

Modern Slavery Statement

Introduction

CV Services Group is committed to operating responsibly and ethically. We recognize the importance of protecting human rights and are dedicated to ensuring that modern slavery and human trafficking do not occur within our business operations or supply chains. This statement outlines our policies and actions taken to combat modern slavery, in compliance with the Modern Slavery Act 2018 (Cth).

Our Business

CV Services Group is a leading provider of comprehensive services in the areas of construction, maintenance, and engineering. Our operations span across Australia, employing a diverse workforce and engaging with numerous suppliers.

Our Commitment

We are committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships.

Policies and Governance

To address the risks of modern slavery, we have implemented the following policies and procedures:

- **Code of Conduct:** Our Code of Conduct outlines the ethical standards we expect from all employees and suppliers. It includes provisions specifically aimed at preventing modern slavery and human trafficking.
- **Supplier Code of Conduct:** We require all suppliers to adhere to our Supplier Code of Conduct, which includes specific requirements relating to labor rights and the prohibition of modern slavery.
- **Whistleblowing Policy:** Our Whistleblowing Policy ensures that employees and suppliers can report concerns about unethical behavior or potential breaches of our policies without fear of retaliation.

Risk Assessment and Due Diligence

We conduct regular risk assessments to identify and mitigate the risk of modern slavery within our operations and supply chains. Our due diligence processes include:

- **Supplier Audits:** We perform audits of our suppliers to ensure compliance with our standards, including unannounced visits to high-risk suppliers.
- **Contractual Obligations:** We include specific clauses in contracts requiring compliance with modern slavery laws and our Supplier Code of Conduct.
- **Training:** We provide training for employees and management to raise awareness about modern slavery and how to identify and address related risks.

Monitoring and Reporting

We continuously monitor our practices and those of our suppliers to ensure compliance with our policies. Key performance indicators (KPIs) are used to measure the effectiveness of our efforts to combat modern slavery. These include:

- Number of supplier audits conducted
- Number of modern slavery risks identified and addressed
- Training completion rates among employees and management

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Continuous Improvement

We are committed to continuous improvement in our approach to preventing modern slavery. We regularly review and update our policies and procedures to ensure they remain effective and reflect best practices. Feedback from stakeholders, including employees, suppliers, and customers, is actively sought to inform our strategies.

Conclusion

CV Services Group is dedicated to playing its part in eradicating modern slavery and human trafficking. This statement reflects our ongoing commitment to ensuring that our business operations and supply chains are free from these unethical practices. We will continue to work diligently to uphold human rights and ethical standards in all aspects of our business.

This Modern Slavery Statement has been approved by the Board of Directors of CV Services Group on 1st July 2024, and is signed by:



Andrew McMaster
Group CEO
CV Services

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and constitutes CV Services Group's modern slavery and human trafficking statement for the financial year ending 30 June 2024.

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