

## **Multhana Supports the Australian Modern Slavery Act**

In 2018, the Australian Parliament passed the Commonwealth Modern Slavery Act, requiring companies with annual consolidated revenue of more than \$100 million to report on the risks of modern slavery in their operations and supply chains, and their actions to address those risks. Multhana Property Services supports this legislation, irrespective of the absence of a requirement to report against it. Multhana offers this voluntary statement in commitment and support of the Modern Slavery Act 2018 (The Act).

Our statement notes the benefits of the legislation for driving transparency, better practices and the continued progress of meaningful reporting and actions. Recognising the importance of multi-stakeholder collaboration, Multhana Property Services upholds this legislation for promoting effective responses to combatting modern slavery.

Multhana is committed to operating our business lawfully and ethically, and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws, including those prohibiting human slavery and slavery like practices, human trafficking, and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protections, and staff inclusion and diversity.

Multhana has a relatively simple supply chain that includes the purchase of products and services required for our day-to-day operations, including cleaning and landscaping supplies, employment, and staff training. We have policies in place to ensure all employees and suppliers meet our core values.

Our steps include:

- Assessing the ongoing potential modern slavery risks in our operations and supply chains
- Reviewing company policies on modern slavery in operations and supply chains
- Conducting due diligence on supply chains and reviewing supplier contracts to ensure they contain terms that are consistent with the Act
- Taking steps to address any potential modern slavery risks identified, and
- Setting up a program to measure effectiveness.

## **Our Approach**

Multhana Property Services will continue to set clear expectations that employees and suppliers should be alert to possible involvement in modern slavery and should work to prevent and address it. We also acknowledge that these expectations need to be supported by knowledge and action, to stay relevant and effective.

Our policies and standards contribute to our control framework to respect human rights and help protect against modern slavery. We outline our due diligence processes that helps identify the potential legal, ethical and reputational risks of engaging or renewing a supplier.

We assess and mitigate modern slavery risks, track our performance, collaborate with stakeholders, raise awareness and build capacity around these issues. We recognise that tackling modern slavery requires a continuing commitment. We will continue to collaborate with internal and external stakeholders to address our own modern slavery risks.

Modern slavery is an emerging global issue that businesses need to be alert to and prepared to address. Multhana Property Services expects that our employees and suppliers will always reject modern slavery. The challenge of ensuring we avoid any involvement in modern slavery is significant, and we are committed to continuing to evolve our approach to meet developing risks.

This statement describes the steps taken by Multhana Property Services to ensure that slavery and human trafficking are not taking place in any part of our business, or in any of our supply chains. It uses the government's definition of "modern slavery", including slavery, human trafficking and forced labour. Our business operations provide various goods and services to support customer organisations.

## **Policies and Governance**

Modern slavery is a human rights issue. We explore its links to other risks to ensure an integrated approach. Our control framework includes various policies and standards, some directly referencing modern slavery, others with more general human rights requirements.

Multhana rejects any form of slavery and prohibits the use of forced, bonded or child labour. The way we work expressly applies to Multhana Property Services' consultants, agents, contractors, and suppliers. Our policies confirm our approach is consistent with global principles in the area.

Our procurement principles form part of our arrangements with existing and new suppliers. It sets out our expectations of suppliers, their subsidiaries, and subcontractors, with respect to key issues including human rights. This includes ensuring all work is freely chosen and without the use of forced or compulsory labour. Our code of conduct confirms we may choose not to work with suppliers who do not meet our expectations. Our business integrity standard contains requirements around third-party risk assessment and due diligence.

*"Multhana will continue to embed the prevention of modern slavery into our operations as well as supplier driven processes, and agrees to support compliance with the Australian Modern Slavery Act by ensuring that all of our operations and supply chains, including sub-contractors, do not have any form of modern slavery as described in the Modern Slavery Act 2018."* - **Joseph Wallace, Multhana Managing Director**

## **Risk Assessment and Mitigation**

We consider human rights risks in our operations and acknowledge that human rights issues can happen anywhere. Multhana has reviewed and recognised the types of goods and services that we procure that may be at a higher risk for human rights, including modern

slavery. Construction and cleaning services were amongst the higher-risk activities identified.

We have identified that increased due diligence around human rights, including modern slavery may be needed when suppliers bring larger numbers of employees or contractors, especially those who are lower skilled and providing physical labour, onto Multhana's and our clients' sites.

If and when a human rights incident occurs, we will mitigate the situation as best we can, based on our policies, standards, and procedures.

### **Training**

Awareness is crucial in helping prevent and address modern slavery. Our standards require human rights awareness amongst our staff, contractors and visitors. Our suppliers' codes of conduct expect human rights standards to be applied wherever we operate and do business. We understand the need to build capacity amongst our own employees, as well as our suppliers, on the importance of meeting these standards.

### **Approval**

This statement outlines our steps to ensure slavery and human trafficking is not taking place in our business or supply chains. We believe that our current policies and processes include important measures that will help us to progress our work. Several of our processes, including quality and safety compliance and management, will help track our performance.

Through internal audits, we are increasing our information about the number and types of complaints filed as well as how they are managed. Any Industrial Relations disputes, grievances, or incidents, which can cover a range of labour related issues, will be tracked through our management processes.

Multhana Property Services is governed by three partnering Directors, Joseph Wallace, Damien Cann and Mark Hohn. The above statement has been approved by our governing body on 31 March 2021 and signed on behalf of the governing body by Managing Director, Joseph Wallace.

**Multhana can categorially state that our business will not promote or facilitate modern slavery in any form.**



**Joseph Wallace**  
Managing Director

31 March 2021