

# MODERN SLAVERY

Authorised by: Pasquale DiVirgilio

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## ❖ Modern Slavery Policy

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Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, child exploitation and forced organ removal. Melbourne Cleaning Supplies Ltd ('the Company') is committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationships.

### Policy Application

- This Policy applies to all persons working for or on behalf of, or providing services to, the Company in any capacity, including all Suppliers, Employees, Directors, officers, Contractors, consultants and any other third-party representatives.
- The Company expects that all who have, or seek, a 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 Suppliers who fully comply with this Policy, or those who are taking verifiable steps towards compliance.

### Response to Modern Slavery

- All employment with the Company is voluntary.
- The Company does not use or condone, child or forced labour in any of its operations or premises and works to ensure these practices are not present in its workforce or supply chain.
- The Company does not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.
- The Company abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Where the Company is made aware of modern slavery practices in its own business or within its supply chain, the Company will investigate all claims and if valid, resolve the issue in line with the values expressed in this Policy.
- This Policy will be used to underpin and inform any statement on modern slavery that the Company is required to produce as a result of legislative requirements in any country in which the Company operates.

### Non-compliance with this Policy

- Any breach of this Policy will be taken seriously and dealt with on a case by case basis.
- A breach of this Policy by an Employee may lead to disciplinary action being taken in accordance with the Company's disciplinary process. Serious breaches may be regarded as gross misconduct and may lead to immediate dismissal further to the Company's disciplinary procedure.
- A breach of this Policy by a Supplier will also be dealt with on a case by case basis.
- Depending on the behaviour, the Company may choose to adopt a zero-tolerance stance towards the Supplier's behaviour and look at methods of preventing further engagement with the Supplier or may decide to work with the Supplier, so they become compliant with this Policy.

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