



Modern Slavery Statement 2026



Mandatory reporting criteria of the Modern Slavery Act

This Statement was prepared to meet the mandatory reporting criteria set out under the Australian Modern Slavery Act 2018 (Cth). The table below identifies where each criterion of the Act is disclosed within sections of this Statement.

SECTION IN THIS STATEMENT	MSA CRITERIA
1. Message from the Board and Executive summary	Identify the reporting entity
2. About Contact	Describe the reporting entity's structure, operations and supply chains
3. Risks of modern slavery practices in our operations and supply chain section	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls
4. Actions to address identified risks	Describe the actions taken by the reporting entity and any entity it owns, or controls to assess and address those risks, including due diligence and remediation processes
5. Effectiveness of our actions	Describe how the reporting entity assesses the effectiveness of these actions
6. Consultation and approval process	Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)



1. Message from the Board

Contact Energy Limited (Contact) is committed to creating a sustainable energy future for New Zealand. We value ethical, collaborative relationships with our business partners and suppliers. We care deeply about the safety and wellbeing of our people, customers, communities, and environment. Contact is committed to treating people, both inside and outside the company, with dignity and respect.

We work to ensure our operations are conducted in accordance with all regulatory compliance requirements and take a partnership approach with tangata whenua to manage whenua, awa and other taonga. We act with integrity and authenticity to make sound decisions knowing they're subject to scrutiny. We uphold and promote human rights within our areas of influence, engaging with stakeholders and communities on solutions to issues that affect them.

Contact is committed to improving our people's health, safety and wellbeing, to promoting diversity and inclusion and to safeguarding human rights across our operations and supply chain. We communicate our expectations of similar conduct from our suppliers. We recognise that we have a much bigger role to play in working with them to understand their own supply chains, to share information and support a greater focus on modern slavery risks.

The end of FY26 sees the completion of the Contact26 strategy where we set out to be a leader in the decarbonisation of New Zealand. Our new strategy, Contact31+ to lead New Zealand's

renewable energy future, builds on its success. Contact31+ will see us extend our advantage as New Zealand's geothermal leader, lead on new energy generation flexibility in New Zealand, build into new demand with wind and solar, and lead the energy transition at home. We remain committed to strong environmental, social and governance (ESG) practices.

During FY26 we strengthened our approach to procurement in a way that reduces modern slavery risks. We have investigated higher-risk areas in detail and are rolling out Contact's modern slavery policies and frameworks to Manawa Energy Limited and integrating Manawa's suppliers into Contact's processes. Our modern slavery governance framework is providing improved visibility of potential risks across our expanded business.

While we recognise the limitations in uncovering and mitigating all potential modern slavery risks in complex supply chains, we are committed to continuous improvement in our efforts and approach.

This Statement is made jointly on behalf of Contact Energy Limited (Contact) and its wholly owned operating subsidiaries, Western Energy Services Limited (Western Energy), Manawa Energy Limited (Manawa), and Contact's other wholly owned operating companies as set out in Appendix One. It reports on the assessment of modern slavery risks, the governance framework and activities to minimise modern slavery risks in all entities' operations for the 12 months ending 30 June 2026 (FY26). It has been approved by the Board of Contact Energy Limited.

Executive summary

We're committed to respecting human rights and to responsible procurement activities in partnership with our suppliers. In line with these commitments, we continue to work to improve our operations and those of our supply partners with the goal of identifying, preventing, and remediating modern slavery risks.

In FY26 we focused on strengthening our procurement system to improve supplier screening, updating standard contracts including modern slavery clauses, and conduct 'deep dives' into selected areas of our supply chain. We are integrating the Manawa suppliers into Contact's supplier screening processes for FY27 and beyond. With the recent purchase of King Country Energy, we will be reviewing its suppliers and processes in FY27. King Country Energy is part of the Manawa entity.

Our modern slavery risk management approach is based on a structured framework that considers:

- + sector and category risk;
- + geographic risk;
- + supplier characteristics and operating model; and
- + supply chain tier exposure.

During FY26, we continued to strengthen this framework and improve visibility across our supply chain, including extending our understanding beyond Tier 1 suppliers in selected high-risk areas.

We had no reported incidents of slavery or human trafficking in FY26, however we continue to remain vigilant as modern slavery and human rights breaches can be difficult to detect. We are not being complacent – we are continuing to strengthen our processes to better identify, address, and combat occurrences.

In FY27 we will continue our series of risk-based, extended supply chain reviews, work more closely with our suppliers to offer training and improvement assistance with their modern slavery approaches where required, and build on our understanding of our own supply chain to lift our capability in this area.

2. About Contact

Our structure, Operations and Supply Chain

Our strategy is to lead New Zealand's renewable energy future. We have 37 generation sites nationwide across geothermal, hydro, solar and thermal assets, and supporting more than 690,000 customer connections across electricity, gas, broadband and mobile.

We purchase a variety of goods and services to help us maintain and develop our assets, support customers, and run our offices. Our responsible procurement framework helps us identify and manage risks in our supply chain, including modern slavery. It allows us to work with suppliers to align their practices with our goals. The combined Contact and Manawa group has more than 5,000 suppliers, 89.6% of which are New Zealand based. Some 5.4% are based in Australia. Five percent of our suppliers are based in other countries with 2.1% in the United States, and 0.6% in the United Kingdom as the next largest supplier domiciles. Only 22 suppliers, or 0.04% are based in countries that have a high or very high rating for modern slavery.

Most of our suppliers are based in New Zealand and Australia. However, we recognise goods and services supply chains often extend across multiple tiers and that may involve suppliers (Tier 2 and beyond) operating in higher-risk jurisdictions.

Our visibility is strongest at Tier 1 supplier level. We acknowledge that our visibility reduces beyond this point, particularly for suppliers of our suppliers (Tier 2 and beyond). We're working to improve

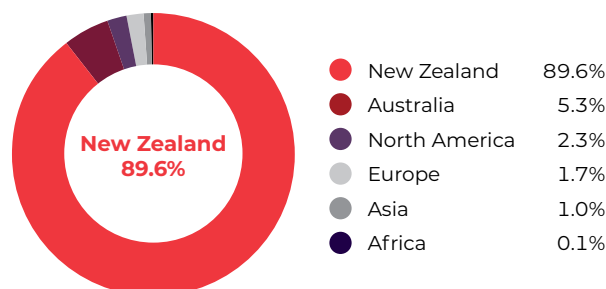
transparency in these areas, though this is a complex challenge.

The goods and services we purchase include:

- + geothermal, hydro, solar, and thermal power station supplies
- + grid scale battery
- + IT hardware and software
- + vehicles
- + safety equipment
- + personal protective equipment/work wear
- + metering field services
- + facilities maintenance
- + construction services, equipment and components
- + gas, electricity, and broadband services
- + corporate services such as office supplies, professional services, travel and accommodation
- + labour (construction and engineering).

As we progress our wind generation projects, we will develop our supply chain in these markets.

Supplier count by region



Our workforce

Contact employs more than 1,400 people across 46 sites nationwide. While we have no overseas-based employees, from time to time our subsidiary Western Energy deploys teams to deliver specialist well-cleaning services to domestic and international customers.

See our **FY26 Integrated Report** for more information about Contact's operations, and supply chain and workforce.

While the risk of modern slavery in our directly employed workforce is low, we recognise that risk may arise in relation to:

- + contract and temporary labour
- + third-party labour providers
- + overseas operations associated with specific projects.

We manage these risks through our recruitment processes, contractual requirements and oversight of labour providers.

Our diverse and resilient portfolio

Contact's balanced portfolio of hydro, geothermal, thermal, solar and battery storage assets provide the flexibility, resilience and reliability needed to power today and enables our ambition to lead New Zealand's renewable energy future.

6 Geothermal sites



26 Hydro sites*



1 Battery storage site



2 Solar farm sites**



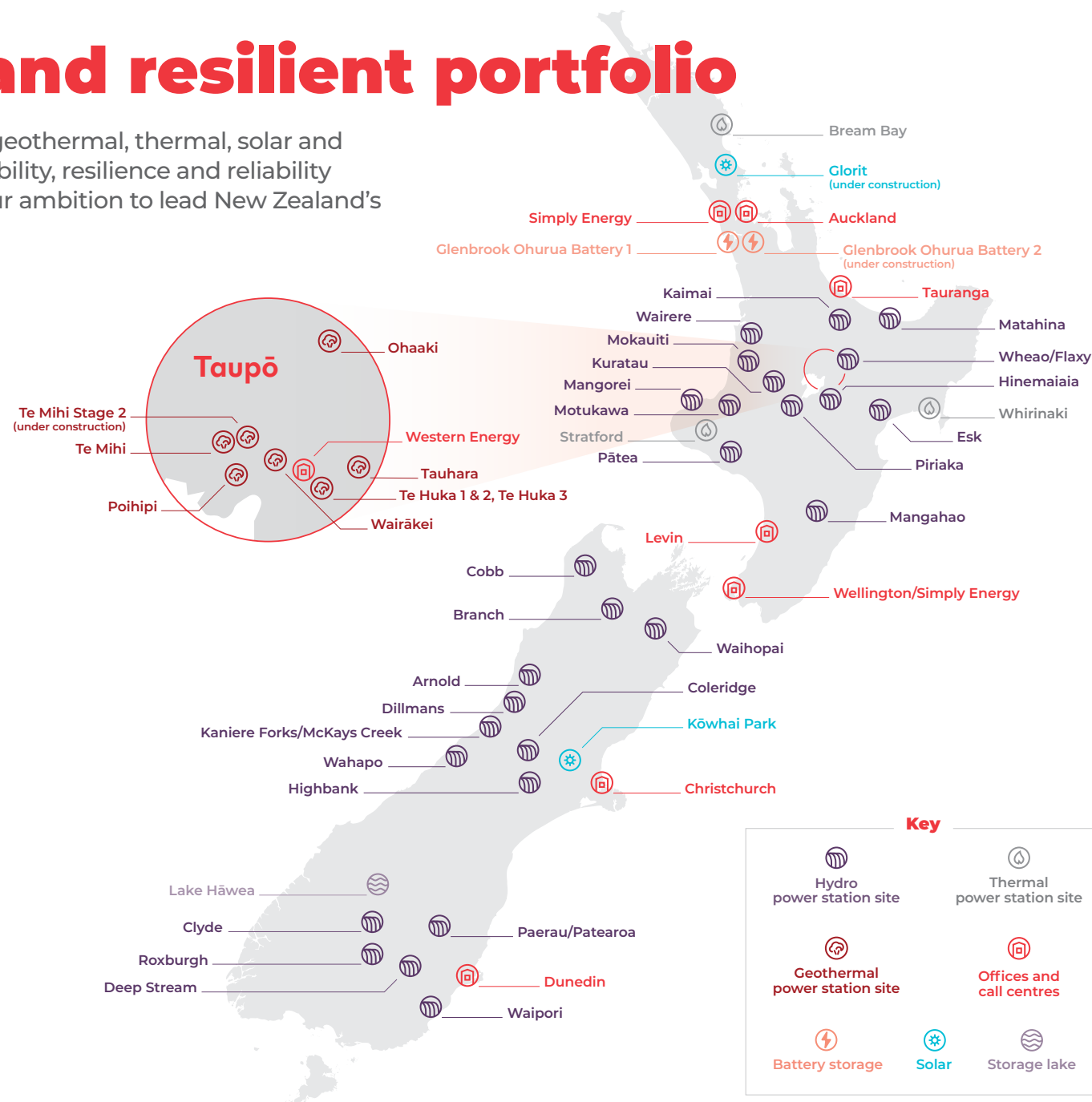
3 Thermal sites



Site counts represent physical locations with generation assets, flexible storage assets or assets under construction. The map includes associated facilities, development projects and supporting infrastructure. Multiple assets/power stations within a single scheme or location are counted as one site.

* Our acquisition of Manawa Energy in 2025 tripled our generation stations, giving us a balanced portfolio of geographically diverse hydro generation spanning the North and South Islands.

** Contact's solar developments are owned and operated through a 50:50 joint venture with Lightsource bp.





Policy framework and governance

Communicating our human rights expectations

We care deeply about the health, safety and wellbeing of our employees. We expect all our people to act honestly, with integrity and in accordance with the law, all the time. This expectation is enshrined in our Code of Conduct that applies to everyone working for Contact, including our Board of Directors, and underpins our corporate policy framework. Contact has a comprehensive set of policies and procedures that articulate our values, ways of working and expectations of our team and suppliers. These are reviewed regularly.

Modern slavery governance

Corporate governance at Contact is led by an independent, experienced Board which oversees core strategy and reviews key risks facing the business. Three committees assist the Board in discharging its governance duties. The Audit and Risk Committee (ARC) ensures that management has established a risk management framework in line with the Board's expectations which includes policies and procedures to effectively identify, treat and monitor principal risks, and regular reporting to the ARC and Board.

At operational level our Modern Slavery Working Group, established in FY24, comprises representatives from key business areas (Major Projects, Solar, Wind and Battery, Procurement, People Experience, Legal and Risk). It functions as our 'eyes and ears' across the business and helps drive a collective response. The Working Group reports to the Procurement Steering Group, which comprises Senior Leadership Team members and the Head of Strategic Procurement. This structure ensures oversight and input on significant modern slavery issues at senior management level.

Policy	Purpose	Training
Code of Conduct	Sets out our expectations for how our people (including contractors) behave towards each other, our partners and our community.	Mandatory for all employees, on a regular cycle.
Supplier Code of Conduct	Sets out our expectations of suppliers, including those relating to labour conditions and human rights.	The Supplier Code of Conduct is provided to all suppliers and referenced in standard contract templates.
Human Rights	Outlines our commitment to observing all human rights laws and to mitigate, identify and remediate modern slavery risks including to prohibit the use of all forms of forced and compulsory labour, all modern forms of slavery and any form of human trafficking in our operations and supply chain.	Our Code of Conduct compliance training for all employees includes human rights elements relating to bullying and harassment.
Health and Safety	Outlines our commitment to healthy and safe ways of working that protect our customers, team members and business partners.	Mandatory for all employees, on a regular cycle.
Whistleblowing	Sets out the processes for reporting suspected serious wrongdoing.	Component of regular Code of Conduct training.

Our **Corporate Governance Statement** outlines how our key policies operate, and the policies are on our **website**.

3. Risks of modern slavery practices in our operations and supply chain

We are committed to safe and effective work practices across our business and operate in a manner consistent with internationally recognised human rights principles and obligations.

To help us identify any risks across our business we:

- + conduct a Peakon employee engagement survey three times a year, helping create a culture of continuous feedback
- + operate a whistleblowing channel which allows our people to report human rights issues within the business, and allows us to monitor, review and address any issues raised
- + encourage a culture of speaking up.

Operations

The risk of modern slavery occurring in our operations is low, as most of our people are employed directly (or are directly contracted) and are based in New Zealand. New Zealand is ranked low for the prevalence of, and vulnerability to, modern slavery on the Global Slavery Index.¹

Accordingly, our operational risk assessment focuses on areas of the business that use contracted or third-party labour providers. We have less direct visibility and control over these providers and their employment terms.

Contact's subsidiary Western Energy does some work in countries which rank higher in the Global Slavery Index. In this context it is engaged as a consultant/supplier of specialist services for a project. While this can make it more challenging for Western Energy to assess the extent to which local laws (including modern slavery laws), are being enforced, we expect our partners to meet the expectations set out in our Supplier Code of Conduct. This includes an expectation of safe working conditions and that workers are treated in a responsible way, with respect and dignity. We continue to work with Western Energy to raise awareness of modern slavery issues so it can identify and act on an issue where necessary.

Supply chain

We have not identified an instance of Contact causing or contributing to modern slavery. However, we recognise some of our goods and services are sourced from extensive and complex global supply chains that have been linked to forced labour, child labour and human trafficking at lower tiers. Our increased investment in new renewable generation projects, including the purchase of construction materials and machinery, has increased our exposure to some of these risk areas. We also purchase IT and telecommunications hardware, PPE and office supplies known to carry some risk.

We took a range of actions during FY26 to help us identify, manage and mitigate some of these risks. These actions followed recommendations from an external review of our modern slavery approach conducted in FY24 and detailed in the **Modern slavery risk assessment**.

Contact retained its membership of the Dow Jones Sustainability™ Asia Pacific Index now called the Dow Jones Best in Class Asia Pacific Index (DJBIC) for FY25. The DJBIC tracks the performance of companies that lead in corporate economic, environmental and social issues in their respective sectors or geographies. Its evaluation includes a range of questions on supply chain management, supplier assessment, labour practices and human rights. We regularly review our Supplier Code of Conduct against the DJBIC and other applicable requirements and update as necessary.

Modern slavery risk assessment

Our efforts during FY26 focused on strengthening our procurement practices, engaging with suppliers, and working to integrate the Manawa business into our procurement processes.

Strengthening Procurement Programme

We have continued our **Strengthening Procurement Programme**, designed to address critical gaps in Contact's approach to supplier management while driving better business outcomes.

An important driver for this programme is the desire to trace all the tools, systems, services and products that Contact uses back to an arrangement with a reputable supplier. This is a vital step towards us gaining the confidence that all our suppliers and contractors, and their corresponding supply chains, are not contributing to modern slavery or other unacceptable business practices.

¹ See the [Walk Free Global Slavery Index](#).

Phase one of the programme has transformed how we enter new supplier agreements through holistic requirements assessment and centralised procurement decisions. It includes major improvements to our contract management system, to streamline and better support supplier contract management.

All new suppliers must complete a **Responsible Procurement Questionnaire and Declaration** to identify areas of concern and opportunities to work together on continuous improvement. This includes questions about:

- + compliance with local human rights/modern slavery laws
- + whether they have a formal policy and commitment to monitor, address and annually report on all forms of modern slavery in their supply chain, including forced and child labour
- + if not, whether they have, or plan to implement, systems to identify, assess, manage, and mitigate modern slavery risks
- + compliance with local laws covering health and safety, and other ethical business conduct.

We assess modern slavery risks across our operations and supply chain using a structured risk framework. This considers the following categories:

- + Direct operations: Employment practices within our own workforce and direct contractors
- + Direct suppliers (Tier 1 – goods): Manufacture and sourcing of physical goods, including equipment and materials
- + Direct suppliers (Tier 1 – services): Labour-based services such as construction, engineering and facilities management
- + Indirect supply chain (Tier 2+): Suppliers of our suppliers, including subcontracting arrangements
- + Raw materials: Extraction and processing of materials used in equipment and infrastructure (e.g. metals, electronic components)

- + Ancillary services: Services such as cleaning, security, logistics and labour hire, which may present higher inherent risks.

The highest inherent risks for Contact typically arise in:

- + construction and engineering supply chains
- + labour hire and subcontracted workforce arrangements
- + manufacturing of equipment and materials sourced through global supply chains
- + procurement of goods that include raw materials from higher-risk geographies.

We prioritise these risks based on category, geography and supplier-specific information.

We recognise that modern slavery risks are more likely to occur in complex, multi-tiered supply chains, particularly where goods are manufactured in higher-risk geographies or where subcontracting and labour hire arrangements are used. While most of our Tier 1 suppliers operate in low-risk jurisdictions, their supply chains may extend into higher-risk regions.

Due diligence framework

We apply a structured, lifecycle-based approach to identifying and managing modern slavery risks across our supplier base:

1. Supplier onboarding and screening

- + Responsible procurement questionnaire
- + initial sanctions and adverse media screening.

2. Risk assessment

- + categorisation based on sector, geography and service type
- + identification of higher-risk suppliers and categories.

3. Contracting

- + inclusion of modern slavery clauses in standard contract templates
- + clear expectations set with suppliers through our Supplier Code of Conduct.

4. Ongoing monitoring

- + periodic supplier engagement
- + adverse media and risk monitoring tools (under development for continuous screening).

5. Targeted review and engagement

- + 'deep dive' reviews into higher-risk categories and suppliers
- + direct engagement to assess practices and raise awareness.

This framework is continuously evolving as we improve our tools and processes.

We undertake other forms of due diligence, according to the project and supplier relationship. For example, during FY26 Contact continued to use the PEP, Sanctions and Adverse Media Services tool to run checks against every new supplier name. This was the first stage of collecting comprehensive supplier information. If a modern slavery (or other) issue is flagged in the system, secondary checks are conducted and followed up with the supplier.

We have not identified any modern slavery concerns with new suppliers through this channel. In the second stage of collecting supplier information, we will implement a tool allowing us to monitor all suppliers on an ongoing basis, and which will automatically notify us of any potential issues.

We are reviewing other third-party information systems to enhance our processes for modern slavery screening over the procurement lifecycle.



Modern Slavery Working Group

Representatives of our **Modern Slavery Working Group** identify and report on risks in their business areas, focusing attention on supply contracts where risks might arise. This has led to valuable conversations with suppliers about modern slavery and provided opportunities to inform and educate.

Building internal awareness

During the reporting period we continued to:

- + promote our online modern slavery module to new employees in our procurement team to ensure that they are aware of modern slavery risks
- + present Modern Slavery Working Group progress reports at Procurement Steering Group meetings, ensuring that senior procurement decision-makers remained informed.

The four indicators and key risk areas identified in the Modern Slavery Risk Assessment.

Risk indicators



Vulnerable populations

Groups of people more likely to be exposed to harm, or unable to advocate for themselves in exploitative situations. We recognise that the level of worker vulnerability, and risk of poor labour practices and exploitation are higher in contexts where base skill labour is relied upon.



High risk business models

Business models that rely on third parties for the provision of services (e.g. labour hire). Outsourcing reduces the visibility of third-party recruitment practices and provision of worker entitlements.



High risk industries

Products and services regarded as having more significant inherent modern slavery risk (e.g. solar panels).



High risk geographies

Countries or regions which are known to have higher human rights (and modern slavery) risks, including those vulnerable to bribery and corruption, or without strong labour laws and governance.

Key risk areas

Engagement of labour via third parties

Contact engages labour for major project sites via third parties. There is likely to be a high prevalence of migrant labour, particularly during periods of peak demand. Contact has less visibility and oversight of these workers, especially where sites are remote. The risks of forced labour and other modern slavery practices may be higher in these circumstances.



Joint ventures

Acquisitions, investments in, or partnerships with, other organisations can expose Contact to high-risk business models, vulnerable populations, or high-risk geographies.



Western Energy offshore projects

Western Energy operates in some regions at higher risk of modern slavery, though it does not have direct control or oversight of other workers when it provides specialist services.



Solar panel supply chain

The solar panel supply chain carries a high risk of modern slavery (and other human rights) abuses. 95% of solar panels worldwide are made up of polysilicon. Nearly half of global production comes from Xinjiang, where polysilicon is produced by Uyghurs and other minorities under conditions of forced labour.² All four of Xinjiang's polysilicon manufacturers have reported their participation in labour transfer programmes and/or are supplied raw materials to companies that have.



Wind supply chain

The growing demand for balsa wood used in wind turbines has resulted in the exploitation of workers in the balsa industry in Ecuador and the use of forced labour in the Amazon. Modern wind turbine designs are increasingly moving away from using balsa wood in the blades with alternative materials such as PET being used in their manufacture.



There are also modern slavery risks associated with the minerals used in wind turbine manufacture, including copper and manganese.

Battery supply chain

Grid-scale battery procurement is considered high-risk for modern slavery due to risks present throughout the supply chain. Key components such as lithium and cobalt may be sourced from regions associated with human rights abuses. Up to 30% of the cobalt used in lithium batteries (in which solar energy is stored) is sourced from mines in the Democratic Republic of the Congo – where forced and child labour is common.



Sourcing of electronic goods (e.g. laptops, mobiles)

Electronics manufacturing is a high-risk industry for modern slavery due to the typically low profit margins and tiered production system. The raw materials are often sourced from high-risk geographies, and manufacturing often takes place in less developed countries with minimal legal and regulatory protections.



Cleaning, maintenance and security services

These categories of work can be high risk due to remote work locations, manual labour, on-demand work and reduced visibility of subcontracting arrangements.



² US ITC Dataweb and UN Comtrade, 2020.

4. Actions to address identified risks

We take a risk-based approach to prioritise the areas for further action. This section sets out progress against the objectives in our FY26 Modern Slavery Statement and our plans for FY27. It includes additional initiatives undertaken in FY26.

Objectives	Activities	
Continue to embed our modern slavery approach across the business and further integrate it with our ESG strategies	FY26 - Continued to remediate all existing contracts to ensure modern slavery and ESG obligations are included across our supply base (in addition to new agreements) - Continued to use the Working Group and governance process to identify risks and training opportunities, and to initiate modern slavery discussions with suppliers at early project stages - Produced modern slavery information packs to share with suppliers.	FY27 - Continue to remediate existing contracts to ensure modern slavery and ESG obligations are included across our supply base (in addition to new agreements) - Continue working with Manawa's suppliers and reviewing contracting arrangements to address any potential modern slavery risks - Begin a programme to rationalise suppliers, so we can proactively manage them and continue to grow our understanding of our suppliers' supply chains - Understand the additional requirements needed to comply with the proposed New Zealand Modern Slavery Bill - Review existing processes and implement any new processes required to comply with the proposed New Zealand Modern Slavery Bill expected to be passed in late 2026.
Work closely with project partners to ensure a robust approach to identifying, assessing and mitigating modern slavery risks	FY26 Worked with suppliers and partners to encourage two-way dialogue on modern slavery and human rights risks, communicate our human rights due diligence expectations, share best practice and discuss opportunities for further supply chain transparency.	FY27 - Implement processes required to comply with the proposed New Zealand Modern Slavery Bill expected to be passed in late 2026 - Continue working with suppliers to raise understanding of the risks of modern slavery.
Implement an updated procurement system to strengthen our ability to screen suppliers and provide reassurance that they meet our expectations of Modern Slavery standards	FY26 Operationalised Phase 2 of our Strengthening Procurement Programme. This has centralised our supplier onboarding process and screening and maintained accurate, up-to-date records of supplier data. We began automating the collection of key compliance information and supplier performance metrics, replacing our existing manual processes with automated workflows and digital record maintenance.	FY27 - Continue to uplift ex-Manawa supply arrangements to Contact's ESG standards - Review and uplift ex-King Country Energy supply arrangements to Contact's ESG standards - Continue face-to-face discussions with existing suppliers to build relationships, including understanding modern slavery approaches. We plan for this to include working with some of Contact's smaller suppliers.



Objectives	Activities	
Expand in-person modern slavery training to selected business units	FY26 Continued to create bespoke training for higher-risk business groups, and raise awareness of the online training module.	FY27 - Work with the People Experience team on processes to provide training to a wider group of relevant Contact people - Provide online and in person modern slavery training to our Renewable Growth and Generation divisions.
	Raise profile of whistleblowing channel	FY26 - Maintained regular cycle of business-wide communications and onboarding training to raise awareness of the whistleblowing mechanism - Made the mechanism publicly available, to allow third parties to raise serious concerns, including about modern slavery and human rights. This is available through our Supplier Code of Conduct.
		FY27 - Maintain regular cycle of business-wide communications and onboarding training to raise awareness of the whistleblowing mechanism - Monitor and review the effectiveness of the Supplier Code of Conduct as a way of making the whistleblowing mechanism publicly available.

Additional FY26 activities

Supplier deep dives

We continued to focus on our higher risk areas with deep dives into areas of our supply chain: scaffolding, wind turbines and electrical transformers. In our first deep dive we:

- + identified scaffolding suppliers as a risk area based on the potential for use of contract labour
- + ran a Request for Proposal (RFP) for scaffolding services with potential suppliers across New Zealand. We conducted detailed reviews of these organisations' labour practices as part of the RFP process
- + engaged in-person to ask a range of questions about their approach to modern slavery risks, internal policies and processes, and understanding of their own supply chain
- + satisfied ourselves that the suppliers selected through the RFP process demonstrated robust approaches to modern slavery, were alive to potential risks in their own supply chains and committed to raising awareness of the issue
- + worked with a supplier in the RFP who does not have a modern slavery policy to support them to develop their policy.

In another deep dive we:

- + investigated electrical transformers which were identified in FY25 as a risk area due to the potential for forced labour, child labour, and other exploitative practices in the sourcing of raw materials or during the manufacturing process
- + we continued gathering information on electrical transformers and in FY26 commenced a go-to-market activity.

The knowledge gathered in FY25 has informed how we will structure the go-to-market activity, the issues we need to be aware of, and the risks we need to manage.

In a further deep dive, we carried out a Request for Information to pre-qualify potential wind turbine suppliers as part of the procurement process for a proposed windfarm. ESG criteria were a significant part of this process – including modern slavery risk.

- + The potential suppliers were asked to provide modern slavery policies and reporting, any independent assurance obtained and supply chain screening.
- + Potential suppliers were assessed against the detailed ESG criteria. This assessment was key to scoring a shortlist of wind turbine suppliers to proceed to the next stage of the procurement process.

These deep dives provide a practical mechanism for validating supplier practices beyond self-reported information. They have informed improvements to our sourcing strategies, supplier engagement approach, and risk prioritisation.

In FY27 we will run a strategic procurement process covering all the elements of our engineering services supply base. As part of this process, we will undertake a deep dive into the supply chains of our engineering services suppliers, to understand any modern slavery risks.



5. Effectiveness of our actions

We assess the effectiveness of our modern slavery actions through a combination of governance oversight, performance metrics, supplier engagement outcomes, and continuous improvement initiatives. We believe the steps we have taken during FY26, building on the work from FY25 to review and improve our actions, have significantly strengthened our approach.

Ongoing improvements to our procurement process, strengthening and standardising our contract templates, go-to-market activities and regular supplier screening provided a better and more consistent understanding and oversight of the risks in our supply chain.

- + Our deep dives into suppliers' approaches to modern slavery and insights into their own supply chains have illuminated areas identified as higher-risk and have informed subsequent go-to-market activities.
- + Continuing the Modern Slavery Working Group and Procurement Steering Group meetings has given us eyes and ears across the business, and an agreed process for review and escalation of modern slavery issues.
- + A restructured Procurement team will provide more expertise for better oversight of, and relationships with, our suppliers.
- + Our processes allow us to react to situations where our people may use purchasing cards for low value items that may carry modern slavery risks. An example was electronic items purchased from a retail store. When alerted by the team member concerned, we quickly undertook a desktop review of both the retailer's and manufacturer's processes. We were satisfied, given the nature of the goods, that reasonable steps were taken to manage the modern slavery risks.

Remediation and grievance mechanisms

We recognise the importance of responding appropriately if modern slavery risks or incidents are identified.

Where we identify that we have caused or contributed to adverse impacts, we will take action to remediate those impacts. Where we are directly linked to such impacts through our supply chain, we seek to work with suppliers to address and mitigate any issues.

Our whistleblowing mechanism provides a channel for Contact people to raise concerns confidentially. No reports of modern slavery concerns were received in FY26. We are continuing to strengthen awareness of this mechanism – all new starters, and all new people leaders are given formal training on whistleblowing. Our Supplier Code of Conduct details an address for suppliers, their staff or subcontractors to raise concerns with Contact.

Ongoing assessment

We assess the effectiveness of our modern slavery risk management on an ongoing basis, in accordance with our Corporate Governance framework. The framework provides an informed and independent view of whether risk-based controls are in place and working as intended.

We know these efforts are necessary but not sufficient to uncover and address all potential modern slavery risks across complex global energy sector supply chains. We anticipate that by building closer supplier relationships, greater supply chain monitoring, and regular deep dive investigations we will increase transparency and the likelihood of uncovering potential modern slavery issues.



6. Consultation and approval process

Consultation on this Modern Slavery Statement included engagement with:

- + Western Energy Services Limited
- + Contact's commercial and procurement specialists
- + Business unit representatives with oversight of suppliers and subsidiaries assessed as potentially more exposed to risks of Modern Slavery practices
- + Senior leaders from the Legal, Commercial, Risk & Assurance and Procurement teams
- + Contact's Senior Leadership Team.

This Statement was approved by the Board on 7 August 2026.

Robert McDonald
Board Chair
Contact Energy Limited

Mike Fuge
Chief Executive Officer
Contact Energy Limited



Appendix

