

Anti-slavery policy 2020

Policy Statement

The Commonwealth Modern Slavery Act 2018 established Australia's national modern reporting requirement.

This policy applies to all persons working for Ames Australasia PTY LTD, or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

AMES Australasia PTY LTD strictly prohibits the use of modern slavery in our operations and supply chain. We have and will continue to be committed to implementing risk systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains functions. Ames Australasia also performs external auditing of its third-party supply chain relationships in relation to Code of conduct, Anti-slavery and Anti human trafficking.

Commitments – Anti-Slavery

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- slavery, servitude (coercing someone to provide services) and forced and compulsory labour;
- human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited);
- committing any offence with the intention to commit human trafficking or modern-day slavery;
- aiding, abetting, counselling or procuring any of the above offences,

Commitment

Ames Australasia as a *Trusted Trader* registered with the Australian Border Force (ABF), complies and monitors risk in supply chain function and facilitates legitimate trade.

We shall be a company that expects everyone working with us or on our behalf, to support and uphold the following measures to safeguard against modern slavery:

- There is no place for any forms of modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf as suppliers. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk based approach to our contracting processes and keep them under review. We assess the inclusions of risk management procedures when selecting and continuing with supply relationships. Using our risk based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Ames Code of Conduct, which sets out the minimum standards for best practice supply chain trade.
- Consistent with our risk based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct
 - Suppliers engaging workers adhere to Anti-slavery policy

As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances;

- warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that individuals, entities or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.