



# MODERN SLAVERY POLICY

Vertech Group and its business units condemn modern slavery and human trafficking in all its forms and are 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 is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act to produce an annual modern slavery statement. With a consolidated annual turnover of more than AUD\$100m, Vertech Group is subject to the Act and, as such, will provide an annual statement within six months of the end of the financial year.

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 business' 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:

- ✔ We are committed to operating our business lawfully and ethically and only working with suppliers that are aligned with 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, environmental protection, workplace safety, and staff inclusion and diversity.
- ✔ Implementing various policies that support our day-to-day operations, ensuring that all personnel and suppliers 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 – Group Managing Director**

Vertech Group Pty Ltd

