

GenusPlus Group Ltd and its subsidiaries (**Genus** or **Company**) recognise that Modern Slavery is a significant problem across the world and will take necessary steps to ensure that it does not occur in our operations. Genus considers human rights a core value and it is invested in creating a workplace and supply chain that does not include or contribute to Modern Slavery.

## What is Modern Slavery

Modern Slavery is a crime and a violation of human rights, and is defined under the *Australian Modern Slavery Act 2018 (Act)* as including eight types of serious exploitation:

- trafficking in persons;
- slavery;
- servitude;
- forced marriage;
- forced labour;
- debt bondage;
- deceptive recruiting for labour or services; and
- child labour in which children are subjected to slavery or similar practices or engaged in hazardous work.

## Purpose of this Policy

This Policy is aimed at ensuring compliance by Genus and its employees, counterparties, and stakeholders with the requirements of the Act. It demonstrates Genus' commitment to a zero-tolerance approach in relation to Modern Slavery and sets out its requirements relating to the prevention and detection of any potential Modern Slavery exposure in Genus' business or supply chain or any of its internal or external business relationships.

## Board and Senior Management

The Board and Senior Management of Genus is committed to ensuring Genus addresses Modern Slavery risks in its business and supply chains in a way that is appropriate for its operations and group functions, by:

- ensuring this Policy is communicated to employees, stakeholders, and other interested parties;
- performing appropriate checks on suppliers and counterparties to assess compliance;
- including, as far as practicable, in its operational and supplier contract terms, requirements that suppliers comply with all relevant local, national, and other applicable laws and regulations in the areas in which they operate;
- ensuring this Policy is integrated into all of Genus' activities;
- ensuring that the necessary resources are allocated to the management of this Policy; and
- assigning authority, responsibility, and accountability at appropriate levels within the Company.

## Commitment and Actions

The Company has a zero-tolerance approach to Modern Slavery, and to meet its commitments it will, and will require its employees, suppliers, contractors, and business partners to:

- not employ children in contravention of the International Labour Organisation Convention, notwithstanding any international, national law or local regulations;
- comply with all other applicable child labour laws, including those related to wages, hours worked and working conditions;
- abide by applicable country-governing laws in countries in which it operates; and
- communicate to employees, volunteers, contractors, suppliers and visitors the requirement for compliance with the Act, and provide training as required in relation to Modern Slavery and the requirements of the Act.

In addition, Genus will:

- regularly monitor and report on progress in relation to Modern Slavery;
- report to the Commonwealth as required in accordance with the Act on the risks of its operations, supply chains and actions implemented against Modern Slavery; and
- address Modern Slavery in its relevant policies and procedures, such as the ones below, requiring its business partners, subcontractors, and suppliers to not engage in Modern Slavery:
  - *Code of Conduct*
  - *Anti-bribery and Anti-corruption Policy*
  - *Whistleblowing Policy*
  - *Procurement and Logistics Procedure*
  - *Contract Review Checklist*
  - *Supplier and Subcontractor Prequalification Form*
  - *Pre-Contacts Manual*
  - *Pre-Contract Management – Commercial Procedure*
  - *Supplier Confirmation Questionnaire*

This Policy applies to all of Genus' employees, business partners, contractors and suppliers, who each have a responsibility to implement this Policy.



David Riches  
Managing Director  
GenusPlus Group Ltd  
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