

MODERN SLAVERY POLICY

1. Background

Modern slavery is an ongoing issue worldwide. 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) and forced, compulsory labour;
- Human trafficking (arranging or facilitating the travel/movement of a victim with a view to them being exploited);
- Committing any offence with the intention to commit human trafficking; or
- Aiding, assisting, counselling, or procuring any of the above offences,

This policy applies to all individuals who work for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, volunteers, contractors, external consultants, third-party representatives, and business partners.

Callen Constructions take a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery does not exist anywhere in our own business or our supply chains. We are also committed to ensuring transparency in our own operations and in our approach to combating modern slavery throughout our supply chains, in accordance with our disclosure obligations under the **Modern Slavery Act**.

We expect the same high standards from all our contractors, suppliers, and other business partners, and we expect our suppliers to hold their own suppliers to the same high standards.

2. Reporting

Our zero-tolerance stance to modern slavery must be conveyed to all suppliers, contractors, and business partners from the beginning of our commercial engagement with them and reinforced as needed subsequently.

If you feel or suspect that a conflict with this policy has happened or will occur in the future, you must contact your manager or director as soon as possible. You are urged to express concerns about any issue or suspicion of modern slavery in any aspect of our business as soon as possible.

3. Policy Breaches

Any employee who violates this policy may face disciplinary action, which might result in dismissal for misconduct. If other persons or organisations working on our behalf violate this policy, we reserve the right to terminate our relationship with them with immediate effect.

Should we become aware that any supplier does not meet our Modern Slavery requirements, we will engage directly with the supplier and develop an action plan to eradicate the practice in a transparent, timely and efficient manner. Should the supplier be uncooperative, appropriate action will be taken, including terminating the business relationship, if necessary, by Brickworks.



Grant Callen
Director