

## Modern Slavery Policy

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Modern slavery is a serious violation of an individual's dignity and human rights. Exploitative practices including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage are all considered modern slavery and are serious crimes under Australian law.

Rheln has a zero-tolerance approach to modern slavery and we are committed to:

- Acting ethically and with integrity in all activities.
- Implementing HSEQ systems and reporting structures to ensure modern slavery is not taking place anywhere in our own business.
- As far as practicable for an organisation of Rhelm's size, ensuring that our supply chains do not involve modern slavery and reporting this if identified.
- Being cognisant of the risk that our clients may adopt modern slavery practices and to reporting this if identified.

The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control. We expect the same high standards from all of our contractors, sub-contractors, suppliers and other business partners, and as part of our contracting processes. We include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy. If employees are found to be in breach of this policy, please note that this could lead to disciplinary action up to and including dismissal for gross misconduct. Employees must notify a Director as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future.

Rheln's three step process to evaluate supplier risk is as follows:

- 1. Raising Awareness**
  - Setting the standard
  - Offering guidance
  - Clause in contracts to evaluate supplier
- 2. Selecting suppliers for evaluation**
  - High risk suppliers: Annual spend >\$1,000pa
- 3. Evaluating sustainability performance**
  - Evidence-based online assessment
  - On-site audits