

Scope

Green Design Indoor Plant Hire Pty Ltd (GDIPH) is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

This policy applies to all persons working for or on behalf of the Company, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

GDIPH expects all who have, or seek to have, a business relationship with the Company to familiarise themselves with this policy and to act in a way that is consistent with its values.

The Company will only do business with organisations who fully comply with this policy, or those who are taking verifiable steps towards compliance.

This policy will be used to underpin and inform any statement on slavery and human trafficking that the Company is required to produce further to the transparency in supply chain requirements of Part 2 of the Modern Slavery Act 2018 (MSA).

What Do We Mean by Modern Slavery?

Modern slavery can take many forms; it is a complex and multi-faceted problem. The Modern Slavery Act 2018 covers four key criminal activities:

- 1) **Slavery**: where ownership is exercised over an individual
- 2) **Servitude**: involves the obligation to provide service imposed by coercion
- 3) **Forced and compulsory labour**: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty
- 4) **Human trafficking**: involves arranging or facilitating the travel of another with a view to exploiting them

Other forms of modern slavery, which will not be tolerated but are not specifically referenced in the MSA, include, but are not limited to:

- **Child labour**: whilst not always illegal in the jurisdiction in which it takes place, child labour involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.

All forms of modern slavery have in common, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

Tackling modern slavery requires colleagues to play a part and remain vigilant to the risk in all aspect of GDIPH's business and business relationships.

How GDIPH seeks to Embed the Modern Slavery Policy in Practice

To underpin the commitments laid out in this policy, GDIPH aims to implement the following measures:

- The Company will conduct risk assessments to determine which parts of the business and which supply chains are most at risk from modern slavery so efforts can be focused on the areas that are most 'at risk'
- Where appropriate, as informed by the risk assessment, the Company will engage directly with new suppliers in respect of the Modern Slavery Policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses.
- Our contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy.
- We also make provision for our contracted suppliers to hold their own suppliers to the same standards. We also reserve the right to terminate any contractual arrangement if there is breach of this policy.

Responsibility for This Policy

The Managing Director has overall responsibility for this policy and in ensuring that the Company complies with all its legal and ethical obligations.

The General Manager will have the primary day-to-day responsibility for the implementation of this policy, monitoring its use and ensuring that the appropriate processes and control systems are in place, and amended as appropriate, to ensure it can operate effectively.

All Managers are responsible for ensuring that their areas of responsibility complies with the provisions of this policy in the day to day performance of their roles.

Supplier Legal and Operational requirements.

All GDIPH Suppliers will be required to ensure compliance with the following:

1. **Labor rights, working hours and accommodation** - Suppliers must respect human rights of those in their business operations and comply with all labor laws including the ability for individuals to choose employment freely and working hours, provide suitable accommodation where required and ensure that wages comply with relevant laws.
2. **Child Labor** – Suppliers must ensure that they do not engage in unlawful employment or exploitation of children and are compliant with relevant global conventions.
3. **Human Trafficking** - Suppliers must comply with UN Guiding Principles on Human Rights and the Modern Slavery Act (Cth). GDIPH expects that Suppliers incorporate policies and practices into their business.
4. **Discrimination** - Suppliers must not discriminate on the basis of age, gender, disability, ethnicity, marital status, sexual orientation or any other status protected by law.
5. **Freedom of Association** - Suppliers must allow workers to freely associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice, or engage in any lawful industrial activity without interference, discrimination retaliation or harassment.
6. **Improper Payments** - Suppliers must not engage in any form of corruption, bribery or fraud. This includes the giving or receiving of gifts or unlawful incentives to influence a commercial outcome.
7. **Fair Trade** - Suppliers must actively promote fair trade and ethical practices relevant to the goods or services provided.
8. **Conflicts** - Suppliers are to avoid all conflicts of interest. This includes acting honestly and ethically in accordance with any laws pertaining to anti-competitive practices, intellectual property rights, privacy protection of company and personal data.

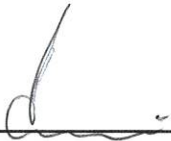
Communication and Employee Awareness Training

Line Managers and Suppliers will ensure that relevant colleagues receive adequate training on this policy and any supporting processes applicable to their role.

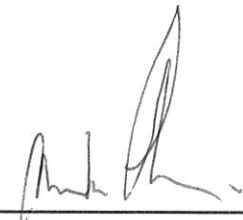
Breaches of This Policy

The breach of this policy by an employee, director or officer of the Company may lead to disciplinary action being taken in accordance with the Company's Disciplinary Procedure. Serious breaches may be regarded as gross misconduct and can lead to immediate dismissal.

All Suppliers will be expected to co-operate to the fullest extent possible in any investigation into suspected breaches of this policy or any related processes or procedures.



Rudy Ursem
Managing Director



Mark Wilkins
General Manager