

# Modern Slavery Policy

This policy sets out KAEFER's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the sector in which we work, the organisation recognises it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Organisational Structure

This statement covers the activities of KAEFER Regulated Services for the delivery of our services including Scaffold Insulation, Mechanical, Surface Protection and Asbestos Removal. Purchasing activities for take place from Australia, with the majority of our suppliers being Australian.

## Supply Chains

As part of KAEFER'S Supply Chain approval/requalification process, all approved subcontractors and suppliers must adhere to the Modern Slavery Act 2018. Suppliers are subject to audit by KAEFER audit team, where suppliers are audited against our purchasing processes including Modern Slavery Act requirements.

## Policies & Procedures

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

### > KAEFER'S Modern Slavery Policy & Procedure

Our policy reflects KAEFER'S continuing responsibility to combat slavery and human trafficking and is reviewed annually in line with our statement.

This ensures that both employees and employees can raise any concerns or wrongdoings, including slavery and human trafficking in a confidential way. The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is





No instances of modern slavery or human trafficking have been identified for year ending December