



## 1.15 Modern Slavery Policy

***QANTAC Pty Ltd 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 and is committed to assist with the eradication of Modern Slavery by implementing this policy and managing the risk with suppliers so as not to engage in the practice.***

**Modern Slavery is defined as conduct which would constitute:**

- an offence under Division 270 or 271 of the Criminal Code; or
- an offence under either of those Divisions if the conduct took place in Australia; or
- trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, supplementing the United Nations Convention against Transnational Organized Crime.
- the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

*Examples of what constitutes Modern Slavery is forms of slavery such as servitude, trafficking in persons, forced labour, debt bondage, forced marriages, sale of and/or sexual exploitation of children or sale of children for forced labour exploitation, where victims are forced to work out of fear of violence and/or intimidation.*

### Reporting

QANTAC Pty Ltd will report to the Minister the actions it has taken to prevent Modern Slavery within its structure, supply chains and organisation, in accordance with the legislation.

### Actions we will take to eradicate Modern Slavery within its Supply Chains

We are committed to making sure that it does not engage suppliers that breach Modern Slavery legislation by regularly reviewing supply agreements.

Showing commitment 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 supply contracts will include a clause pertaining to Modern Slavery by requiring the supplier to:

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

We 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, review supplier contracts & perform due diligence on the supply chains of its suppliers.

### Protections

We will protect those individuals that report or identify Modern Slavery occurring within the organisation and supply chains. If a person is aware of the company or a supplier or servicer provided that is breaching the 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.

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