

WESMAR Modern Slavery Policy

At WESMAR, which operates in contractor services and construction, we are committed to conducting business ethically, lawfully and with respect for human rights. We recognise that modern slavery can occur in operations and supply chains through practices such as forced labour, servitude, human trafficking, debt bondage, deceptive recruitment and the worst forms of child labour.

This policy supports WESMAR's commitment to safe, fair and responsible work practices and aligns with the principles of the Modern Slavery Act 2018 (Cth), which encourages organisations operating in Australia to identify, assess and address modern slavery risks in their operations and supply chains.

Our commitment applies to WESMAR employees, managers, contractors, subcontractors, labour hire providers, suppliers, consultants and any other parties engaged to provide goods or services to WESMAR.

WESMAR does not tolerate modern slavery, human trafficking or worker exploitation in any part of our business. We expect people working with us and for us to be treated with dignity, paid lawfully, recruited fairly, provided safe working conditions and free to leave employment in accordance with applicable laws.

Modern slavery risks relevant to WESMAR may arise where construction and contractor services involve subcontracting, labour hire, temporary or migrant labour, low-margin packages, work performed under time pressure, cleaning, security, transport, waste, uniforms, personal protective equipment, tools, materials and imported products.

We take a practical, risk-based approach to preventing and addressing modern slavery by embedding expectations into procurement, contractor engagement, onboarding, project delivery and supplier management.

We reduce modern slavery risk by:

> **Complying with laws and standards:** we comply with applicable workplace, safety, employment, procurement and modern slavery legislation, including relevant obligations and guidance under the Modern Slavery Act 2018 (Cth).

> **Setting supplier and subcontractor expectations:** we expect suppliers, subcontractors and labour hire providers to prohibit modern slavery, comply with labour laws, pay workers correctly, avoid charging recruitment fees to workers, and cascade equivalent expectations through their own supply chains.

> **Assessing risk before engagement:** we consider modern slavery risk when onboarding or reviewing suppliers and subcontractors, including the nature of the work, use of labour hire or subcontracting, work locations, recruitment practices, workforce vulnerability and supply chain complexity.

legislation and meet the requirements of ISO 45001:2018.

> **Including appropriate contract controls:** where appropriate, WESMAR may include requirements in contracts or purchase terms relating to lawful employment, subcontractor disclosure, cooperation with audits, record keeping, corrective actions and immediate notification of suspected modern slavery.

between management, managers and employees and are characterised by commitment, initiative, understanding and openness.

> **Providing safe reporting channels:** workers, contractors and suppliers are encouraged to raise concerns about modern slavery or exploitation without fear of retaliation. Concerns may be raised with a manager, project lead, Human Resources, senior management or through any WESMAR reporting process available at the time.

on an ongoing basis to prevent injuries and ill health.

> **Responding and remediating responsibly:** where WESMAR identifies or suspects modern slavery, we will prioritise worker safety, investigate appropriately, avoid actions that may cause further harm, seek specialist advice where needed, and work with relevant parties on corrective action, remediation or disengagement where necessary.

work environment in order to create a safe and secure workplace.

> **Training and awareness:** we provide appropriate information and guidance to relevant employees and managers so they can recognise modern slavery indicators, understand procurement expectations and escalate concerns promptly.

knowledge and commitment to work environment issues.

Managers are responsible for implementing this policy within their areas of responsibility, including project delivery, procurement, contractor management and workforce engagement. Employees and contractors are responsible for acting consistently with this policy and reporting concerns when they become aware of them.

WESMAR will periodically review this policy and its related processes to support continuous improvement. Reviews may consider supplier feedback, incidents, audit findings, project risks, changes in legislation and evolving good practice for responsible supply chain management.

This policy is approved by WESMAR management and is to be communicated to relevant employees, contractors, suppliers and subcontractors as part of our commitment to ethical, safe and responsible business.

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Ricky Lane
Managing Director