

POL004 - Modern Day Slavery Policy



POLICY STATEMENT:

At Hiflow Integrated Services Group (Hiflow) we are committed to conducting business responsibly and ethically and to ensuring that all aspects of our business practices, including our supply chains, are free from any form of slavery. We reject all forms of modern slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour. We are committed to implementing effective systems and controls to ensure that it does not take place within our own business or through any of our supply chains.

We assess the risk of modern slavery taking place in our business by identifying and managing any areas of concern within our business operations and any external suppliers. As trade services organisation, operating only in Australia, there is no risk of modern slavery occurring within our direct business operations. However, we recognise we could be indirectly exposed to the risk of modern slavery and human trafficking through our supply chains.

Due to the nature of our business, we do not make use of high-risk supply chains, which are susceptible to modern slavery risks. We have taken the following actions to manage that risk:

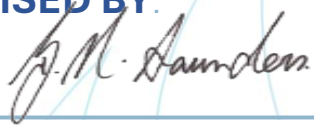
- Purchasing, where possible, fair trade certified consumables.
- Conducting due diligence on third party service providers; and
- Partnering with suppliers who share our stance on modern slavery.

We are committed to undertaking our due diligence processes when contracting with external suppliers and to identifying and assessing any indications of suppliers being of high risk. We will not work with high-risk suppliers unless we have conducted the appropriate assessment that our standards will not be compromised.

We are committed to training our employees and ensuring they have a healthy understanding and respect for how their choices can have far-reaching impacts upon basic human rights across the globe. We have made the training resources provided by Anti-Slavery Australia available to our employees.

We will continue to identify and evaluate risks relating to human rights and develop our policies, procedures, and training to help combat modern slavery. Over the next year, Hiflow will continue to adapt its business as necessary in line with *Modern Slavery Act 2018*.

AUTHORISED BY:

Signed: 
Brett Saunders

Position: Chief Executive Officer Date: 01/07/2024