Modern Slavery Statement

June 2026

Powering Skills Organisation Ltd

Policy # PSO- 025	**Last Edited: March 2025**	**Policy owner: CEO** **Approved 30 March 2026**
Effective date: **June 2026**	**Next review date:** **June 2028**	**Approved by: Board of Directors on 30 June 2026**

1. Purpose

This Modern Slavery Statement outlines Powering Skills Organisation Ltd's (**PSO**) commitment to preventing modern slavery and human trafficking within our operations and supply chains. We are not classified as a reporting organisation under the *Australian Modern Slavery Act 2018 (Cth)* (**AMSA**), however we recognisese the importance of acknowledging these issues in the pursuit to uphold ethical practices throughout our business.

Our Organisational Structure:

PSO is a Jobs and Skills Council which has been funded by the Australian Government (managed by the Department of Employment and Workplace Relations (**DEWR**). PSO performs a number of functions in order to fulfil its role within the national training system in Energy, Gas and Renewables sectors, including identifying, forecasting and responding to current and emerging skills needs and workforce challenges. PSO is driven by a strategic vision that outlines a range of responses to our sectors' workforce challenges.

2. Scope

We maintain a zero-tolerance policy towards modern slavery and human trafficking. We have implemented policies and procedures to ensure compliance with ethical business practices. These policies include:

1. **Supplier Code of Conduct:**

   We expect all of our suppliers and partners to adhere to ethical standards that prohibit the use of forced labour, child labour, and any form of exploitation.

2. **Due Diligence:**

   We undertake thorough due diligence on suppliers, contractors, and partners to identify and mitigate potential risks of modern slavery in our supply chains.

3. **Employee Code of Conduct:**

Our employees are expected to uphold the highest ethical standards and report any concerns related to modern slavery or human trafficking to their manager or the CEO.

4. **Training and Awareness:**

   PSO provides regular training to our employees and relevant stakeholders to raise awareness about the threat of modern slavery and how to identify and report it.

Supply Chain:

We acknowledge that the risk of modern slavery may arise within supply chains. . In recognition of our specific obligations in relation to this risk, PSO's Procurement Policy and Framework reflects PSO's commitment to identifying, assessing and addressing modern slavery risks in procurement activities. PSO will require all suppliers to complete a Modern Slavery Declaration form (Appendix 1).

Reporting and Transparency:

While we are not bound to publish an annual modern slavery statement under the AMSA, we believe in transparency and accountability. We encourage open communication with stakeholders and the public regarding our efforts to combat these activities.

Feedback and Improvement:

We welcome feedback and suggestions from our employees, suppliers, partners, and other stakeholders on how we can enhance our efforts to prevent modern slavery and human trafficking. We are committed to continuously improving our practices and taking appropriate action when necessary.

3. Conclusion

At PSO we recognisese that modern slavery and human trafficking are a grave violation of human rights. Although we are not legally required to produce a modern slavery statement, we are dedicated to upholding ethical standards, promoting transparency, and working diligently to mitigate and eliminate any potential risks of modern slavery within our sphere of influence.

This statement is made pursuant to our commitment to ethical business practices and our determination to contribute to the eradication of modern slavery and human trafficking.

4. Related Documents

1. Procurement Policy and Framework
2. Conflicts of Interest Policy
3. Code of Conduct Policy

5. Document Control Table

Version	Description	Date
V.0.1	New policy	10/08/2023
V.0.2	Board adoption	30/10/2023
V.0.3	Updates from governance review by Apex Compliance Solutions	05/12/2024
V.0.4	Board adoption	12/02/2025
V.1.0	Published	04/03/2025
V.1.1	Periodic review with minor changes	26/03/2026
V.1.2	Considered by Audit and Risk Committee	14/04/2026
V.1.3	*Considered by Audit and Risk Committee*	*9/06/2026*
V.1.4	*Approved by PSO Board of Directors*	*30/06/2026*

Appendix 1 – Modern Slavery Supplier Declaration

This declaration is to be completed by suppliers, sub-contractors, consultants and other third parties engaged by Powering Skills Organisation Ltd (PSO). It is intended to provide assurance that the supplier does not engage in, support or tolerate modern slavery practices in its operations or supply chains, and that appropriate policies, controls and due diligence processes are in place to identify and address modern slavery risks.

1. Supplier details

Legal entity name: _____

Trading name (if different): _____

ABN / ACN: _____

Registered business address: _____

Primary contact name and position: _____

Email: _____ Phone: _____

Date of declaration: _____

2. Supplier declaration

By signing this declaration, the supplier confirms that, to the best of its knowledge and after reasonable enquiry:

- it has not identified any actual modern slavery practices in its operations or supply chains relevant to the goods or services supplied to PSO, except as disclosed in this declaration or otherwise notified to PSO;
- it has taken reasonable steps to identify, assess and address modern slavery risks in its operations and supply chains;
- it complies, and will continue to comply, with applicable laws relating to employment, workplace health and safety, and modern slavery offences relevant to its operations;
- it maintains policies, procedures, due diligence processes or other controls appropriate to the nature and scale of its business to prevent, identify and address modern slavery risks;
- where it engages subcontractors, labour hire providers or other suppliers, it undertakes reasonable due diligence and risk management measures in relation to modern slavery risks;
- it will notify PSO as soon as practicable if it becomes aware of any actual, suspected or identified modern slavery risk, incident, investigation or non-compliance relevant to the goods or services supplied to PSO;
- where applicable, it has complied with, or will comply with, any reporting obligations under the *Modern Slavery Act 2018 (Cth)* or equivalent laws applying to its operations;
- the information provided in this declaration is true, accurate and not misleading in any material respect, and it will provide further information or supporting evidence reasonably requested by PSO.

3. Modern slavery governance and due diligence

Please complete the following:

1. Is your organisation required to report under the Modern Slavery Act 2018 (Cth)? Yes / No

2. If yes, has your organisation published a modern slavery statement? Yes / No / Not applicable
3. Does your organisation have a modern slavery, ethical sourcing, supplier code of conduct or equivalent policy? Yes / No
4. Does your organisation undertake due diligence on its suppliers, subcontractors or labour hire providers? Yes / No
5. Does your organisation provide a grievance, reporting or whistleblower mechanism for workers or affected persons? Yes / No
6. Has your organisation identified any modern slavery risks, incidents or investigations in the last 12 months? Yes / No
7. If yes, please provide brief details of the issue and the actions taken:

   _____

_____

8. Please list any supporting documents attached to this declaration (for example policy, statement, code of conduct, risk assessment, training material or audit reports):

   _____

   _____

4. Ongoing obligation

The supplier acknowledges that PSO may rely on this declaration as part of its procurement, due diligence and contract management processes. The supplier agrees to promptly notify PSO of any material change to the information provided in this declaration, including any actual or suspected breach relating to modern slavery in its operations or supply chains.

5. Authorised signatory

Name of authorised representative: _____

Position title: _____

Signature: _____

Date: _____