

## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

### Document Revision - 7th August 2023

The following changes to our statement have been made and approved by management.

### Our structure and supply chains

- Inserted the following text "*At present Abax Kingfisher does not own or control other entities in Australia or Overseas*".
- Inserted the following "*We also acknowledge that, we lack visibility in certain overseas markets and this carries additional risks of modern slavery*"
- Inserted the following "*with supplier reviews being carried out in line with our Risk Management program*"

Above amendments were required in order to fully describe our supply chain structure in terms of the 'Modern Slavery Act 2018 Section 16(1)c.

### Consultation & Awareness

Inserted "*Consultation*" in the above heading in terms of the 'Modern Slavery Act 2018 Section 16(1)f.

### Measuring how we're performing

Inserted the following "*or are prepared to adopt our Modern Slavery and Human Trafficking Statement within their own operations*".

Above amendment was added as it is part of our existing measurement of our suppliers.



## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

### Introduction

Modern slavery is a crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Abax Kingfisher Pty Ltd, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

We take concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

### Our Structure and Supply Chains

Abax Kingfisher has been in operation since 1984 and in its current form since 1992. We are an Australian company based in Sydney NSW. At present Abax Kingfisher does not own or control other entities in Australia or Overseas. Where possible we seek Australian companies as our Tier One suppliers and work to establish a relationship of trust and integrity with them. With the exception of one overseas supplier all our Tier One suppliers are Australian. We also acknowledge that, we lack visibility in certain overseas markets and this carries additional risks of modern slavery.

Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and their stance on Modern Slavery and Human Trafficking. Major Suppliers are assessed using our ISO 9001 policy and procedures, with supplier reviews being carried out in line with our Risk Management program.

### Modern Slavery Risk

None of the products that Abax Kingfisher supplies has been identified by the The Global Slavery Index as products with identified risk of forced labour, common in G20 countries.

Additionally, with the majority of our Tier One suppliers being Australian companies that manufacture on shore, there is a significantly lower risk of modern slavery.

### Management and Assessment of Risk

#### Policies

Abax Kingfisher operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.



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## Supplier due diligence

Abax Kingfisher conducts due diligence and risk assessments on all new suppliers during on-boarding and on existing suppliers at regular intervals. This forms part of our ISO 9001 Quality Control System. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards and contracts
- Where applicable ensuring that the supplier has received a copy of the Abax Kingfisher Modern Slavery and Human Trafficking statement
- Where applicable obtaining confirmation from the supplier that they comply with the Australian Commonwealth Modern Slavery Act 2018.

## Consultation & Awareness

Abax Kingfisher Pty Ltd has raised awareness of modern slavery issues by issuing this document to all staff via email, including new staff members when commencing employment. This consultation covers:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

## Measuring how we're performing

Abax Kingfisher Pty Ltd has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain.

These include:

- Ensure all employees understand the policy.
- How many suppliers have filled out our questionnaire?
- How many suppliers have rolled out an awareness and training programme that is equivalent to ours?, or are prepared to adopt our Modern Slavery and Human Trafficking Statement within their own operations.
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?

This statement covers **1st July 2022 to 30/06/2023** and has been approved by the directors of Abax Kingfisher Pty Ltd.



Damian Moore  
Managing Director

7th August 2023.

