



K & N

Traffic Services

Modern Slavery Policy and Statement

K&N Traffic Services Pty Ltd – Traffic Control Services

1. Purpose

This policy outlines K&N Traffic Services Pty Ltd commitment to preventing modern slavery and human trafficking in our operations and supply chains. It demonstrates our responsibility to act ethically, respect human rights, and comply with the Modern Slavery Act 2018 (Cth).

2. Scope

This policy applies to:

- All employees, contractors, and subcontractors engaged by K&N Traffic Services.
 - All goods and services procured for our traffic control operations, including signage, uniforms, vehicles, plant, and equipment.
 - All business relationships with suppliers, partners, and clients.
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3. Structure, Operations and Supply Chains

K&N Traffic Services Pty Ltd is an Australian-owned traffic management and traffic control company operating primarily within New South Wales. Our core operations include the provision of traffic controllers, traffic management plans, traffic control vehicles, signage, equipment hire, and related traffic management services to clients in the civil construction, infrastructure, utilities, and local government sectors.

Our workforce consists of employees, contractors, and subcontractors engaged to deliver traffic control services.

Our supply chain includes suppliers of:

- Traffic control signage and equipment
- Personal protective equipment (PPE) and uniforms
- Vehicles, fuel, and fleet maintenance services
- Communication devices and technology services
- Office supplies and administrative services

- Labour hire and subcontracted traffic control services where required

While the majority of our operations are conducted within Australia, certain products used in our business may be manufactured overseas and may present elevated modern slavery risks.

4. Policy Statement

K&N Traffic Services has zero tolerance for modern slavery practices in any form, including:

- Forced or compulsory labour
- Child labour
- Human trafficking
- Debt bondage or exploitation

We are committed to working only with partners and suppliers who share our values of fairness, respect, and lawful employment.

5. Risks of Modern Slavery Practices

K&N Traffic Services recognises that modern slavery risks may exist within both our operations and supply chains.

Potential risk areas include:

- Procurement of imported uniforms, PPE, and traffic control equipment manufactured in higher-risk jurisdictions
- Use of subcontractors or labour hire providers who may not maintain appropriate employment practices
- Suppliers operating in industries or regions where labour exploitation, forced labour, or child labour risks are known to exist

We consider the risk of modern slavery within our direct Australian workforce to be low due to compliance with Australian workplace laws, employee verification processes, and ongoing management oversight.

As K&N Traffic Services does not own or control any subsidiary entities, modern slavery risks are assessed within our own operations and supply chains.

6. Our Commitment

K&N Traffic Services will:

1. Compliance – Meet or exceed all obligations under the Modern Slavery Act 2018 (Cth).
 2. Risk Management – Assess and manage risks of modern slavery in our operations and supply chains.
 3. Procurement Standards – Require suppliers and contractors to comply with labour, human rights, and workplace laws.
 4. Awareness and Training – Provide staff with training on recognising and reporting modern slavery risks.
 5. Reporting – Maintain clear processes for reporting concerns without fear of victimisation.
 6. Transparency – Publish and update our Modern Slavery Statement where legally required.
 7. Continuous Improvement – Review our systems regularly to strengthen controls and mitigate risks.
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7. Actions Taken to Assess and Address Risks

K&N Traffic Services undertakes the following actions to assess and address modern slavery risks:

- Supplier due diligence during onboarding and procurement processes
- Inclusion of modern slavery compliance obligations within supplier and subcontractor agreements
- Review of suppliers operating in higher-risk industries or jurisdictions
- Verification that employees, contractors, and subcontractors are legally entitled to work in Australia
- Staff awareness and training regarding modern slavery indicators and reporting obligations
- Investigation of any reported concerns relating to labour exploitation or human rights breaches

Where modern slavery concerns are identified, K&N Traffic Services will work with the relevant supplier or contractor to investigate the issue and implement corrective actions. Where appropriate remediation cannot be achieved, the business may suspend or terminate the relationship.

8. Implementation

To support this policy:

- Contracts and Supplier Agreements will include modern slavery compliance requirements.
 - Due Diligence Checks will be carried out on higher-risk suppliers, particularly those providing uniforms, PPE, imported materials, labour hire, or outsourced services.
 - Audits and Reviews will be conducted periodically to ensure compliance and identify areas of risk.
 - Procurement decisions will consider supplier commitment to ethical labour practices and human rights.
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9. Assessing Effectiveness

K&N Traffic Services assesses the effectiveness of its modern slavery risk management measures through:

- Annual reviews of supplier compliance and procurement practices
- Monitoring reported incidents, complaints, and investigations
- Reviewing due diligence outcomes and corrective actions implemented
- Evaluating employee training participation and awareness levels
- Annual review of this policy and related procedures

The outcomes of these reviews are used to identify opportunities for continuous improvement and strengthen risk management controls.

10. Responsibilities

Directors and Senior Management

- Approve and oversee implementation of this policy
- Review modern slavery risks and mitigation measures
- Ensure adequate resources are available to support compliance

Managers and Supervisors

- Ensure procurement and subcontracting decisions comply with this policy
- Monitor supplier and contractor compliance where applicable
- Escalate concerns regarding potential modern slavery risks

Employees and Contractors

- Comply with this policy
 - Report any concerns regarding potential modern slavery practices
 - Participate in relevant training and awareness activities
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11. Consultation Process

K&N Traffic Services does not currently own or control any subsidiary entities.

Consultation regarding modern slavery risks and controls is undertaken through engagement with Directors, managers, supervisors, employees, contractors, and key suppliers involved in procurement and operational activities.

Should K&N Traffic Services establish or acquire controlled entities in the future, a formal consultation process will be implemented to ensure consistent identification, assessment, and management of modern slavery risks across all entities.

12. Reporting Concerns

Suspected instances of modern slavery must be reported immediately to a Supervisor, Manager, Director, or via any confidential reporting channel established by the business.

All reports will be treated seriously, investigated promptly, and managed confidentially where possible. K&N Traffic Services prohibits retaliation, victimisation, or adverse treatment against any person who raises a genuine concern.

13. Review

This policy and statement will be reviewed annually, or earlier where there are changes to legislation, business operations, supply chain arrangements, or identified modern slavery risks.

14. Approval

This Modern Slavery Policy and Statement has been approved by the Directors of K&N Traffic Services Pty Ltd in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

25/06/2026

X N.Tanner

Nathan Tanner

Director

Signed by: d71c433e-7446-42fc-ad16-4d5fe01bb0d4