

This policy applies to all personnel employed by TPRC and complies with the *Modern Slavery Act* (Cth) 2018.

TPRC is committed to ensuring that there is no modern slavery or human trafficking in our business or supply chain.

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chain, with consideration given to:

- **Trafficking in persons:** the recruitment, harbouring and movement of a person for the purposes of exploitation through modern slavery. Exploitation also includes the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;
- **Slavery:** where the offender exercises powers of ownership over the victim;
- servitude which is where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work;
- **Forced labour:** where the victim is either not free to stop working or not free to leave their place of work;
- **Forced marriage:** here coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony;
- **Debt bondage:** where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined;
- **Child labour:** where children are exploited through slavery or similar practices, including for sexual orientation; or engaged in hazardous work which may harm their health or safety, or used to produce or traffic drugs; and
- **Deceptive recruiting for labour or services:** where the victim is deceived about whether they will be exploited through a type of modern slavery.

As part of our commitment, TPRC:

- Have a Zero-tolerance approach to slavery and human trafficking;
- Have a code of conduct that sets out our expectations for the ethical treatments of workers and prohibits the use of forced, compulsory, or trafficked labour;
- Require our suppliers to comply with all applicable laws and regulations, including those relating to slavery and human trafficking;
- Conduct due diligence on our supply chain to identify and mitigate the risk of slavery and human trafficking; and
- Are committed to continuous improvement in our efforts to eradicate slavery and human trafficking from our business and supply chain. We will review and update this policy on an annual basis and take any necessary action to ensure that it remains effective.