

Document Name:	IDT-POL-04 IndustriTech Modern Slavery Policy		
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Responsible For:	Head of People, Culture and Safety		
<p>This Document is deemed to be uncontrolled if it is printed out. It is the User's responsibility to check current revision status of Document. This Policy has been endorsed by the Managing Director and reviewed by the People, Culture and Safety Team.</p>			

Purpose

Business plays an important role in respecting and promoting human rights and eradicating modern slavery. We recognise that modern slavery is a growing and complex problem, best tackled by collective commitment and responsibility to bring it to an end and we are committed to working with all our stakeholders to fulfil this common goal. If the policy is breached, we will act as quickly as practicable to remedy our adverse impacts on workers, individuals or communities and we will engage directly with affected stakeholders. The purpose of this Policy is to ensure that IndustriTech sources products and services in accordance with legal obligations and community expectations while working with suppliers to improve their social and environmental practices, and to prevent, mitigate and where possible, remedy modern slavery in our operations and supply chains.

Application

This policy applies to all Employees of IndustriTech, this includes Casuals, Contractors and people working within IndustriTech. The general term used to describe this group of people will be Employees. All employees are educated in the Modern Slavery Policy and Management Plan as part of the Employee Induction Program and is reviewed annually. The Policy should be read in conjunction with the IndustriTech Code of Conduct, and the IndustriTech Anti-bribery Policy.

Endorsed by the Managing Director			
Signature:		Date:	December 2020
Name:	Ian Jobson		

Policy

Modern Slavery Policy Statement

At IndustriTech we are committed to providing products and services to our customers that is unparalleled in excellence. Our Quality Management system enables IndustriTech to conduct our business responsibly with a long-term goal of surpassing our legislative obligations to our employees, customers, stakeholders, and the wider community, while maintaining our competitive edge and economic sustainability. In conducting our business, IndustriTech will endeavour to safeguard and respect all human resources so as not to compromise quality of life for all those associated. IndustriTech's Modern Slavery Management Plan forms part of our Quality Management System.

IndustriTech commits to mitigating risk in human resources management by committing to the following in its Modern Slavery Management Plan pursuant to the Australian Modern Slavery Act 2018:

- Compliance with our Supply Chain Assurance Program which includes a human rights risk guide designed to reduce our exposure to modern slavery.
- Mitigating risk through improved risk assessment, due diligence, remediation and monitoring processes, consideration of modern slavery impacts on all procurements and ensuring that all supply chains are aligned with our Supplier Code of Conduct.
- Creating a culture where modern slavery mitigation management is considered an integral element of all IndustriTech activities.
- Broadening our stakeholder engagement with investors, shareholders, non-government organisations and other businesses to better understand their perspectives on the role of respecting human rights and to collaborate on the prevention of modern slavery.
- Providing information, training and enforcement to all those associated and operating to influence the behaviour of staff, clients and the wider community to engage with initiatives implemented to eliminate risk.
- Checking, monitoring, and reviewing processes to ensure relevancy and desired outcomes are being realised.
- Recording risk mitigation practices as part of the Modern Slavery Management Plan to ensure continuity.
- Making resources available to implement Modern Slavery risk management procedures where required.

This statement is issued to illustrate our mindset and dedication to nurturing client relationships and constant attention to the continual improvement in our processes and standards of service. The full support of our employees, suppliers and subcontractors is sought in actively pursuing our quest for a sustainable workplace.