



EVZ LIMITED
MODERN ANTI-SLAVERY POLICY

SEPTEMBER 2022



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1. Introduction and Purpose

EVZ Group has a zero-tolerance approach to all forms of Modern Slavery within its operations and supply chains. EVZ Group is committed to acting ethically and with integrity in all its business dealings and relationships.

This policy and code outlines EVZ Group's commitment to complying with the requirements of the Modern Slavery Act 2018 (the Act) by ensuring all individuals working on behalf of EVZ Group are aware of our commitment to the prevention, detection, and reporting of Modern Slavery in any part of EVZ Group's operations and supply chain.

Anyone working on EVZ Group's behalf, including employees, contractors or suppliers must familiarise themselves and comply with this policy and code of conduct.

2. What is Modern Slavery?

Under 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 and the worst forms of child labour (including where children are subjected to slavery or similar practices, or engaged in hazardous work).

3. How is EVZ Group Addressing Modern Slavery?

EVZ Group 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.

More specifically, we are committed to taking proactive steps to prevent, detect and report Modern Slavery practices, and to ensuring that people at all levels of our supply chain do the same.

To put these commitments into practice, EVZ Group has resolved to:

- o Educate its staff, contractors, and suppliers about the risks of Modern Slavery practices.
- o Identify and monitor our supply chains, and particularly those that are at the greatest risk of being prone to Modern Slavery practices.
- o Do everything within its power to ensure that we do not directly or indirectly engage contractors or suppliers who may engage in Modern Slavery practices.
- o Report and take other appropriate action if any Modern Slavery practices are discovered in our operations and supply chains; and

- o Measure the effectiveness of our systems on an ongoing basis, so that we may continuously refine and improve our policies and processes.

4. Amendment

This Policy and code of conduct cannot be amended without approval of the EVZ Board. It will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of EVZ group.

5. Code of Conduct

EVZ Group expects anyone working on or behalf, including contractors and suppliers at all levels of supply chains to;

- (a) Ensure all work in our operations and supply chains is freely chosen, without the use of coercion, threats of deception to exploit any person or undermine their freedom.
- (b) 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.
- (c) Ensure workers in its operations and supply chains are of legal age, and to prevent any forms of child labour.
- (d) Provide fair working conditions for employees, including adequate rest periods, sufficient leave, freedom of association and collective bargaining in accordance with relevant local laws.
- (e) Pay workers lawful wages, including equal pay for equal work.
- (f) Ensure bullying, harassment, and discrimination, physical, sexual, psychological, or verbal harassment or abuse is not tolerated.
- (g) 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.
- (h) Undertake risk assessments within their organisation and supply chains to ensure compliance with the Act.
- (i) 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.

6. Raising Concerns

You must notify EVZ Group as soon as possible if you believe or suspect that any Modern Slavery practices may be present within EVZ Group operations or supply chains. This may be notified in accordance with EVZ Group Whistle Blower Policy, a copy of which can be obtained on the EVZ website at www.evz.com.au

7. Compliance

EVZ Group has zero tolerance to any form of Modern Slavery.

Any person or entity who fails to comply with this policy and code of conduct, including by:

- o Directly engaging or otherwise knowingly being involved in a Modern Slavery practise, or
- o Failing to report a Modern Slavery practise within EVZ Group 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 EVZ Group) and, in relevant cases, will be referred to the relevant authorities.

| Version | Date Amended / Released | Amendments |
|---------|-------------------------|-----------------|
| 1.0 | 12 December 2019 | Initial Version |
| 1.1 | 1 September 2022 | Reformat |
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