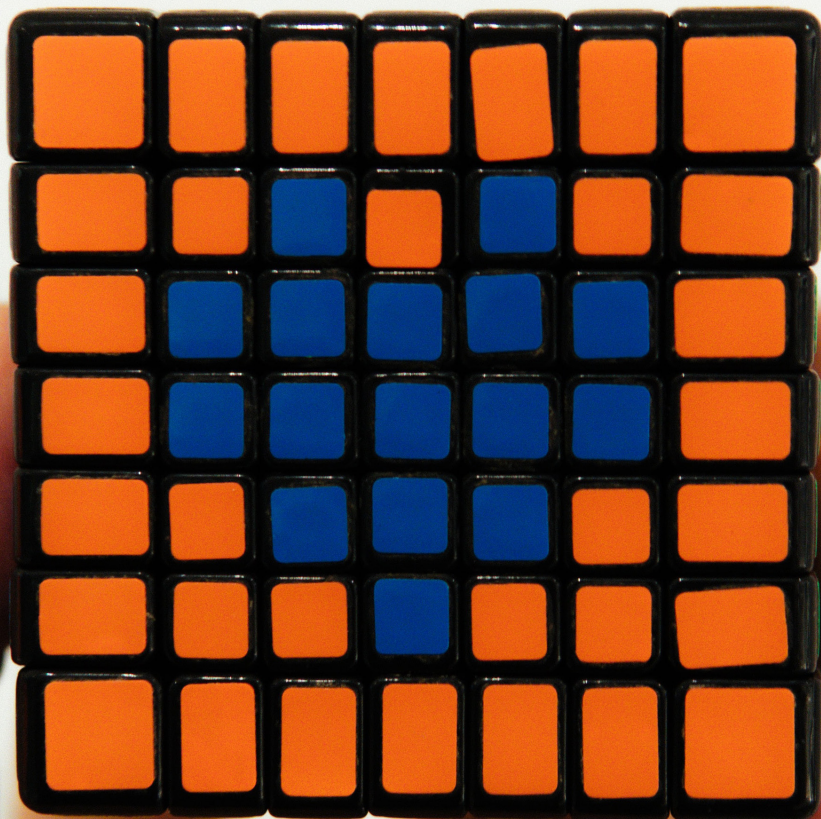


just gold

Modern Slavery Voluntary Statement

Just Gold is Australia's first full-service consulting & creative agency that is a certified social enterprise.



This company meets the highest standards of social and environmental impact

Hello, #WeAreJustGold

Just Gold is Australia's first full-service management consulting & creative agency that is a certified social enterprise.

We offer affordable high-end strategic communications, D & I, social impact, management consulting and design & creative services for all.

1. We employ and empower highly skilled professionals who are facing employment barriers.
2. We partner with government and businesses to deliver commercial projects while expanding their ethical footprint. The profits from those projects fund our impact program.
3. We activate purpose driven projects by offering accessible or pro bono consulting and creative services.
4. We initiate and invest in social change projects when we identify a gap in the national dialogue. vulnerable groups.

A large, stylized graphic of an eye, composed of concentric yellow and white shapes, occupies the left and bottom portions of the page. The eye is oriented horizontally, with the pupil on the left and the eyelid on the right. The background is a solid yellow color.

Modern Slavery Voluntary Statement & Policy

Who is this policy aimed at?

This policy statement applies to anyone associated with Just Gold, including employees at all levels, officers, trustees, agency workers, seconded workers, volunteers, agents, contractors, and suppliers, who work for us or on our behalf in any capacity.



Key Messages

- Modern slavery and human trafficking are grave crimes and a violation of fundamental human rights.
- Just Gold maintains a zero-tolerance approach towards modern slavery or human trafficking in our operations and supply chains.
- We proactively manage modern slavery risks and obligations, despite not meeting mandatory reporting requirements.

Policy Statement

Modern slavery is an umbrella term that includes practices such as slavery, servitude, forced and compulsory labor, bonded and child labor, and human trafficking. Human trafficking involves arranging or facilitating the movement of another person with the intention of exploiting them.

At Just Gold, we are deeply committed to ensuring there is no occurrence of modern slavery or human trafficking within our organisation or supply chains. Our policy underscores our dedication to conducting our business ethically, with integrity, and implementing robust systems and controls to prevent modern slavery within our organisation or supply chains. We also hold our suppliers to the same high standards.



Commitments

We expect all individuals and entities associated with Just Gold to support and adhere to the following measures to prevent modern slavery:

Responsibility and Reporting: The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might suggest a breach of this policy.

Stakeholder Engagement: We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

Risk-Based Approach: We employ a risk-based approach in our contracting processes and regularly review them. We assess whether specific prohibitions against the use of modern slavery and trafficked labor are necessary in our contracts with third parties. We may also require compliance with our Third Party Code of Conduct, which outlines minimum standards to combat modern slavery and trafficking.

Audits and Due Diligence: We may conduct audits of suppliers to assess their compliance with our Third Party Code of Conduct as part of our ongoing risk assessment and due diligence processes.

Our Approach

Just Gold has a proactive stance on modern slavery, even though we may not meet mandatory reporting thresholds. We have established governance processes that provide oversight, including ongoing assessments of modern slavery risks, and reporting to our relevant committees.



Policies and Procedures

We have formal policies already in place that promote ethical and legally compliant business conduct. These policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business.

Potential Risks in Our Operations and Supply Chains

We have conducted a review of potential risks of modern slavery practices across our operations and supply chains. We have identified areas with low risk, and we are actively addressing high-risk areas such as procurement of IT equipment, merchandise, and printing.

Addressing the Risk of Modern Slavery Practices

We are incorporating our approach to address various risks of modern slavery practices into our corporate governance processes, such as procurement and risk management. We are also amending our service agreements and purchase order terms and conditions to ensure our service providers meet their modern slavery obligations.

Future Commitments

Over the next year, our key focus areas will be:

- Finalizing the assessment of our modern slavery supply chain risks.
- Commencing stakeholder engagement on this issue, including delivering appropriate awareness training sessions on modern slavery principles to relevant Just Gold staff and key suppliers/service providers as well as including our commitment in our impact program.
- Incorporating modern slavery risk assessments into existing assurance processes.



just gold

@wearejustgold

Certified



Corporation



Business for good

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