

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.

Should Fairbrother suspect or become aware of an incidence of a breach of the modern slavery framework we commit to engage directly with that supplier/subcontractor and develop an action plan with them, in a cooperative and inclusive manner, to deal with the non-compliant practice. Should the supplier/ subcontractor be uncooperative, we will take appropriate action, including terminating the business relationship, if necessary.

Fairbrother will work collaboratively with those in our supply chain to identify and eradicate any instances of modern slavery.

Employees are urged to avoid any activity that might lead to, or that may suggest, a breach of this policy and to report any suspected instances of modern slavery. Concerns from employees or external persons can be reported to their direct Manager, General Manager, HR or any other Senior Manager.

Each year we will provide a Modern Slavery statement (as required under Australian law) that updates the actions we have taken to address Modern Slavery risks. The annual Modern Slavery 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.