



**MODERN
SLAVERY
STATEMENT
2023**



CLEVER COMPOSITE SOLUTIONS

INTRODUCTION

This Modern Slavery Statement is the second for Quickstep Holdings Ltd ABN 55 096 268 156, covering all fully owned subsidiary companies and business units across Australia. This is a voluntary statement.

Quickstep seeks to be a leader in its industry for all facets of Corporate Social Responsibility. In addition to a clear Code of Conduct and Vision statement underpinned by a CAN culture (Courageous, Agile, all-iN), Quickstep has a range of policies that aim to improve the social well-being of all employees and actively promotes a diverse and inclusive working environment. Published policies can be found on Quickstep's website and these are supported by periodic reports, including 'Diversity' and 'Workplace Gender Equality'.

Quickstep is committed to doing business with Suppliers that share similar values, ethics and business practices including those related to human rights. Through alignment with like-minded Suppliers, Quickstep commits to removing Human Rights violations, such as Modern Slavery, from the Supply Chain.

STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Quickstep Holdings Ltd was founded in Perth, Western Australia in 2001. Operations are now centralised across Eastern Australia, in Sydney, Melbourne, and Geelong with approximately 280 direct employees.

Quickstep Holdings group of companies operates predominantly in the Aerospace sector. Operations include Manufacturing, MRO (Maintenance, Repair & Overhaul) and Research & Development across multiple locations in Australia.

Quickstep Holdings operational subsidiaries consist of 4 principal operating entities, as outlined below:

QUICKSTEP HOLDINGS LTD

ABN 55 096 268 156

Quickstep
Technologies Pty Ltd
ABN 68 088 154 876

Quickstep
Aerospace Pty Ltd
ABN 79 645 131 095

Quickstep
Automotive Pty Ltd
ABN 52 156 244 576

Quickstep
Aerospace Services Pty Ltd
ABN 79 645 131 095

Quickstep Technologies & Quickstep Aerospace

Our Technologies and Aerospace entities are engaged in manufacturing Advanced Composite Solutions. Our current work profile includes Defence & Commercial Aerospace, plus other Advanced Industry sectors.

Due to this work statement, the majority of our Suppliers are based in North America or Australia. A selection of these Suppliers is prescribed and must be used as part of the Defence programs.

Quickstep Aerospace Services

Operates as an MRO facility performing work across the Commercial & Defence Aerospace sectors. Due to this work statement, the Quickstep Aerospace Solutions supply chain includes products and services sourced from suppliers based both in Australia and overseas (being predominately Europe and USA) and is split as follows:

- ✓ 50% Australia
- ✓ 30% USA and Canada
- ✓ 15% Europe
- ✓ 5% Other

Quickstep Automotive

Based at the Deakin University Waurn Ponds Campus, this facility houses Quicksteps R&D capabilities and production for multiple commercial applications. Suppliers are predominantly Australian-based with limited supply from Europe.

In 2022 Quickstep announced a new business line expanding operations out of this facility – Quickstep Applied Composites. Key work profile of this new business includes production of Logistics and Survey Drones.

RISKS OF MODERN SLAVERY IN OPERATIONS AND SUPPLY CHAIN

Quickstep's own manufacturing operations are located within Australia and comply fully with all federal and state employment laws. The vast majority of our workforce are full-time or part-time employees of Quickstep and where contract labour is required, this is through established and reputable labour-hire firms. Due to the nature of our business, we do not subscribe to any labour mobility schemes or use low-skilled, migrant workers. The risk of Modern Slavery within Quickstep's operations is low.

As a manufacturer of products and services within the aerospace sector, the majority of our suppliers operate within the highly regulated aerospace industry and are located in North America, Australia, and Western Europe. Most also supply large US based defence and aerospace companies and therefore already fall under other reviews with respect to Modern Slavery regulations. The risk associated with these suppliers is considered to be low. As the work profile of the Applied Composites division increases an area of focus for Quickstep will be managing cost expectations of Quickstep's customers against Modern Slavery risk in the Quickstep Supply Chain.





The primary area of potential risk concerning Modern Slavery in our operations relates to the supply of small quantities of generic products to support our manufacturing and repair activities. This includes PPE, office supplies, minor capital items and some types of IT equipment. These are generally purchased from local distributors and supply chain visibility is generally limited. The risk associated with these suppliers is considered to be medium, however these suppliers are subject to relevant control and regulation in their respective jurisdictions.

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISK IN QUICKSTEP'S SUPPLY CHAIN

Quickstep uses a number of internal and external resources to identify, assess and mitigate the risks of Modern Slavery in its operations and supply chain.

Firstly, Quickstep has developed a Code of Conduct which is issued to all employees. All employees are required to confirm their understanding of the Policy as part of their induction process. This code states our expectations that all directors, managers, employees, contractors, and subcontractors will uphold our values and comply with all applicable workplace health and safety laws and regulations. A Whistleblower Policy, which includes anonymous reporting mechanisms, ensures that if employees detect any areas of concern, they are able to report any suspected or potential violations to an independent body.

Quickstep is then taking a pro-active approach to the identification of risk areas; the examination/confirmation of controls; and the implementation of mitigations where required. These include:

-  Development and application of risk-based tools to assess all existing suppliers in our supply chain. This tool takes into consideration factors including manufacturing geographical location, industry sector, business model/ownership and types of products manufactured,
-  Inclusion of an anti-slavery clause in all supplier contracts,
-  Declaration and sighting of a human trafficking policy for all new supplier approvals where the existence of an appropriate policy is viewed as risk mitigation,
-  Discontinuation of supply where appropriate confidence cannot be achieved.

Training of all employees exposed to our supply chain with respect to Modern Slavery risks within our supply chain.

RISK MITIGATION ASSESSMENT

Quickstep keeps up to date with developments in Modern Slavery through regular surveys of publications from; Walk Free Minderoo Foundation; United Nations; OECD and Anti-Slavery International; and review of the Australian Government – Human Affairs website.

Modern Slavery is recognised as an entry on the Quickstep Corporate Risk Register. This ensures regular review at Board and Executive levels of the actions required to address any Modern Slavery risk within Quickstep or its supply chain.

OUR PLEDGE

This statement has been prepared with input from all Quickstep operating entities across the executive and senior leadership team.

Quickstep is fully committed to eliminating Modern Slavery from all aspects of its operations and in so doing improving the lives and well-being of everyone who benefits from its operations.

This statement was approved by the principal governing body of Quickstep, the Quickstep Board of Directors on July 20th 2023.