

POSITION PARTNERS MODERN SLAVERY STATEMENT

Position Partners Pty Ltd has prepared this Modern Slavery Statement through consultation with key employees and suppliers. This statement has been approved by the Position Partners Board of Directors.

Who we are

Position Partners is a premier provider of intelligent positioning solutions for surveying, civil works, mining and building activities. We build business relationships by sourcing, deploying and supporting intelligent positioning solutions to enhance our customers' productivity.

Wherever you find surveyors, engineers, construction machine operators and contractors, Position Partners is there to assist their work to be precise, efficient and in control.

Our people have a diverse skill set to enable the best outcomes for customers projects. We employ cadastral, engineering and mine surveyors, mechanics, electrical engineers, computer programmers, spatial sciences experts and more to ensure we have the know-how to source and tailor technology solutions to save on time, labour, wasted materials and rework.

Our business, structure, operations and supply chains

With over 300 people in offices in Australia, South East Asia and New Zealand, Position Partners is the largest majority Australian-owned company focussing entirely on the distribution and support of positioning and geospatial solutions for surveying, civil works, mining and building projects. At Position Partners, we are committed to increasing productivity for our customers and building lasting business relationships around high calibre positioning activities.

We partner with renowned international brands to cement an envious portfolio of products, systems and software to suit almost any positioning task.

Position Partners is Topcon's exclusive Australian Partner for Machine Control and Positioning Systems.

Position Partners' supply chain is diverse and products are sourced from approximately 40 suppliers mainly located in the USA, Japan, Germany, Great Britain, China and Australia.

Policies and Procedures

Position Partners' company values includes "Act with honesty and integrity" and "Build Trust and Respect". Associated signature behaviours call on all employees to comply with society requirements and not adopt unethical practices. In this regard, Position Partners does not tolerate any association with slavery, human trafficking, forced or child labour or exploitation. As an organisation, we understand the value that diversity and equal opportunity brings.

Position Partners has several policies that enable us to comply with regulation, prevent unethical practices, ensure equal opportunity and underpin our duty to keep employees safe and well at work. These include a Quality Policy, a Whistleblower Policy, a Work Health and Safety Policy and a Modern Slavery Declaration that we ask our suppliers to complete.

Risk assessment and mitigation and Supplier engagement

Position Partners, own operations conform to local country employment laws and conditions. We send our suppliers a questionnaire and a declaration to complete so the only risk is the reliance on truthful answers to the questionnaire and declaration. We do not continue with suppliers who fail to return or complete the questionnaire and declaration.

All responses received from our suppliers are kept in a registry. To mitigate some of that risk, whenever our managers or supply chain personnel travel to a supplier's facility, they visit manufacturing, warehousing and offices. They are required to look for possible signs of modern slavery.

The Audit and Risk Committee are responsible for reviewing and providing oversight on behalf of the Board assess any potential risks and management and key personnel implement further controls to mitigate the risk.

Our approach to prevent modern slavery

We recognise that as a significant purchaser of goods, we have a commitment to social justice, ethical practices and compliance. Continuous improvement actions ensure our processes remain effective in preventing modern slavery. The following measures are in place:

- Provide briefing to the executive team, relevant employees, Board of Directors and the Audit and Risk Committee
- Make all staff aware of the policy
- Develop a declaration form and deploy to monitor and audit our suppliers
- Advise management and the Audit and Risk Committee of any risks.
- Designate key staff with responsibility to manage and implement further controls and due diligence within their area of the business
- Regular review of our suppliers, including visits to supplier premises when possible.

Future steps

Position Partners remains committed to addressing modern slavery risks. We will continue to improve our practices and policies, collaborate with stakeholders, carry out regular audits as well as support initiatives to mitigate risks associated with modern slavery practices.

Board Approval

On 30 November 2023, Position Partners Modern Slavery Statement for FY2022-2023 was approved by the Board, after reviewing the status of ongoing assessment of suppliers and Position Partners own employment policies.



Martin Nix
Chief Executive Officer and Managing Director
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