

MODERN SLAVERY POLICY

In keeping with KTR Electronics Pty Ltd values we acknowledge our role in working towards the eradication of modern slavery practices from our operations and supply chains. The Organisation is committed to ethical, sustainable, and socially responsible procurement and we expect the same high standards of our suppliers.

This policy outlines the steps The Organisation will take to work with suppliers, business partners and community stakeholders to fulfil a common goal of ending modern slavery globally. The purpose of this policy is to prevent modern slavery by managing and mitigating modern slavery risk within our business operations and supply chains.

We expect all employees, contractors, and suppliers – both current and those who seek to have a future business relationship with us – to comply with all aspects of this policy and to strive to protect and respect the freedom and dignity of people everywhere.

This policy enables The Organisation to ensure that modern slavery does not flourish within our operations, business relationships and extended supply chains. This policy also provides a robust framework to ensure compliance with the reporting requirements of the Act.

The following principles inform the implementation of this policy within our organisation:

- a) The Organisation will not knowingly contribute to modern slavery practices in any form;
- b) The Organisation will actively work to identify and eliminate modern slavery practices from our operations, business partnerships and supply chain; and
- c) The Organisation will continue to support our suppliers and business partners to assess and address modern slavery risks and take action to improve transparency, traceability and accountability for modern slavery practices and impacts in our collective supply chains.

Our modern slavery risk management program is underpinned by ethical business practices and in consideration of all our stakeholders (including people who are at-risk of and/or experience modern slavery practice).

All levels of management are responsible for ensuring their workers are aware of this policy, are provided with regular training in its application and have sufficient resources for its implementation including the following measures:

- Ensuring that the identification, prevention, management and mitigation of modern slavery risk is a core responsibility of all workers
- Business operations or relationships that knowingly support, facilitate or encourage worker exploitation or modern slavery practices are strictly forbidden
- Any actual or suspected activity that could breach this policy must be reported immediately
- Relevant external stakeholders shall be required to support this policy (for example suppliers, contractors, joint venture or other business partners);

- Anti-slavery clauses are incorporated into procurement tenders and contracts which include the right to audit, review documentation and interview workers
- Supplier reviews (including self-assessment questionnaires) shall be undertaken to assess levels of modern slavery risk, commitment, and capacity to manage identified risks. This includes any new company that wants to do business with The Organisation.

The Organisation will actively engage with suppliers to promote this policy and assist them to develop their capabilities to identify and manage modern slavery risks. The Organisation expects suppliers to share our goal and values in relation to ending modern slavery. Suppliers are required to support The Organisations efforts to assess the levels of risk within their operations and supply chain, and to gauge their commitment and capability to manage modern slavery risks. Suppliers shall demonstrate how they identify, prevent, manage, and mitigate modern slavery risk in their operations and supply chains. Suppliers may be required to complete the Modern Slavery Questionnaire which will be provided to selected current and prospective suppliers.

The organisations employees shall immediately report any suspected violations of the policy or other illegal or unethical conduct. Information is confidential and there will not be retribution or retaliation for reports made in good faith.

Suppliers are also required to report suspected or actual modern slavery practices, indicators, or red flags immediately. The Organisation commits to making all reasonable efforts to work with our suppliers to address issues, ensure effective remedy and implement prevention measures.

An essential component of this policy is the understanding that The Organisation will make all reasonable efforts to work with suppliers to manage and remediate the risks of modern slavery in the supply chain.

The Organisation retains the right to terminate its relationship with individuals, suppliers and organisations, working on its behalf or engaged by it, if they do not comply with this policy.

Supplier Code of Conduct Policy

This policy is to be read in conjunction with the Supplier Code of Conduct Policy and the Supplier Commitment to the Code of Conduct and Modern Slavery Policies.



Michele Birtchnell

Director

on behalf of KTR Electronics Pty Ltd

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