing key metrics to measure the responses, sanctions and mapping of supply chains to help identify gaps and opportunities for improvement.	We continued to deliver our due diligence activities, focused on industry learning and opportunities to improve our program via new technologies, discussed in this statement.



