

# Modern Slavery Policy

Hermes Group of Companies

## 1. Purpose

The Hermes Group of Companies (“Hermes Group”) is committed to conducting business ethically and with integrity. This Modern Slavery Policy outlines our commitment to preventing modern slavery and human trafficking in our operations and supply chains, in accordance with the Modern Slavery Act 2018 (Cth) and other relevant legislation.

## 2. Scope

This policy applies to all employees, directors, contractors, suppliers, and business partners of the Hermes Group, including its subsidiaries and affiliates, regardless of location.

## 3. Definitions

- Modern Slavery: Encompasses slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or services, forced marriage, and human trafficking.
- Supply Chain: Refers to the network of suppliers, contractors, and business partners who provide goods and services to Hermes Group.

## 4. Our Commitment

Hermes Group is committed to:

- Zero tolerance for modern slavery and human trafficking in our operations and supply chain.
- Identifying, assessing, and addressing risks of modern slavery in our business activities.
- Complying with all applicable laws and regulations related to modern slavery.
- Engaging with suppliers and business partners to promote ethical practices and transparency.

## 5. Responsibilities

- Management: Responsible for implementing and overseeing this policy, conducting risk assessments, and ensuring compliance.
- Employees: Required to report any concerns or suspicions of modern slavery and to act in accordance with this policy.
- Suppliers & Partners: Expected to comply with this policy and demonstrate their own commitment to eradicating modern slavery.

## 6. Risk Assessment and Due Diligence

Hermes Group will regularly assess the risk of modern slavery in our operations and supply chains, including:

- Conducting due diligence on new and existing suppliers.
- Reviewing supplier contracts to include modern slavery clauses.
- Monitoring supplier practices through audits and performance reviews.

## 7. Training and Awareness

We will provide training to employees and relevant stakeholders to raise awareness of modern slavery risks and promote ethical business practices.

## 8. Reporting and Remediation

Employees, suppliers, and partners are encouraged to report any concerns or incidents of modern slavery confidentially via our designated reporting channels. All reports will be investigated promptly, and appropriate action will be taken, including remediation and, if necessary, termination of relationships with offending parties.

## 9. Continuous Improvement

Hermes Group will review and update this policy annually to ensure its effectiveness and ongoing relevance. We are committed to continuous improvement in our efforts to combat modern slavery.

## 10. Policy Review

This policy is reviewed annually and approved by the Board of Directors. The most recent review date is 06/11/2027.

## 11. Contact Information

For questions or to report concerns regarding this policy, please contact the Compliance Officer at Hermes Group via [jay@hermesag.net](mailto:jay@hermesag.net).

Jay Hall



Director  
Hermes Group