

VICMESH POLICY NO. 9 MODERN SLAVERY POLICY.

VICMESH is committed to ensuring all business is conducted responsibly and ethically, along with ensuring all aspects of business practices are free from any form of slavery.

We are committed to the implementation of, and continual review of, effective systems and controls that ensure any and all forms of modern slavery do not take place within our business or throughout our supply chains. As a company, we will only undertake business with organisations that commit to, and fully comply with, this *Modern Slavery Policy*.

Scope

This policy applies to all persons working for, or on behalf of, VICMESH in any capacity, including employees, contractors, directors, consultants and any other third-party supplier.

Definitions

The *Modern Slavery Policy* is made in relation to the Modern Slavery Act 2018. The Act outlines four key criminal activities encompassing modern slavery, which are:

- Slavery, servitude, forced and compulsory labour;
- Human trafficking;
- Commitment an offence with the intention to engage in human trafficking;
- Aiding, abetting or counselling any of the above offences.

Policy

As a company committed to conduct its business with integrity and honesty, VICMESH will not engage in any practices, direct or otherwise, that involve the deprivation of a person's human rights.

The business strongly opposes the exploitation of one's human rights and takes a strict **zero tolerance** approach to all forms of modern slavery and human trafficking. This stance applies to all operations within the business, along with all external interactions throughout the supply chain. VICMESH will continually review its practices and systems to ensure modern slavery does not take place.

VICMESH employees fall under the Manufacturing and Associated Industries and Occupations Award 2010, and the national employment standards provided by Fair work Australia. Third party reviews and internal annual reviews are completed to ensure VICMESH are complying with the requirements of the award. In addition all employees are provided with employment contracts which document remuneration rates and terms of employment, and make reference to the award that pay rates are in accordance with.

The company will review the practices of its main suppliers to ensure their practices adhere to the requirements of the *Modern Slavery Policy*. This will include a review of the company's vision, values and sustainability policies.

VICMESH is committed to the education and training of all employees, contractors and any other third-party suppliers in relation to this and other policies. Company policies are available to all employees and third parties upon request.

Dick Hosking
Director



Feb 2021

Craig Buffham
Director



Lucas Gnocchi
General Manager

