



## Modern Slavery Policy

Weartek is dedicated to changing people's lives for the better and will in no way condone, support or contribute, either directly or indirectly, to Modern Slavery. Weartek has a zero-tolerance approach to all forms of modern slavery within its operations and supply chains.

Weartek is committed to acting ethically and with integrity in all its business dealings and relationships.

Weartek is committed to implementing policies and procedures that are designed to ensure that we are doing everything within our power to address all forms of modern slavery risks in our operations and supply chains.

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### Definitions

Under the Modern Slavery Act (Cth) 2018 (the Act), modern slavery takes various forms including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, the worst forms of child labour (including where children are subjected to slavery or similar practices, or engaged in hazardous work) and where victims are forced to work out of fear of violence and/or intimidation.

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### Scope

This policy applies to:

- Company Directors
- all employees, including managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors, sub-contractors and volunteers
- how Weartek provides services to clients and how it interacts with other members of the public
- on-site, off-site or after-hours work; work-related social functions; conferences – wherever and whenever employees or contractors may be as a result of their Weartek duties

Weartek partners are expected to act in accordance with the policy principles outlined in this document. They must also abide by their own relevant policies, international declarations, conventions, agreements, and domestic legal frameworks, which seek to protect children.

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### Actions to Address Modern Slavery

Weartek is committed to ensuring it does not engage suppliers that breach Modern Slavery legislation by regularly reviewing supply agreements.



Weartek is committed to holding its suppliers accountable to their commitment of eradicating Modern Slavery and will not knowingly engage suppliers that do not align with its position on enforcing basic human rights.

All Weartek supply contracts will include a clause pertaining to Modern Slavery requiring the Supplier to:

- a. Provide commitments to eradicating Modern Slavery within its own supply chains;
- b. Warranting that it has not been convicted of a Modern Slavery offence; and
- c. Have completed its own due diligence on its supply chain.

Weartek will conduct risk assessments to determine which areas of its supply chain are most at risk of Modern Slavery offences and implement risk minimisation strategies.

Weartek will review supplier contracts and ensure terms in supplier contracts are consistent with and address the Modern Slavery Act's requirements.

Weartek will perform due diligence on the supply chains of its suppliers.

Weartek will provide training to inform employees, consultants and partners of this policy and what is considered Modern Slavery.

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### **Responsibilities Under this Policy**

Weartek will protect those individuals that report or identify Modern Slavery occurring within the organisation and supply chains.

If an employee, contractor, volunteer or related person to Weartek is aware of Weartek or a supplier or servicer provided that is breaching Modern Slavery Laws, the individual should report the breach to their direct manager or if not able to do so, the next individual that is appropriate in the reporting chain of command. The individual may also make a report through Weartek's Whistleblower Protection Policy and be afforded the protections under Whistleblowing laws and Weartek's Policy.

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### **Code of Conduct**

Anyone working on Weartek's behalf, including employees, contractors or suppliers must familiarise themselves and comply with the Modern Slavery Code of Conduct (Code) set out in the annexure to this policy.

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### **Review Details**

This policy was adopted by Weartek on 18<sup>th</sup> March 2022.

This policy was last updated on 17<sup>th</sup> March 2023.



*Modern Slavery Policy - Annexure*

## **Modern Slavery Code of Conduct**

### **Purpose**

The purpose of this Code is to clearly articulate Weartek's expectations and requirements for all employees, contractors and suppliers in relation to our commitment to identify and address all forms of modern slavery risks in our operations and supply chains.

### **Conduct**

Weartek expects anyone working on our behalf, including contractors and suppliers at all levels of our supply chains to:

1. Ensure all work in our operations and supply chains is freely chosen, without the use of coercion, threats or deception to exploit any person or undermine their freedom.
2. Respect the freedom of movement of workers, and to not engage in physical confinement or confiscation of identity and travel documents or taking any other action to prevent workers from terminating their employment.
3. Ensure workers in its operations and supply chains are of legal age, and to prevent any form of child labour.
4. Provide fair working conditions for employees, including adequate rest periods, sufficient leave, freedom of association and collective bargaining in accordance with relevant local laws.
5. Pay workers lawful wages, including equal pay for equal work.
6. Ensure bullying, harassment and discrimination, physical, sexual, psychological or verbal harassment or abuse is not tolerated.
7. Where migrant workers are used, ensure that they are employed on the same terms as local workers in accordance with relevant local laws and not require migrant workers to surrender identification documents.
8. Undertake risk assessments within their organisation and supply chains to ensure compliance with the Act.
9. Comply with the Act and maintain a zero-tolerance approach to modern slavery practices in their organisation and supply chains, including by doing everything within their power to ensure that their subcontractors and suppliers (at any level of the contracting chain) comply with this Code.

### **Raising Concerns**

You must notify Weartek as soon as possible if you believe or suspect that any modern slavery practices may be present within Weartek's operations or supply chains. This may be notified in accordance with Weartek's Whistleblower Protection Policy, a copy of which is available on our website.



## **Compliance**

Weartek has zero tolerance to any form of modern slavery.

Any person or entity who fails to comply with this policy, including by:

- directly engaging or otherwise knowingly being involved in a modern slavery practice, or
- failing to report a modern slavery practice within Weartek's operations or supply chains that they are or ought to be aware of,

will face sanctions (including but not limited to contracts being terminated and being precluded from performing future work for Weartek) and, in relevant cases, will be referred to the relevant authorities.

## **Further Information**

If you have any questions or would like to speak to someone at Weartek about this Code, please contact Weartek's Managing Director, Nick Pearce on [ask@weartek.com.au](mailto:ask@weartek.com.au) .