

Integrated Management System

Anti – Modern Slavery Policy

Purpose

The purpose of this policy is to provide assurance of HIX Group’s commitment to only engaging with ethical suppliers to ensure that any modern slavery risks in HIX Group’s supply chain are identified and that we take steps to address these risks. This policy has also considered any reporting requirements, under the Modern Slavery Act 2018, to Australian Border Force.

Background

Modern slavery is an ongoing issue worldwide. The World Economic Forum has found that slavery in supply chains amounts to \$150 billion USD of illicit profits a year and that there are 46 million victims of modern slavery. Unfortunately, two-thirds of modern slavery occurs in the Asia – Pacific region where many Australian supply chains extend.

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), debt bondage and forced and compulsory labour;
- human trafficking (arranging or facilitating the travel or movement of a victim with a view to exploiting them);
- committing any offence with the intention to commit human trafficking;
- aiding, abetting, counselling or procuring any of the above offences;

All the above practices deprive individuals of their liberty for the purpose of exploiting them for personal or commercial gain. HIX Group has a commitment to conduct its business and all its relationships based on integrity.

Scope

HIX Group has a zero-tolerance approach to all forms of modern slavery and human trafficking within its business and its supply chain. We are committed to acting ethically and with integrity throughout all our

Anti-Modern Slavery Policy			Version No.	1.3
Version Date:	06/2023	Copyright © 2020 HIX Group Pty Ltd - Printed Documents are Uncontrolled	Next Review	06/2025
				Page 1 of 2

business dealings and relationships.

HIX Group achieves this by implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place within our own business or in any of our supply chains.

Management Commitment:

To underpin our policy commitments, HIX Group shall endeavour to:

- Conduct risk assessments over all of our business operations, including our supply chains, to determine which of those business operations are most at risk from modern slavery. We will then focus our efforts on those areas most ‘at risk’ and choose to avoid dealings with these entities.
- Guided by a risk management approach we will engage directly with new suppliers in respect of our anti-slavery policy to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses.
- Our contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labor and the use of child labor in line with this policy.
- Within our contractual documentation, we will also make provision for, and require, our contracted suppliers to hold their own suppliers to the same standards to meet HIX Group requirements.

Compliance

HIX Group is committed to ensuring adherence to this policy as part of its goal in preventing, detecting, and reporting modern slavery in any part of the HIX Group’s supply chain.

HIX Group encourages all employees, suppliers, subcontractors or those working on the Company’s behalf, to avoid any activity that might lead to, or suggest, a breach of this Policy and report any concerns they might hold directly to Management.



Lea Hicks
Group General Manager

Date: 06/11/2023

Anti-Modern Slavery Policy			Version No.	1.3
Version	06/2023	Copyright © 2020 HIX Group Pty Ltd - Printed Documents are Uncontrolled	Next Review	06/2025
Date:				Page 2 of 2