

MODERN SLAVERY POLICY

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This is a controlled document



WESTFORCE
CONSTRUCTION

Westforce Construction is strongly committed to creating a workplace environment that does not accept any form of modern slavery and ensuring that everyone is treated fairly, ethically and with respect. It is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

Westforce Construction expects all who have, or seek to have, a business relationship with the Company to familiarise themselves with this policy and to act in a way that is consistent with its values. The Company will only do business with organisations who fully comply with this policy, or those who are taking verifiable steps towards compliance.

This policy will be used to underpin and inform any statement on slavery and human trafficking that the Company is required to produce under the *Australian Modern Slavery Act 2018* (Cth). This Act aims to improve the transparency surrounding modern slavery, increase business awareness of modern slavery risks and reduce these risks in production and supply chains.

Westforce Construction will not tolerate forced or indentured labour directly or in our supply chain - all labour must be voluntary. Westforce Construction and its suppliers must ensure that proper documentation and procedures are in place to manage the status of employees. This documentation should be consistent with the laws of the country of operation, as well as laws on modern slavery and human trafficking.

All employment contracts should clearly state the terms of employment and be available in workers' native language. The Company and its suppliers will ensure that employees' freedom of movement is not restricted by the withholding of travel and identification documents and/or the payment of recruitment fees and will allow employees to terminate employment with reasonable notice.

To underpin the commitments laid out in this policy, the Company aims to implement the following measures:

- Risk assessments will be conducted to determine which parts of the business and which supply chains are most at risk from modern slavery so efforts can be focused on the areas that are most 'at risk';
- Where appropriate, as informed by the risk assessment, the Company will engage directly with new suppliers in respect of the Anti-Slavery Policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses;
- Contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy;
- Provision is made for contracted suppliers to hold their own suppliers to the same standards. The Company reserves the right to terminate any contractual arrangement if there is breach of this policy.

Westforce Construction and its suppliers will only employ workers who are the applicable minimal legal working age in the country of operation and maintain official, verifiable documents of all employee's ages.

Westforce Construction does not accept any form of modern slavery and is committed to ensuring that all workers in its operations and supply chain are treated fairly, ethically and with respect. The Company expects its suppliers to do the same and uphold the human rights of all people involved in their operations and supply chains.

Any behaviour in breach of this policy shall be reported to Westforce Construction management. A failure to comply with this policy will result in disciplinary action in accordance with Westforce Construction's disciplinary procedure.

MANAGING DIRECTOR

Phil Clarke

A handwritten signature in black ink, appearing to read 'P Clarke'.

01/03/2021