

ETHICAL SOURCING & MODERN SLAVERY POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

IKAD Engineering is committed to limiting the risk of modern slavery occurring within its business, infiltrating its supply chains or through any other business relationship.

If the policy is breached, we will act as quickly as practicable to remedy our adverse impacts on workers, individuals or communities and we will engage directly with affected stakeholders.

This Anti-Slavery Policy applies to all persons:

- working for IKAD, or on our behalf, in any capacity, including employees at all levels, directors, officers, and agents; and
- IKAD contractors, external consultants, agencies, third-party representatives, and business partners (Suppliers).

IKAD Engineering expects all who have, or seek to have, a business relationship with IKAD to familiarise themselves with this Policy and to act in a way that is consistent with its values.

Responsibility for this Policy and compliance

Top Management have overall responsibility for ensuring this Policy complies with IKAD's legal and ethical obligations and has responsibility for implementing the Policy.

- All IKAD workers should comply with this Policy.
- All Suppliers should comply with this Policy.

How IKAD seeks to embed this Policy in practice

To underpin the commitments laid out in this Policy, IKAD aims to implement the following measures:

- IKAD 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, IKAD will engage directly with new Suppliers in respect of this 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.

- IKAD's contractual documentation with Suppliers requiring them to be familiar with and to comply with the requirements of the Modern Slavery Act 2018 (Cth) in line with this Policy.

Reporting modern slavery

IKAD workers and Suppliers must report any incidence or suspicion of modern slavery at the earliest possible stage:

- If you are a worker of IKAD: The Managing Director or General Manager; or
- If you are a Supplier: your primary account manager or business contact with IKAD.

Publication of this Policy

- This Policy is made available to IKAD workers as part of their induction to the business.
- This Policy is available to Suppliers on IKAD's website.

Breaches of this policy

- Any IKAD worker who breaches this Policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- The relevant member of IKAD may terminate its relationship with a Supplier if it is in breach this Policy. Alternatively, the relevant member of IKAD may elect to work with the Supplier to resolve such issues.

Policy review

- IKAD Top Management are responsible for reviewing this Policy as necessary to ensure that it meets legal and ethical requirements and reflects best practice.
- This Policy does not form part of any contract of employment and may be amended at any time.

Application of Policy

This policy applies to all workers, visitors, and contractors, within the workplace or engaged by IKAD Engineering Pty Ltd.

A handwritten signature in blue ink, appearing to read 'Ivan Donjerkovich'.

Ivan Donjerkovich
Managing Director

31st August 2023