



## Grid Group Modern Slavery Policy

### Purpose and Scope

Modern slavery is when coercion, threats or deception are used to exploit individuals and deprive them of their freedom. These are serious crimes in Australia and include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

All workers in Australia have basic rights that are protected by law. These laws cover all workers including those from overseas, regardless of the length of their stay in Australia or visa type.

### References

Grid Group Equal Opportunity & Human Rights Policy

Modern Slavery Act 2018 (the Act)

### Responsibilities

Grid Group establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Any report received by Grid Group in relation to Modern Slavery is taken very seriously and passed on to the correct authorities in confidence.