

MODERN-SLAVERY CODE OF CONDUCT



Purpose

The purpose of this Code is to provide the standards of practice expected by MCS Group of you and your representatives in respect of your business standards and operations.

MCS Group is committed to taking a proactive approach to ensure that our business standards effectively address the risks of modern slavery occurring in our operations and supply chains in the Australian and global markets.

MCS Group wants to partner with suppliers who:

- are willing to join MCS Group in strengthening our response to modern slavery;
- are committed to high standards of transparency and ethical conduct;
- want to support other suppliers in promoting corporate social and environmental responsibility.

MCS Group expects that you and your representatives will adopt the commitments in this Code.

Scope

This Code applies whenever MCS Group contracts with a third-party supplier or contractor for the supply to MCS Group of any goods or services, and must be strictly complied with. Particular supplier contracts may contain more specific provisions addressing some of these issues. To the extent that there is any inconsistency between this Code and any particular supplier contract, this Code shall prevail unless the particular supplier contract otherwise expressly states otherwise.

Compliance with Laws & Standards

You must comply with all applicable laws at all times under which you operate, which includes, but is not limited to the following:

- (a) Modern Slavery Act 2018 (Cth);
- (b) Australian Criminal Code Act 1995 (Cth), specifically, Division 270 or 271 of the Criminal Code, extending to conduct in and outside of Australia;
- (c) Protocol to Prevent, Suppress & Punish Trafficking in Persons, Especially Women & Children; and
- (d) ILO Convention (No. 182) in respect of the Prohibition & Immediate Action for the Elimination of the Worst Forms of Child Labour.

In addition to the above, you must comply with the Guiding Principles on Business & Human Rights: Implementing the United Nations 'Protect, Respect & Remedy' Framework.

Modern Slavery & Human Rights

Modern Slavery

The Modern Slavery Act 2018 (Cth) draws on principles adopted in the 2011 United Nations Guiding Principles on Business & Human Rights which set a global standard of expected conduct for all business enterprises and should be supported by suppliers.

MCS Group believes that all business enterprises should respect human rights and address any adverse impact their business practice has or may have on human rights. All people have the right to protection from exploitation, violence and abuse. You must comply with Modern Slavery Laws and not do or omit to do anything that will cause MCS Group to breach Modern Slavery Laws.

Modern Slavery includes:

- (a) Any conduct involving the use of any form of slavery, human trafficking, exploitation, forced labour practices or servitude to exploit children or other persons taking place in a supply chain;
- (b) Any other slavery-like practices; and
- (c) Any conduct constituting an offence and/or as otherwise defined as Modern Slavery, under Modern Slavery Laws.

Human Rights

The United Nations Guiding Principles on Business & Human Rights state that all business enterprises have a responsibility to respect human rights. MCS Group supports and respects internationally recognised human rights. You must comply with all applicable Human Rights Related Laws and Policies in respect of your business activities. You must ensure that the Human Rights of any of your representatives are protected, and that you avoid causing or contributing or adversely impacting upon them.

Human Rights Related Laws and Policies include, but are not limited to the following:

- (a) International Covenant on Civil & Political Rights (ICCPR);
- (b) Convention against Torture & Other Cruel, Inhuman or Degrading Treatment or Punishment (UNCAT),
- (c) International Covenant on Economic Social & Cultural Rights (ICESCR),
- (d) Convention on the Rights of the Child (CRC);
- (e) Convention on the Rights of Persons with Disabilities (CRPD);
- (f) International Bill of Human Rights; and
- (g) 1998 International Labour Organisation's Declaration on Fundamental Principles & Rights at Work.

Human Rights include, but are not limited to:

- (a) Absolute right to freedom from slavery and forced labour (Article 8 ICCPR);
- (b) Absolute right to freedom from torture and other cruel, inhuman or degrading treatment or punishment (Article 7 ICCPR, Articles 1, 2, 3, 13, 14, 15 & 16 UNCAT);
- (c) Right to work and rights at work (Article 6 and 7 IECSCR);
- (d) Right to protection from exploitation, violence and abuse (Article 20 ICCPR, Article 19 CRC, Article 16 CRPD);

- (e) Right to freedom of movement (Article 12 and 13 ICCPR); and
- (f) Right to privacy and reputation (Article 17 ICCPR).

You must comply with all minimum standards provided by environmental legislation and regulation, including holding any required environmental licences where relevant.

Risk Assessment & Due Diligence Processes

You must take adequate measures to prevent, mitigate and remediate the risk of modern slavery and human rights abuses occurring where they may exist in your operations and supply chains.

It is expected that you have the following in place:

- (a) Policies that show your commitment in meeting your responsibilities with respect to modern slavery and human rights;
- (b) A due diligence process which identifies risks of modern slavery, human rights abuses, and unlawful activity, seeks to prevent and/or mitigate those risks, and accounts for how these risks impact on human rights;
- (c) A process which seeks to remedy any adverse human rights impacts that any identified risks have caused or to which they contribute; and
- (d) A process that will allow any violation or perceived violation of this Code to be reported by your representatives without fear that such reporting will adversely affect their employment/engagement with you.

Ideally, these policies and processes will:

- Be approved at a senior level;
- Clearly outline your expectations of your representatives in relation to modern slavery, any forms of human trafficking, human rights abuses and child labour; and
- Be workshopped via training for your representatives to allow them to familiarise themselves with any policies and relevant legislation.

Reporting & Auditing

In undertaking any review of your compliance with this Code, you must cooperate with any reasonable requests MCS Group may make for assistance and/or information which may include but is not limited to information in respect to:

- (a) Your business structure, operations and supply chain;
- (b) Risks of modern slavery and human rights abuses in your and your representatives operations and supply chains;
- (c) Actions taken by you and your representatives to assess and address those risks, including due diligence and remediation processes;
- (d) How you and your representatives assess the effectiveness of such actions;

- (e) Training that you provide to your representatives about modern slavery and human rights abuses; and
- (f) Process of consultation about modern slavery and human rights abuses between you and any of your representatives.

Disclosure Protections

You must not take any adverse action against your staff or any other third party as a result of their disclosure of information in good faith for the purpose of this Code. The disclosing person is to be dealt with in accordance with Whistleblower laws.

Adverse action includes:

- (a) Any action or threatened action to:
 - (i) dismiss the disclosing person and/or any other person from employment or otherwise end their engagement with you or your representatives;
 - (ii) cause injury to the disclosing person and/or any other person;
 - (iii) alter the disclosing person's and/or any other person's position with you or your representatives to that person's prejudice;
 - (iv) discriminate between the disclosing person and/or any other person, and other persons employed, or otherwise engaged by you or your representatives;
 - (v) refuse to employ or otherwise engage the disclosing person and/or any other person; and
 - (vi) discriminate against the disclosing person and/or any other person in the terms or conditions on which you or your representatives offer to employ or otherwise engage that person.
- (b) Any action taken against a person on the basis of any contractual, civil, or criminal liability that may be incurred by that person due to their disclosure of information under this Code.
- (c) Repeated unreasonable behaviour towards a person or group of persons and that behaviour creates a risk to the health and safety of that person or group of persons.

Breaches

You are expected to observe this Code and take reasonable steps to avoid and prevent any breach.

You must monitor your compliance with this Code, and notify us within 14 days of you becoming aware of any breach or potential breach of this Code by you or your representatives.

Referral action to proper authorities will be taken in cases involving breaches of criminal law.