

CERTIFICATE OF ASSESSMENT

This document certifies that

Spex Limited

32 Detroit Drive
Rolleston 7614
New Zealand

has been assessed by iPRO for modern slavery risks.

Scope of modern slavery assessment:

Forced Labour	Child Labour
Human Trafficking	Policies & Procedures

Applicable to:

Operations	Supply chain: Tier 1
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Authorised by:

Campbell Dobbin

Campbell Dobbin, CEO, iPRO.

Certificate number: MSART20253256

Valid from: 23 May 2025

Valid until: 22 May 2026

Date of Operations assessment: 10 July 2025



POLICIES

Spex Limited has the following policies that relate to human rights and modern slavery:

Child Labour Policy	✓
Document Checks Policy	✓
Equal Opportunity and Non-Discrimination Policy	✓
Modern Slavery (Forced Labour and Human Trafficking) Policy	✓
Recruiter Screening and Evaluation Policy	✓
Recruitment Fees Policy	✓
Trade Union and Workers Rights Policy	✓
Wage Compliance Policy	✓
Worker Agreements Policy	✓
Worker Contract Cancellation Policy	✓
Worst Forms of Child Labour Policy	✓

Spex Limited has the following standards, processes and procedures that relate to human rights and modern slavery:

Grievance process ✓

Internal accountability standards and procedures to respond to failures by employees to meet policies on slavery, human trafficking and child labour ✓

Remediation process ✓

Suppliers assessed: 32

Dates of Supply Chain assessment: 10 July 2025 - 30 July 2025

Certificate number: MSART20253256