

1.0 POLICY STATEMENT

IOR, its affiliates and subsidiaries respect ethical labour practices and is committed to eliminating the risk of modern slavery occurring within its own businesses, its supply chains or through any business relationships and/or partnerships.

IOR complies with all local, state and federal legislations and regulations and conducts their business activities in alignment with IOR's values of honesty, integrity and respect for people. Accordingly, IOR seeks to work with suppliers, contractors and customers who are economically, environmentally and socially responsible.

IOR does not tolerate the existence of slavery, servitude, compulsory labour, trafficking and related acts of exploitation against any human.

2.0 SCOPE AND RESPONSIBILITY

This policy applies to all IOR employees, contractors, consultants, customers, suppliers and any other third-party representatives engaging with IOR in any capacity.

To underpin IOR's commitment, IOR aims to implement the following measures over the course of the year:

- o IOR will conduct risk-based assessments to determine which areas of the business and supply chain are most at risk from modern slavery and ensure appropriate measures are in place to eliminate the risk;
- o IOR will review procurement contracts and mechanisms with the aim of strengthening legal measures to ensure our partners warrant their conformity to Modern Slavery Legislation and;
- o Reserve the right to terminate any contractual agreement or partnership if there is a breach of this policy.

A breach of this policy may constitute a breach of the IOR Code of Conduct and lead to disciplinary action and in the case of serious misconduct, could lead to immediate dismissal.

3.0 MODERN SLAVERY

Modern Slavery can take many forms and is a complex and multi-faceted problem. The term "Modern Slavery" is used to describe situations where coercion, threats or deception are used to undermine, exploit and deprive them of their freedom. Modern Slavery is only used to describe serious exploitation and does not include practices like substandard working conditions or underpayment of workers however, these practices may escalate into modern slavery if left unaddressed.

The Australian **Modern Slavery Act 2018** (the Act) defines modern slavery as eight types of serious exploitation; trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting of labour or services and the worst forms of child labour.

All forms of modern slavery have in common, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amounts to a violation of an individual's fundamental human rights.

4.0 CONTINUOUS IMPROVEMENT

IOR will continue to raise awareness of modern slavery with internal training and learning. IOR recognises the need to build on its understanding, management and oversight of modern slavery risks in its operations and supply chains and will continue to strengthen its ability to identify and address modern slavery in its operations.

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Ross Mackenzie
Executive Director

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