



## MODERN SLAVERY STATEMENT

CORPORATE INTERIOR PROJECTS PTY LTD (CIP) operates an Anti-Slavery and Human Trafficking Policy which applies to all employees of the Company.

### 1. POLICY STATEMENT

1.1 Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers.

1.2 Modern slavery is defined as including the following types of serious exploitation:

1. trafficking in persons
2. slavery
3. servitude
4. forced marriage
5. forced labour
6. debt bondage
7. child labour
8. deceptive recruiting for labour or services

1.3 **CIP is not** a reporting entity under the Australian *Modern Slavery Act 2018*, however, CIP possesses a zero-tolerance approach to modern slavery. CIP is committed to implementing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains.

1.4 CIP expects the same high standards from all of its suppliers, contractors and other business partners. As part of our contracting process we include specific prohibitions against the use of modern slavery and we expect that our suppliers will in turn hold their own suppliers to the same standards.

1.5 Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices. Lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour, however, CIP accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications. This policy applies to all individuals working for CIP or on CIP's behalf in any capacity, including but not limited to employees, directors, officers, contractors, consultants and business partners.

## **2. RESPONSIBILITY FOR THE POLICY**

2.1 The Managing Director of CIP, Chris Haslehurst, has the overall responsibility for ensuring that this policy complies with the legal and ethical obligations. The Construction and Operations Managers possess the day-to-day responsibilities for implementing this policy and for investigating allegations of modern slavery within CIP or our supply chains. Construction and Site Managers are responsible for ensuring that those reporting to them understand and comply with this policy.

## **3. COMPLIANCE**

3.1 The prevention, detection and reporting of modern slavery in any part of CIP's business or supply chains, is the responsibility of all those working for CIP or under CIP's management. You are required to avoid any activity that might lead to a breach of this policy.

3.2 If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify your manager. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of CIP's business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of CIP's supply chains constitutes any of the various forms of modern slavery, please raise it with your line manager.

3.3 The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy. CIP is committed to ensuring no one suffers detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or supply chains.

## **4. BREACH OF THE POLICY**

4.1 Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

4.2 CIP may terminate its commercial relationship with suppliers, contractors and other business partners with no notice if evidence is found to breach this policy and/or are found to have been involved in any form of modern slavery.