

# Modern Slavery Statement

Brisbane, Queensland  
November, 2023

Redback Technologies is dedicated to upholding the highest ethical standards, demonstrating a firm commitment to ethical business practices and human rights standards. Redback Technologies adheres to the Australian Modern Slavery Act 2018 while demonstrating a broader commitment to ethical conduct through our business dealings.

Redback Technologies was founded in 2015 in Brisbane by a handful of clean-tech enthusiasts, who identified a gap in the local renewable market. We operate in accordance with the laws and regulations of Australia and the countries in which we conduct business. In alignment with the Australian Modern Slavery Act 2018, we have implemented the necessary measures and practices to ensure compliance with the Act's requirements.

Redback Technologies treats all employees and partners throughout the business and wider operations with dignity and respect, actively promoting employee rights and individual freedoms. We are committed to core values of integrity and transparency and strictly prohibit the use of forced labour both within Redback and within our supply partner organisations.

Redback engages in regular due diligence activities to assess the compliance of our suppliers and business partners with our ethical and human rights requirements. We work collaboratively with them to address identified risks and facilitate necessary improvements. We provide guidelines to our employees and relevant stakeholders to ensure they have a strong understanding of ethical principles, human rights standards, and modern slavery issues. We maintain an open and accessible reporting channel for employees, suppliers, and other stakeholders to report concerns related to ethical violations and human rights issues. All reports are treated seriously, thoroughly investigated, and appropriately and promptly actioned where required.

Redback certifies that all components procured in its manufacturing process are obtained from reliable and ethical sources and ensures all business partners across the supply chain abide by these same standards. Any deviation from such standards is not tolerated. Redback's major supply partners uphold proud standards pertaining to slavery, labour, environment and anti-corruption, and have been personally selected by Redback as they align with our goals.

In summation of the above, Redback is fully committed to ensuring compliance with the Australian Modern Slavery Act 2018 and upholding the highest ethical business practices and human rights standards. We work diligently to promote ethical conduct and continuously improve our practices and impact.

