

MODERN SLAVERY POLICY

While the Modern Slavery Act 2018 (Act) does not require The Rehabilitation Specialists (**the Employer**) to report on risks of modern slavery annually in relation to:

- a) Forced labour. Child Trafficking, Domestic Servitude; and
- b) Unlawful Recruitment and Use of Child Soldiers,

the Employer is committed to preventing the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business association.

1.1 DEFINITION

Modern slavery can take many forms; it is a complex and multi-faceted problem. The Act covers four key criminal activities:

- Slavery: where ownership is exercised over an individual
- Servitude: involves the obligation to provide service imposed by coercion
- Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty
- Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them

Other forms of modern slavery, which will not be tolerated but are not specifically referenced in the Act include, but are not limited to:

- Child labour: whilst not always illegal in the jurisdiction in which it takes places, child labour involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.
- All forms of modern slavery have in common, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental rights.

1.2 RESPONSIBILITY AND SCOPE

This policy applies to all persons working for or on behalf of the Employer in any capacity, including employees, directors, contractors, consultants and any other third-party representatives.

The Employer expects all who have, or seek to have, a business affiliation with its Company to familiarise themselves with this policy and to act in a way that is consistent with its values.

The Employer will also ensure that;

- Remain compliant with local, national and other applicable laws and regulations in the areas in which the business operates;
- Source products and services in accordance with legal obligations and community expectations;
- Acts to prevent, mitigate and where appropriate, remedy modern slavery in their operations and supply chain.

1.3 BREACH

Any action in breach of this policy may result in disciplinary action being taken.

1.4 REFERENCES

What can I do to make sure workers in my operations and supply chains are not exposed to modern slavery as a result of COVID-19:

<https://www.homeaffairs.gov.au/criminal-justice/Pages/covid-19-reducing-risk-modern-slavery.aspx>

Commonwealth Modern Slavery Act 2018 - Guidance for reporting entities

<https://www.homeaffairs.gov.au/criminal-justice/files/modern-slavery-reporting-entities.pdf>

Modern Slavery Act 2018

<https://www.legislation.gov.au/Details/C2018A00153>