

Parkside Group Modern Slavery Policy

1. Introduction

Parkside Group is committed to maintaining the highest standards of ethical conduct and compliance with all applicable laws. This Modern Slavery Policy is designed to ensure that our operations and supply chains are free from modern slavery and human trafficking in line with requirements of Section 16 of the Modern Slavery Act 2018 (Cth).

2. Purpose

The purpose of this policy is to:

- Define modern slavery and human trafficking.
- Outline our commitment to preventing modern slavery in our operations and supply chains.
- Detail the procedures for reporting and addressing modern slavery concerns.

3. Scope

This policy applies to all employees, contractors, suppliers, and third parties working with or on behalf of Parkside Group, both domestically and internationally.

4. Definition

Modern slavery includes but is not limited to:

- Human trafficking
- Forced labour
- Debt bondage
- Slavery
- Servitude
- Exploitation.

5. Policy Statement

Parkside Group does not tolerate any form of modern slavery. We are committed to:

- Conducting due diligence to identify and assess potential modern slavery risks in our operations and supply chains via internal risk assessments utilising information gathered from organisations with expertise in social compliance, and other companies involved in the supply chain.
- Implementing and enforcing effective systems and controls to combat modern slavery.
- Ensuring our suppliers and business partners comply with our standards and take measures to prevent modern slavery.
- Providing training and raising awareness about modern slavery within our organization.
- Reporting and addressing any instances of modern slavery that we become aware of.

6. Responsibilities

- Board of Directors: Oversee the implementation of this policy and ensure that it is adhered to across the organization.

- Management: Ensure that this policy is communicated to employees, contractors, and suppliers, and that it is integrated into our business practices.
- Employees: Comply with this policy and report any concerns or suspicions regarding modern slavery.

7. Risk Assessment and Due Diligence

- Conduct regular risk assessments to identify potential modern slavery risks in our operations and supply chains.
- Implement due diligence procedures to evaluate and monitor the practices of suppliers and business partners.

8. Reporting and Whistleblowing

- Employees, contractors, and suppliers are encouraged to report any concerns or suspicions about modern slavery. Reports can be made to HR Department, Supervisors, Managers or the Executive, or through HR@parkside.biz email address.
- Parkside Group will ensure that reports are handled confidentially and that no retaliation will occur against anyone making a report in good faith.

9. Training and Awareness

- Provide regular training to employees, contractors, and suppliers on modern slavery risks and this policy.
- Raise awareness about modern slavery issues and promote ethical practices within the organization.

10. Monitoring and Review

- Regularly review and update this policy to ensure its effectiveness and compliance with legal requirements.
- Monitor the effectiveness of our procedures and take corrective actions where necessary.

11. Policy Approval

This policy has been approved by the Board of Directors of Parkside Group and is effective as of 1st August 2025.

12. Contact Information

For further information about this policy or to report a concern, please contact:

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 HR / Safety / Environment Manager
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 Mobile: 0447 776 462



Dave Millard
 28th July 2025