

MODERN SLAVERY POLICY

Document No.:	03-12-PCY-042_Rev1_Modern Slavery Policy
Issue Date:	29/11/2023
Revision No.:	1
Pages	1 of 4

1	23/11/2023	Use	L. Lesmeister	T.Krause	M. Hagen	29/11/2024
Rev	Date	Issued For	Originator	Reviewed	Approved	Next Review

MODERN SLAVERY POLICY

PURPOSE OF POLICY

EDMS Australia is committed to respecting and supporting the dignity, well-being and human rights of our employees and those who we engage with through our supply chain.

We seek to utilise ethical suppliers and expect their support in the identification of modern slavery risks throughout our supply chain.

This policy applies to all existing and prospective full-time, part-time, and casual employees, a person conducting a business or undertaking, directors, office workers, as well as all agents and contractors (including contractors or subcontractors) of EDMS, engaged from time to time, collectively referred to in this policy as “workplace participants.”

APPLICATION OF POLICY

In accordance with the *Modern Slavery Act 2018*, this Policy outlines the process to assess and reduce the risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

MODERN SLAVERY

Modern Slavery is a term used to describe serious exploitation, which may occur in every industry and sector and has serious consequences for victims, and is defined as follows:

- a. Human trafficking;
- b. Slavery;
- c. Servitude;
- d. Forced labour;
- e. Debt bondage;
- f. Forced marriage;
- g. The worst forms of child labour.

COMMITMENT TO ANTI-SLAVERY

EDMS Australia is committed to acting ethically and with integrity in all business dealings, and to preventing modern slavery in our business and our businesses’ supply chains.

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EDMS Australia shall report any serious breach(s) of the *Modern Slavery Act 2018* to the appropriate authority.

REPORTING

EDMS Australia will report in accordance with their reporting obligations under the *Modern Slavery Act 2018*.

Filing a modern slavery statement is compulsory for entities with an AUS\$100 million annual consolidated revenue. EDMS Australia does not currently meet the threshold for reporting. Therefore, filing a statement with the Australian Government is not currently mandatory.

SUPPLIERS CODE OF CONDUCT

The minimum standard EDMS Australia expects from our suppliers is as follows:

- a. Any labour provided by their workplace participants is freely chosen,
- b. There is no forced labour
- c. Workplace participants must not be required to surrender their identification, passports or work permits as a condition of employment,
- d. No workplace participants are under-age workers,
- e. All workplace participants are provided with a safe and healthy work environment
- f. No workplace participants is required to pay employers or agents recruitment fees
- g. All workplace participants have the right to organize,
- h. All workplace participants have the right to bargain collectively,
- i. In accordance with the Anti-Discrimination Act 1991, there is no discrimination of the workplace participants on the basis of age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, or union membership, in hiring, promotions, rewards, and access to training,
- j. Workplace participants will not be discriminated against on the basis of their migration status,
- k. All new workplace participants are recruited into roles that accurately reflect the position as advertised,
- l. Working hours and overtime are reasonable and within legal limits

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- m. Workplace participants do not have their wages deducted for disciplinary purposes, and
- n. All workplace participants are paid a wage and other entitlements in accordance with the relevant *Award* and the *Fair Work Act*.

SUPPLY CHAIN ASSESSMENT

To assess EDMS Australia's suppliers' compliance with the *Modern Slavery Act 2018*, a letter detailing the Suppliers Code of Conduct shall be sent to current suppliers.

The suppliers shall be requested to confirm their compliance or non-compliance by indicating True/False on each of the above dot points listed as per the Suppliers Code of Conduct.

Compliant Suppliers will become preferred suppliers to EDMS Australia.

In the event a supplier is non-Compliant, EDMS Australia shall notify the appropriate authority.



Michael Hagen
Director
EDMS Australia

Date: 29/11/2023