

Vertech Group and its business units acknowledges the abhorrence of modern slavery and human trafficking in all its forms and is committed to preventing such practices within its operations and supply chains. As a responsible corporate citizen, Vertech Group endeavours to uphold ethical standards and promote human rights across our operations.

In accordance with the Modern Slavery Act 2018, this statement outlines the steps that Vertech Group has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

Vertech Group are not subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 01 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement. Vertech Group are not subject to the act as each individual business unit's annual turnover is less than \$100m. However, we will be providing a voluntary report.

We recognise the importance of transparency and due diligence in identifying and mitigating the risk of modern slavery within our operations and supply chains. Vertech Group has a relatively simple supply chain that includes the purchase of products and services needed for the businesses day-to-day operations including office supplies, employment and training of staff, external legal advice, leasing of office spaces, Information Technology (IT) infrastructure and support services and travel.

To this end, Vertech Group will ensure the following:

- That we are committed to operating our business lawfully and ethically and only working with supplies that are aligned to our values.
- We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.
- Valuing and observing all laws regarding corporate social responsibility, environment and workplace safety protection and staff inclusion and diversity.
- Implementing various policies that support our day-to-day operations ensuring that all personnel and supplier meet the Vertech Core Values of People, Safety, Quality and Innovation. This includes questioning our suppliers and subcontractors on their Modern Slavery Practices and Policies.

By ensuring these measures are in place, Vertech Group aims to contribute to the global effort to eradicate modern slavery and uphold the dignity and rights of all individuals. Vertech Group remains committed to fostering a culture of transparency, accountability, and respect for human rights within our organisation and throughout our supply chains.

It is the responsibility of all personnel of Vertech Group to adhere to this policy and its requirements.



**Cameron Waters – Managing Director**

Vertech Group Pty Ltd