

# Modern Slavery Statement 2023



Mackay Australia (Mackay/The Company) is appalled that Modern Slavery affects so many people around the world. It acknowledges recent statistics indicating that, there are around 50 million people trapped in modern slavery conditions worldwide and one in four of these victims are children.

Mackay's Directors and Management concede that millions of fellow human beings, especially women and children are often subjected to abhorrent conduct in their workplaces.

This conduct includes but is not limited to:

- People Trafficking
- Forced Marriage
- The Worst Forms of Child Labour
- Forced Prostitution
- Threats to Life
- Torture
- Discrimination, Bullying and Harassment
- Unhealthy and Unsafe Working Conditions
- Pay & Conditions Below Minimum Compensation Levels

Accordingly, Mackay has pledged to take action that is aimed at preventing all forms of conduct that may constitute Modern Slavery, as defined in section 4 of the *Modern Slavery Act* [2018]. Specifically, Mackay is committed to constantly assessing, identifying, and eliminating risks across its own operations and supply chain.

## **To Address Risks in Mackay's Own Operations.**

Modern Slavery Risks in Mackay's own operations are well controlled. The company has very clear expectations and has instituted strict processes to ensure that The Company, its staff, and our supplier entities comply with Australian and International laws.

Our personnel across all operations are required to always treat one another and all business participants (such as customers and suppliers) fairly and respectfully. If they become aware of any inappropriate conduct. they must, intervene quickly to challenge and/or report it.

Policies have been developed and regular training is provided to help our staff and our contractors know, understand and uphold their obligations to ensure a safe and respectful work environment.

## **To Address Risks in Our Supply Chain**

While Mackay prefers to source from suppliers in Australia, where there is a very low inherent modern slavery risk it does have several suppliers who are located across the globe including Europe and Asia.

Mackay carries out on going due diligence to expose breaches/risks of human rights. The Company expects all participants in its supply chain to share its commitment to upholding human rights and treat their own staff and those in their supply chain with dignity and respect.

We ask our suppliers to endorse and commit to the terms as set out in Mackay's Supplier Quality Assurance Manual (including labour and human rights considerations). Our suppliers are asked to answer a detailed questionnaire with respect to that entity's compliance with international law and provide an assurance that their own supply chain is sufficiently compliant with Mackay's standards.

Mackay will review its relationships and may cancel contracts with suppliers who are not transparent about their operations or are unable or unwilling to provide sufficiently robust assurances. Mackay is strictly opposed to any type of forced labour, regardless of the market or region. All allegations made about Mackay, a supplier or business partner are investigated. If The Company discovers and verifies a case of forced labour it will take immediate action.

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## Document Control

<b>Date approved:</b>	05/07/2023	<b>Date Policy will take effect:</b>	2023	<b>Date of Next Review:</b>	As required.		
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<b>Custodian title:</b>	Supply Chain Manager						
<b>Author:</b>	Steve Jenkins						
<b>Responsible branch</b>	Supply Chain						
<b>Supporting documents, procedures &amp; forms of this policy:</b>							
<b>References &amp; Legislation:</b>	Modern Slavery Act [2018]. <a href="https://worldpopulationreview.com/country-rankings/countries-that-still-have-slavery">https://worldpopulationreview.com/country-rankings/countries-that-still-have-slavery</a> <a href="https://reliefweb.int/report/world/global-slavery-index-2023">https://reliefweb.int/report/world/global-slavery-index-2023</a> <a href="http://www.theworldcounts.com/challenges/people-and-poverty/child-labor/child-slavery-facts">www.theworldcounts.com/challenges/people-and-poverty/child-labor/child-slavery-facts</a>						
<b>Audience:</b>	All Mackay Staff All Business Participants including suppliers and customers.						