
ETHOS BUILDING & RESTORATION

MODERN SLAVERY POLICY

Approved by: Aaron Hair

Position: Director

Dated: 01/07/2021

Signature:



MODERN SLAVERY STATEMENT

This Modern Slavery Statement is made pursuant to the Australian Modern Slavery Act 2018 or NSW Modern Slavery Act 2018.

Our stance against modern slavery

Ethos Building Pty Ltd are committed to conducting business responsibly and ethically and to ensuring that all aspects of our business practices, including our supply chains, are free from any form of slavery. We reject any and all forms of modern slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour. We are committed to implementing effective controls to ensure that it does not take place within our own business or through any of our supply chains.

Our risk assessment & due diligence

Ethos Building Pty Ltd understand the importance of transparency across supply chains in order to present accurate information on real and potential slavery practices, and in order to provide the means by which such practices can be eliminated.

Accordingly, we commit to assessing and monitoring the risks of modern slavery in our business and through our own supply chain and taking action to eliminate such practices.

Our approach to monitoring modern slavery is based on key three principles:

1. Build meaningful relationships with partners – this includes partnership up and down the supply chain. In particular this includes:
 - a. Providing awareness of modern slavery through engagement and training.
 - b. Communicating our expectations through clear open discussion and agreements.
 - c. Recognising and responding to the potential for inappropriate practices through questioning.
 - d. Providing timely and accurate information on supply practices, and any actions being undertaken to eliminate modern slavery.
2. Adopt a risk management approach, both internally and with our suppliers to identify high risk areas where modern slavery could be present and evaluate and monitor these risks.
3. Recognise the leverage we have to influence change. Consider how our own business practices could influence and contribute towards inappropriate practices, such as where supplier prices are unusually low.



Our commitment to training

Ethos Building Pty Ltd are committed to training our employees and ensuring they have a healthy understanding and respect for how their choices can have far-reaching impacts upon basic human rights across the globe.

Policy:

Introduction

This statement is prepared in accordance with the requirements under the Modern Slavery Act 2018 and outlines the steps that Ethos Building Pty Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ethos Building Pty Ltd is committed to operating all of its business activities to the highest standards of business ethics and integrity. We are committed to providing a respectful environment for all workers, free from discrimination, abuse and exploitation.

Modern slavery is defined as including eight types of serious exploitation:

- trafficking in persons,
- slavery,
- servitude,
- forced marriage,
- forced labour,
- debt bondage,
- the worst forms of child labour, and
- deceptive recruiting for labour or services.

Ethos Building Pty Ltd has a zero tolerance approach to any form of modern slavery and are committed to acting ethically and with transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Ethos Building Pty Ltd operates Insurance Makesafe, Restoration and Reinstatement building services in Victoria. Ethos Building Pty Ltd team comprises of approximately 25 employees.

Policies and Governance Approach:

Ethos Building Pty Ltd recognises the importance of protecting human rights and is committed to protecting the rights of all people including its employees, the communities in which Ethos Building Pty Ltd operates, those who may be impacted by its activities, its customers, and those within its supply chain.



Ethos Building Pty Ltd operates the enclosed policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Our Values
- Recruitment Policy
- Whistleblower Policy

Ethos Building Pty Ltd Suppliers – Risk Detection and Management

We undertake due diligence when taking on new suppliers and review our existing suppliers on a periodic basis. The due diligence process will be undertaken for each new supplier being set up as part of the 'new supplier' set up process. We also undertake checks across our existing supplier base. The due diligence checks include:

- Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks of new suppliers.

We do this by:

- Advising prospective suppliers during the tender and or the evaluation process of our commitment to protecting human rights.
- Model clauses are included in our Subcontractor and Supplier Agreements.
- Identifying and assessing any risks in the supply chain as part of the onboarding process.

Awareness-Raising Programme

We will develop and implement training programs for employees to raise awareness of modern slavery issues. This will broadly cover the below learnings:

- The basic principles of the Modern Slavery Act 2018.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organization; and
- What external help is available, for example through the Modern Slavery Helpline.

Making a Report, Confidentiality and Privacy, and Investigation

We are taking steps to strengthen our supplier onboarding and monitoring processes to highlight modern slavery risk areas. The processes that we will implement include education of our supply chain to ensure these risks are adequately managed. Where suppliers are found to be non-compliant with our Standards of Business Conduct and contract terms requiring those suppliers to carry out remedial action, we will assist them to improve their processes.