



MODERN SLAVERY POLICY

Earthtrack Solutions has over 20 years industry experience to provide construction and maintenance services for major projects across Australia.

Earthtrack Solutions has a zero-tolerance approach to Modern Slavery. Modern slavery describes situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include:

- human trafficking
- slavery
- servitude
- forced labour
- debt bondage
- forced marriage, and
- the worst forms of child labour

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Earthtrack Solutions does all things required necessary to mitigate or reduce modern slavery risks in its operations and supply chains to ensure compliance with Modern Slavery Act 2018 (Cth). We expect the same high standards from all our suppliers and contractors.

Earthtrack Solutions are committed to the following principles.

- We respect the human rights and dignity of all employees, the communities in which we work and those who are affected by our projects and operations. We take a zero tolerance approach to all forms of modern slavery.
- We consider modern slavery to be a violation of fundamental human rights.
- We are committed to ensuring that modern slavery, including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour, does not occur in our business.
- We are committed to ensuring that our employees, clients, subcontractors, and suppliers agree to the requirements in relation to non-use of modern slavery.
- We will not knowingly engage in any way in the use, support, or promotion of modern slavery within Earthtrack Solutions or its supply chains, or its business partners or their supply chains.
- Earthtrack Solutions will ensure that its employees are paid and otherwise treated in accordance with their contracts of employment, applicable industrial instruments and modern awards and will ensure as best it can that its subcontractors and suppliers are compliant with applicable industrial codes of conduct.

A handwritten signature in black ink, appearing to read 'Paul Vella', written over a light blue horizontal line.

Paul Vella
General Manager

09 May 2023

