

## Modern Slavery Statement

**Reporting period:** 1 July 2025 – 30 June 2026

**Entity:** Connetics Limited (New Zealand)

### Connetics commitment

Connetics Limited (Connetics) is committed to conducting business ethically and responsibly and to respecting human rights across our operations and supply chains. Connetics recognise that modern slavery—including forced labour, debt bondage, human trafficking, child labour in the worst forms, and exploitative labour practices—can occur in global and domestic supply chains. Connetics are committed to identifying, assessing, and addressing these risks in a manner that aligns with New Zealand’s proposed modern slavery legislation and evolving best practice.

This statement describes the steps Connetics has taken, and continues to take, to prevent, mitigate, and remediate modern slavery risks in our operations and supply chains.

### Connetics organisation and operations

Connetics is an electricity services business operating in New Zealand. Connetics core activities include the planning, construction, maintenance, and operation of electricity network assets. Connetics workforce primarily consists of directly employed staff, supported by contractors and specialist service providers for construction, maintenance, logistics, and professional services.

Connetics operations are based in New Zealand, which is generally considered a lower-risk jurisdiction for modern slavery. However, Connetics acknowledge that while New Zealand has strong labour protections, modern slavery risks can still occur domestically, particularly through subcontracting and labour hire arrangements. Connetics also recognise that risks may arise through downstream supply chains for materials and equipment.

### Connetics supply chains

Connetics’ supply chains include, but are not limited to:

- Electrical equipment and materials (e.g. cables, transformers, fittings, protection equipment)
- Construction and maintenance services
- Labour hire and specialist contractors
- Logistics and freight services
- Information technology, professional, and corporate services

While many of Connetics direct suppliers are New Zealand-based, some goods and components are manufactured offshore and may involve multi-tier supply chains. These upstream tiers may present heightened modern slavery risk due to geography, industry, or business models.

### Policies and governance

Connetics expectations are supported by a framework of policies and governance arrangements, including:

- Procurement and contract management policies that address supplier conduct and labour standards
- A Supplier Code of Conduct outlining minimum expectations relating to human rights, labour practices, and ethical sourcing
- Health, safety, and wellbeing policies that support fair and safe working conditions

Oversight of modern slavery risk management sits with senior leadership, with periodic reporting and review to support accountability and continuous improvement. Operational responsibility is embedded across procurement, supply chain, and contract management functions.

### Risk identification and assessment

Connetics applies a risk-based approach to identifying and assessing modern slavery risks. This includes consideration of:

- Industry and sector risk (e.g. manufacturing, construction, logistics)
- Geographic risk associated with countries of origin for goods and materials
- Use of labour hire, subcontracting, or contingent labour models
- Complexity and transparency of supply chains

Initial risk identification focuses on higher risk spend categories and suppliers, with enhanced scrutiny applied where risk indicators are present.

### Due diligence and supplier engagement

To manage identified risks, Connetics undertakes proportionate due diligence activities, which may include:

- Communicating modern slavery expectations to suppliers through procurement and contract documentation
- Requiring suppliers to acknowledge or comply with Connetics Supplier Code of Conduct
- Requesting information from suppliers regarding their labour practices, policies, and supply chains where risk warrants
- Incorporating modern slavery considerations into supplier reviews and contract management discussions

Where risks are identified, Connetics seek to work constructively with suppliers to improve practices rather than disengage, unless serious or unresolved issues are identified.

UN guiding principles – work through pillars, assessing suppliers under these pillars.

### Remedy and reporting

Connetics recognises that effective response and remediation are critical components of addressing modern slavery. Connetics are committed to:

- Providing mechanisms for concerns to be raised confidentially, including by employees, contractors, and suppliers
- Investigating any credible allegations of modern slavery linked to Connetics operations or supply chains
- Working with affected suppliers to implement corrective actions where appropriate
- Escalating and terminating relationships where serious breaches cannot be remedied

Any identified incidents and responses are escalated internally and reviewed to strengthen future risk management.

## Training and awareness

Connetics is building awareness of modern slavery risks through targeted training and guidance for employees involved in procurement, supply chain management, and contract oversight. Training focuses on:

- Understanding modern slavery risks relevant to the electricity and infrastructure sector
- Identifying risk indicators
- Knowing how and where to raise concerns

Where appropriate, Connetics engages with industry peers and sector initiatives to share learning and strengthen collective capability in addressing modern slavery risks.

## Measuring effectiveness

Connetics are committed to continuous improvement and to assessing the effectiveness of our approach over time. Indicators used to assess effectiveness include:

- Coverage of suppliers subject to modern slavery risk screening
- Completion of relevant training by employees in higher-risk roles
- Number and nature of issues raised, and actions taken

Connetics acknowledge that our approach will continue to mature as regulatory expectations and industry practices evolve.

## Current Incidents, Complaints & Risks

There are no known current incidents or complaints of concern. The current risk profile indicates a low level of residual risk, with no emerging issues identified.

## Consultation and approval

This statement has been developed with input from relevant internal stakeholders, including supply chain, procurement and leadership teams. It reflects Connetics' current practices and planned improvements.

This statement was approved by the Connetics Senior Leadership Team and will be reviewed annually.

## Ongoing commitment

Connetics recognises that addressing modern slavery is an ongoing process requiring vigilance, transparency, and collaboration. Connetics remain committed to strengthening our systems, supporting ethical supply chains, and contributing to broader industry efforts to prevent modern slavery.