

MODERN SLAVERY POLICY

This Policy applies to all the CASAIR Group based in Australia and to all personnel who work for or on behalf of the Group to supply products or services.

This policy reflects the Company's obligations under the Australia Modern Slavery Act 2018 and the Company's commitment more generally to avoid any form of modern slavery or human trafficking within its operations or its supply chain.

Modern slavery includes:

- **Slavery** – the behaviour on the part of the offender as if they owned the victim, depriving the victim of their freedom.
- **Forced** or compulsory labour – work or service of a victim which involves coercion, either direct threats or violence or more subtle forms of compulsion. Work or service is extracted from the victim under the menace of any penalty and for which the victim has not offered themselves voluntarily, and
- **Human trafficking** – arrangements for the travel of the victim with a view to them being exploited.

CASAIR will not tolerate any form of modern slavery within its own operations or within its supply chains.

Any indication of modern slavery must be reported to a Senior Manager via the Company reporting system.

Preclusion of Modern Slavery

- ✓ As part of the annual preferred supplier status review, the Company requires suppliers to answer a questionnaire on how they mitigate the risk of utilising non-conforming suppliers.
- ✓ Non-preferred suppliers are required to complete the Modern Slavery questionnaire prior to issuing any purchase orders to the non-preferred supplier.
- ✓ The Company's Purchasing Terms and Conditions include a specific requirement for suppliers to comply with modern slavery legislation.
- ✓ Training of Company Personnel.



Stuart Burns
Chief Executive Officer
30th November 2022