

# Modern Slavery Policy

MPA is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement.

## What is modern slavery?

Under the Act, modern slavery takes various forms including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour (including where children are subjected to slavery or similar practices, or engaged in hazardous work).

## How is MPA addressing modern slavery?

Preventing and addressing our own involvement in modern slavery is central to our sustainability approach including our commitment to running a safe, responsible and profitable business.

We set clear expectations that our employees and suppliers (including contractors) should be alert to possible involvement in modern slavery and should work to prevent and address it.

MPA is committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

MPA are committed to compliance with the Act. This will include assessing and taking steps to address potential modern slavery risks in our operations and supply chains through training, enhancements to our processes and procedures, and performance and compliance monitoring.

## MPA's Expectation of our Supply Chain

To be part of MPA's accredited Supply Chain, it is expected that all our suppliers acknowledge, are aware of, are committed to, act and have systems in place that address Modern Slavery.

This would include but not limited to the following initiatives:

- Has a commitment to the prevention of human trafficking and slavery
- Has a commitment to training its workforce on preventing human trafficking and slavery.
- Has a company statement on Modern Slavery (if required to do so)
- If your company buys subcontractor services/labour etc. that it has management systems and/or controls in place to ensure they are not using workers illegally, forced, or bonded labour.
- Has reporting mechanisms in place to highlight potential cases of Modern Slavery
- Taken action to increase visibility and transparency of your supply chain
- Provides training to all its staff to identify and report on issues that may relate to Modern Slavery
- Has risk assessments in place to assess new suppliers/subcontractors
- Has audit systems in place to monitor and test that your systems are working as intended.