

Aim and Scope

This policy articulates Fairbrother's commitment to supporting the Modern Slavery Principles.

It applies to all Fairbrother operations and is observed by all employees.

Policy Statement

Fairbrother is committed to respecting and supporting the dignity, wellbeing, and human rights of our employees and those who we impact through our supply chains. That commitment extends to ensuring our purchasing behaviours do not support any form of modern slavery.

Our company's **Purpose, Vision and Values and Guiding Principles** provide us with a clear purpose of conducting our business with integrity. We believe we can provide the greatest support to these principles by endeavouring to ensure we seek to only deal with ethical suppliers and contractors who show a commitment to support us in identifying any modern slavery risks throughout our supply chain.

Fairbrother intend to work collaboratively with suppliers, subcontractors, and business partners to identify, assess, and address modern slavery risks within our supply chains. We recognise that the construction industry presents inherent modern slavery risks due to complex, multi-tiered supply arrangements and labour-intensive activities.

Our approach is grounded in partnership, transparency, and continuous improvement, with an expectation that our suppliers share our values and demonstrate a commitment to ethical labour practices, lawful employment, and respect for human rights.

Where Fairbrother becomes aware of, or reasonably suspects, a modern slavery risk or incident, we commit to responding promptly and responsibly. This includes engaging directly with the relevant supplier or subcontractor to understand the issue and, where appropriate, developing and implementing a corrective action plan in a cooperative and inclusive manner.

If a supplier or subcontractor is unwilling or unable to address identified risks or non-compliance, Fairbrother will take appropriate action, which may include increased monitoring, suspension of engagement, or termination of the business relationship.

Fairbrother is committed to strengthening its understanding of supply chain risks and improving its modern slavery risk management practices over time. This includes the use of targeted supplier due diligence tools, risk-based assessments, employee training, and ongoing review of procurement and contracting practices.

Employees are encouraged to remain vigilant and report any suspected instances of modern slavery through their manager, a senior leader, or Human Resources.

Fairbrother will publish an annual Modern Slavery Statement in accordance with the *Modern Slavery Act 2018 (Cth)*, outlining the actions taken during each reporting period and our progress toward eliminating modern slavery from our operations and supply chains. The Statement will be published on our company SharePoint intranet and will be accessible to all employees.

Related Documents & References

[Who We Are VSN-CRP-110](#)

Modern Slavery Act 2018

Accountability

The Executive Management Team is accountable to the Chief Executive Officer for ensuring this policy is understood and implemented.