

Ethical Labour, Human Rights & Modern Slavery Policy

Mercantile Group | Techmert Corporate Policy

Policy Owner	Effective Date	Next Review
Management	16-Jun-25	16-Jun-27

1. Purpose

This policy sets expectations for lawful, fair and ethical labour practices and establishes a proportionate approach to identifying and responding to modern slavery and human-rights risks.

2. Scope

This policy applies to Mercantile Group Pty Ltd as trustee for Mercantile Group Trust, trading as Techmert (together, “Mercantile Group and Techmert”), including management, contractors, agents, suppliers and other business partners where relevant. Mercantile Group and Techmert currently operate without employees. Any reference in this policy to employees or workers applies only to supplier or contractor personnel, or to personnel engaged by Mercantile Group and Techmert in the future.

3. Policy Statement

Mercantile Group and Techmert do not accept forced labour, child labour, deceptive recruitment, unlawful restriction of movement, harassment, discrimination or other forms of exploitation in business activities or the supply chain.

4. Labour and Human-Rights Commitments

- Free and voluntary labour: Suppliers, contractors and any personnel engaged by Mercantile Group and Techmert must not be subject to forced, bonded, trafficked or involuntary labour, or be required to surrender identity documents as a condition of work.
- Child labour: Suppliers must comply with applicable minimum working-age laws and take appropriate remediation action if child labour is identified.
- Working hours, wages and benefits: Suppliers and contractors are expected to ensure that working hours, wages, overtime and statutory entitlements for their personnel comply with applicable law. Overtime should be voluntary where required by law and appropriately remunerated.
- Non-discrimination and dignity: Suppliers and contractors are expected to base employment and engagement decisions on legitimate role requirements. Violence, bullying, harassment, victimisation and unlawful discrimination are prohibited. The same principles will apply to any personnel engaged by Mercantile Group and Techmert in the future.

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- Freedom of association: Lawful organisation, representation and collective activity by supplier, contractor or future personnel must not be improperly interfered with.

5. Supply-Chain Due Diligence

- Supplier risk will be considered proportionately based on product, country, industry, labour intensity and other relevant factors.
- Higher-risk suppliers may be asked for policies, declarations, factory information, audit evidence, certifications or other reasonable evidence of labour and ethical practices.
- Credible concerns may result in further investigation, corrective-action requirements, suspension of new orders or discontinuation of the supplier.

6. Modern Slavery Notification and Remediation

- If credible evidence of modern slavery is identified in the operations or supply chain of Mercantile Group and Techmert, management will assess the issue, take steps to prevent further harm, preserve relevant evidence, engage the affected supplier and implement proportionate remediation.
- Where customers, regulators or other parties require notification, the company will make such notifications in accordance with applicable legal or contractual requirements.

7. Reporting and Records

- Concerns may be raised through the Grievance & Speak-Up Policy of Mercantile Group and Techmert without retaliation for good-faith reporting.
- Records may include supplier declarations, due-diligence checks, correspondence, corrective actions, audit evidence and remediation records.

Approval and Review

This policy is approved for use by Management on behalf of Mercantile Group and Techmert. It will be reviewed by the next review date shown above, and earlier where there is a material change in law, business activities, customer requirements, risk profile or supply-chain arrangements.

Where a customer, contract, purchase order, specification or site requirement imposes a higher standard, the applicable higher requirement will be reviewed and adopted where accepted as part of the engagement.