

SYNERTEC Corporation Limited

ARBN 161 803 032

Modern Slavery

Under s 13 of the Modern Slavery Act 2018 (Act), reporting entities are required to provide the Minister for Home Affairs with a compliant Modern Slavery Statement for each reporting period under the Act. While Synertec is **not** a reporting entity as defined in the Act, many of our clients are required to comply with the Act.

Through this policy, Synertec seeks to raise awareness of modern slavery and how we seek to mitigate modern slavery risks in our supply chains and operations.

Synertec takes a zero-tolerance approach to any form of human rights abuses, including modern slavery, in our operations and supply chains and we expect that all our employees, suppliers, subcontractors and agents will uphold these values.

Synertec is committed to acting ethically and with integrity in all our business dealings and relationships, seeking to ensure that we are compliant with Australian and international laws and regulations in relation to modern slavery.

Synertec's approach to modern slavery seeks to build greater community, investor and customer confidence in our business.

Synertec seeks to be proactive in being aware of and reducing modern slavery risks within our operations and supply chains and we expect that the organisations we deal with will do the same.

Vendors will be subject to appropriate pre-qualification, evaluation and assessment prior to any approval, engagement, and contract execution with Synertec.

When assessing which vendors to engage, Synertec will consider whether vendors are reporting entities covered by the Act, whether they have voluntarily elected to comply with the Act, whether they have a Modern Slavery Statement which complies with the Act and whether they have a Modern Slavery Policy.

Vendors will be required, where appropriate, to submit responses to questions about modern slavery requirements under the Act during the assessment stage, including confirming that they have no risks or evidence of modern slavery in their business or supply chains and that any actual risks of modern slavery practices are addressed and processes for assessing and addressing modern slavery risks have been remedied (with verifications via an internal or third-party audit process as required).

Vendors who are assessed as non-compliant with the Act, and who are unable to remedy this non-compliance in a reasonable timeframe, or who have not provided satisfactory responses to the questionnaire, will not be engaged by Synertec.

Synertec will, where appropriate, introduce targeted due diligence initiatives on suppliers in higher risk industries to assess whether they are applying industry award rates and to assess whether their processes are ethical. The results of these checks and assessments may cause Synertec to review the use of those suppliers / supply chains and seek others who are not involved in modern slavery practices.

Synertec's contracts and extensions with suppliers will also, where appropriate, require suppliers, subcontractors and agents to warrant that they have not engaged in any collusive or anti-competitive behaviour in connection with any tender or their applicable supply agreement, which contains a modern slavery clause whereby the supplier, subcontractor and agent warrant to comply with applicable modern slavery laws, takes all reasonable and necessary steps to identify, investigate and eliminate modern slavery risks in their operations and supply chains, and provide all information reasonably necessary as requested by Synertec regarding their operations and supply chains to enable Synertec to comply with its obligations under modern slavery laws.

In addition, Synertec will seek to:

- Develop a supply chain map to show the geographic location and nature of sourced products and services to assist us to further identify any potential exposure in our supply chain.
- Introduce a requirement for approved and appointed subcontractors and suppliers to conduct regular reviews and audits of their business and supply chain on the processes for identifying, assessing, and eliminating modern slavery practices, and provide these audit reports to Synertec.

Synertec requires its vendors and suppliers to adhere to its values, policies and procedures and will only work with vendors and suppliers who adhere to its standards.

Synertec will ensure that pay and conditions are properly managed and compliant with applicable laws across Australian territories for all our employees.

While all employees should have an understanding and awareness of what modern slavery is, specific training will be provided where appropriate for those involved in procurement processes to assist with limiting the risk of using suppliers who are using the unethical practices.

Knowingly engaging in business with any organisation which uses modern slavery practices is in breach of this policy. Breaches of this policy will be subject to disciplinary or other appropriate action.

Synertec reserves the right to end a relationship with individuals or organisations if they breach this policy.