

Revision No: 1 Anti-Slavery Policy

Rev Date: 04/11/2023



Electronic version current; uncontrolled copy valid only at time of printing

Printed: 04/11/23

Purpose

The purpose of this Policy is to set out the measures Control Valve Solutions Pty Ltd (CVS) and its related bodies (Trading As Businesses in Australia) have adopted to combat modern slavery in its operations and supply chain, and to ensure that CVS is in compliance with the Modern Slavery Act 2018 (Cth) (the Act).

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It covers practices such as human trafficking, slavery, servitude, forced or compulsory labour, forced marriage and child labour.

CVS does not tolerate any form of modern slavery in its operations and supply chain. CVS is committed to implementing effective systems and controls to identify, prevent and mitigate any resulting impact caused by the presence of modern slavery in its business activities.

Scope

This Policy applies to all personnel working for or on behalf of CVS in any capacity, which includes: directors, employees at all levels, contractors and sub-contractors, consultants, third party representatives and agents.

Policy

1. Reporting and escalation procedures

All CVS personnel are responsible for preventing, detecting and reporting any instance of modern slavery. If an individual becomes aware of or suspects that modern slavery conduct is present, whether it involves CVS or a service provider, that individual must immediately report the matter to the CVS General Counsel or one of the Protective Disclosure Officers named in the CVS Whistleblowing Policy.

CVS encourages disclosure and will support any individual who raises a concern under this Policy. The CVS Whistleblowing Policy provides more information on the protection available to anyone who discloses information about misconduct.

Any employee of CVS who breaches this Policy may face disciplinary action, which could result in dismissal. Modern slavery involves severe abuses to human rights and serious crimes under Australian law. CVS reserves the right to contact the relevant authorities if it is deemed appropriate.

2. Training and Compliance

To ensure compliance with this Policy, CVS senior management and department heads will:

- organise internal training and promotion of compliance with this Policy.
- monitor and evaluate personnel's compliance with this Policy and provide support where necessary.

Policy

Document No:

CVS1004



Revision No: 1 Anti-Slavery Policy

Rev Date: 04/11/2023

Electronic version current; uncontrolled copy valid only at time
of printing

Printed: 04/11/23

- take appropriate measures to avoid relationships with those who would reasonably be considered as posing an unacceptable risk of being involved with or connected to modern slavery activities; and
- to the extent required by law, cooperate with authorities leading investigations into possible cases of modern slavery.

3. Reporting requirements

CVS will comply in full of the obligations outlined in the Act and publish an annual statement on the steps that CPM is taking to counter modern slavery impacts in its operations and supply chain,

Related Information

- CVS Code of Conduct Policy
- CVS Whistleblowing Policy

Rhiannon Fletcher
General Manager – Director

Rhiannon Fletcher