

MODERN SLAVERY

At **GEC**, we are committed to respecting and supporting the dignity, well-being and human rights of our employees and those who we engage with through our supply chain. We seek to utilise ethical suppliers and expect their support in the identification of modern slavery risks throughout our supply chain.

Modern slavery is an ongoing issue worldwide. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- Slavery, servitude (coercing someone to provide services) and forced and compulsory labour;
- Human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited);
- Committing any offence with the intention to commit human trafficking; or
- Aiding, abetting, counselling or procuring any of the above offences.

All of these practices deprive individuals of their liberty in order to exploit them for personal or commercial gain. Our company values instil in us the obligation to conduct our business with integrity.

At GEC, our commitment is to:

- Act ethically and with integrity in all business dealings.
- Prevent modern slavery and human trafficking in our business or our supply chains.
- Work collaboratively with those in our supply chain to identify and eradicate any instances of modern slavery.

Should GEC become aware that any supplier does not meet these expectations we will engage directly with the supplier and develop an action plan to eradicate the practise in a transparent, timely and efficient manner.

Should the supplier be uncooperative, the appropriate action will be taken, including terminating the business relationship, if necessary by GEC.

GEC is committed to ensuring adherence to this policy as part of its goal in preventing, detecting and reporting modern slavery in any part of our supply chain. We encourage all those working on the Company's behalf to avoid any activity that might lead to, or suggest, a breach of this Policy.

Any suspected instances of modern slavery should be reported immediately to your line manager or directly to the Operations Manager or Chief Executive Officer.

Approved by



Chris Williams
Chief Executive Officer
Global Engineering & Construction Pty Ltd

16 January 2023