

Modern Slavery and Human Trafficking Statement

Purpose

Platinum Electricians (PE) is committed to preventing modern slavery and human trafficking across our business and supply chains. This statement outlines how we identify, manage, and mitigate the risks of modern slavery, ensuring that our operations uphold the highest ethical standards.

Our Commitment

We recognise that modern slavery can take many forms, including forced labour, servitude, human trafficking, debt bondage, child labour, forced marriage, and deceptive recruiting. PE has a zero-tolerance approach to any form of slavery or human trafficking. We are committed to fostering a culture of respect, integrity, and accountability throughout our organisation.

About Us

Since 2001, PE has grown into a national electrical contracting company, providing commercial electrical installation, service, and maintenance across Australia. With over 200 employees, our vision is to be the world's most customer-focused electricians. Our workplace culture and core values guide how we respect human rights and deliver services responsibly to our employees, customers, suppliers, and the wider community.

Our Approach

PE embeds anti-slavery practices into our compliance framework, operations, and supplier engagement. Key elements of our approach include:

- Risk Assessment: Identifying parts of the business and supply chains most at risk of modern slavery to focus mitigation efforts.
- Supplier Engagement: Working with suppliers to understand their anti-slavery measures and promote transparency.
- Contractual Commitments: Incorporating explicit prohibitions against slavery, servitude, forced or trafficked labour, and child labour in supplier contracts.
- Monitoring & Continuous Improvement: Regularly reviewing processes and using feedback to improve our practices.
- Awareness & Training: Providing modern slavery awareness training for relevant staff and key suppliers.

Principles of the Code of Practice

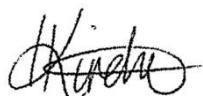
PE adheres strictly to the following principles to ensure ethical treatment of all workers:

1. Forced or Involuntary Labour: No forced, bonded, indentured, or prison labour; all work is voluntary.
2. Workplace Equality: All workers treated fairly, irrespective of nationality or legal status.
3. Recruitment Fees: Workers are not charged fees for recruitment, travel, or visa processing.
4. Wages and Benefits: Workers receive at least legal minimum wages and benefits; no wage deductions as punishment.
5. Document Retention: Workers retain control over identity and travel documents; confiscation is prohibited.
6. Working Hours: Hours comply with national law; overtime is voluntary and fairly compensated.
7. Contracts of Employment: Written contracts in a language understood by the worker; no substitution of less favourable terms.

8. Freedom of Movement: Workers' movement is not unreasonably restricted; no mandatory employer-provided residence.
9. Health and Safety: Safe and healthy workplaces in compliance with all applicable regulations.
10. Grievance Procedures: Workers can raise concerns without fear of retaliation.
11. Humane Treatment: Workplaces are free from inhumane treatment, harassment, or abuse.
12. Private Employment and Labour Recruiters: Agencies used for recruitment operate legally, ethically, and without risk of forced labour.

Looking Ahead

PE is committed to continuous improvement in our fight against modern slavery. We will maintain proactive monitoring, reporting, and engagement to ensure our business and supply chains remain free from exploitation.



CEO
Karla Kirch

Date: January 2026
Next Review Date: January 2027