

## Policy Statement

At Comiskey Mining Services Pty Ltd (CMS) we are committed to upholding the highest ethical standards in all aspects of our operations. This includes a zero-tolerance approach to modern slavery and human trafficking. We recognise that these issues are not confined to any specific industry or region and are determined to play our part in eradicating them.

## Scope

This Modern Slavery Policy applies to all employees, contractors, suppliers, and other business partners associated. It encompasses our operations in Australia and any international activities we engage in.

## Definitions

- **Modern Slavery:** Modern slavery encompasses slavery, human trafficking, forced labour, and other forms of exploitation that are carried out under coercive conditions.
- **Supplier:** Any individual or entity that provides goods, services, or labour to CMS directly or indirectly.
- **Business Partner:** Any entity that collaborates or enters a business relationship with CMS in any capacity.

## Legislation

Modern Slavery Act 2018

## Commitment

- **Prevention of Modern Slavery**

CMS is committed to preventing modern slavery within its operations and supply chain. We will not engage in any practices that involve or support modern slavery, including slavery, forced labour, child labour, or human trafficking.

- **Due Diligence**

We will conduct thorough due diligence on our suppliers and business partners to assess and mitigate the risk of modern slavery within our supply chain. This includes a review of their policies, practices, and commitment to human rights.

- **Transparency**

We will maintain transparency in our operations and supply chain, making efforts to communicate our commitment to preventing modern slavery to all stakeholders. This includes sharing our policies and practices, as well as encouraging our business partners to do the same.

- **Training and Awareness**

We will provide training and awareness programs to our employees and relevant stakeholders to ensure they understand the signs of modern slavery and their role in its prevention.

**Reporting and Whistleblowing**

We encourage all employees, contractors, suppliers, and business partners to report any concerns related to modern slavery to the appropriate channels within CMS. We will ensure that whistleblowers are protected and that their concerns are investigated thoroughly and confidentially.

**Compliance and Consequences**

Failure to comply with this Modern Slavery Policy may result in disciplinary action, termination of contracts, or legal consequences, depending on the severity and nature of the violation.

**Continuous Improvement**

We are committed to continuously improving our efforts to prevent modern slavery. This includes regular reviews of this policy, conducting risk assessments, and collaborating with relevant stakeholders to share best practices.

**Communication**

This Modern Slavery Policy will be made accessible to all employees, contractors, suppliers, and business partners.

**Review and Approval**

This Modern Slavery Policy will be reviewed and approved as per our QA procedures to ensure its effectiveness and relevance.

At CMS we are dedicated to ensuring that modern slavery has no place in our business operations or supply chain. By implementing and adhering to this Modern Slavery Policy, we affirm our commitment to the highest ethical standards and the protection of human rights.

**Further Information**

<https://antislavery.org.au/modern-slavery/>  
<https://www.antislavery.org/slavery-today/modern-slavery/>  
<https://www.ag.gov.au/crime/people-smuggling-and-human-trafficking/modern-slavery>  
<https://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>