

Modern Slavery Policy

1. Purpose

National Integrated Services (NIS) is committed to upholding human rights and ensuring that modern slavery, in all its forms, is eradicated from our operations and supply chains. This policy outlines our approach to preventing, identifying, and addressing modern slavery in compliance with the **Modern Slavery Act 2018 (Cth)** and other relevant Australian regulations. It reflects our dedication to ethical business practices and corporate social responsibility.

2. Scope

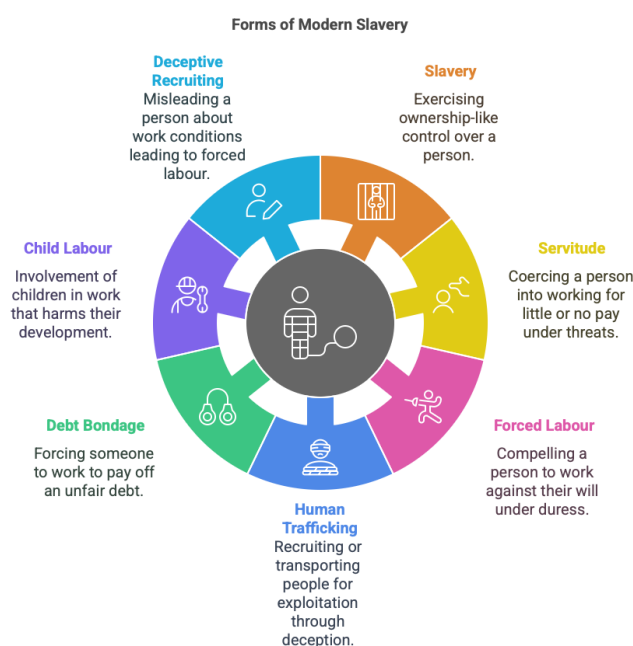
This policy applies to all employees, contractors, suppliers, subcontractors, business partners, and any third parties associated with NIS. It extends across all levels of our supply chain and operations, including overseas partners where applicable.

3. Definition of Modern Slavery

Modern slavery includes serious forms of exploitation, such as:

- **Slavery** – Exercising ownership-like control over a person.
- **Servitude** – Coercing a person into working for little or no pay under threats or force.
- **Forced Labour** – Compelling a person to work against their will under duress.
- **Human Trafficking** – Recruiting or transporting people for exploitation through deception or coercion.
- **Debt Bondage** – Forcing someone to work to pay off an unfair or manipulated debt.
- **Child Labour** – Involvement of children in work that deprives them of their childhood or harms their development.
- **Deceptive Recruiting** – Misleading a person about their work conditions, often leading to forced labour.

These practices violate fundamental human rights and are strictly prohibited within NIS operations and supply chains.



4. Our Commitments

NIS is committed to:

- **Risk Identification and Assessment**
 - Conducting regular due diligence to identify risks of modern slavery in our business and supply chains.
 - Mapping suppliers and high-risk industries to prevent and mitigate slavery-related risks.
- **Supplier Engagement and Due Diligence**
 - Implementing rigorous vetting processes for suppliers, ensuring they meet ethical labour standards.
 - Requiring suppliers to complete modern slavery compliance questionnaires and audits.
 - Terminating contracts with suppliers engaging in modern slavery practices.
- **Employee Training and Awareness**
 - Providing comprehensive training to employees and contractors on modern slavery risks and reporting procedures.
 - Encouraging a culture of vigilance and ethical responsibility.
- **Whistleblowing and Reporting Mechanisms**
 - Maintaining confidential reporting channels for employees, suppliers, and stakeholders.
 - Protecting whistleblowers from retaliation and ensuring their concerns are addressed promptly.
- **Continuous Improvement and Compliance Monitoring**
 - Regularly reviewing and updating our policies and procedures.
 - Conducting independent audits and engaging with third-party assessors for policy effectiveness.
 - Publishing an annual **Modern Slavery Statement** to report on actions taken.

NIS Commitments to Combat Modern Slavery





5. Responsibilities

- **Board of Directors:** Provide oversight and strategic direction in eliminating modern slavery.
- **Senior Management:** Ensure policy implementation and compliance across all departments.
- **Employees & Contractors:** Uphold ethical labour standards and report any concerns.
- **Suppliers & Business Partners:** Demonstrate commitment to preventing modern slavery through transparent operations.

Key Roles in Upholding Modern Slavery Policy Compliance



6. Reporting & Remediation Process

If modern slavery is identified within our business or supply chain, NIS will:

- Take immediate steps to protect affected individuals.
- Conduct thorough investigations and work with law enforcement if necessary.
- Terminate relationships with non-compliant suppliers while seeking responsible remediation.
- Provide assistance to victims through external organisations where feasible.

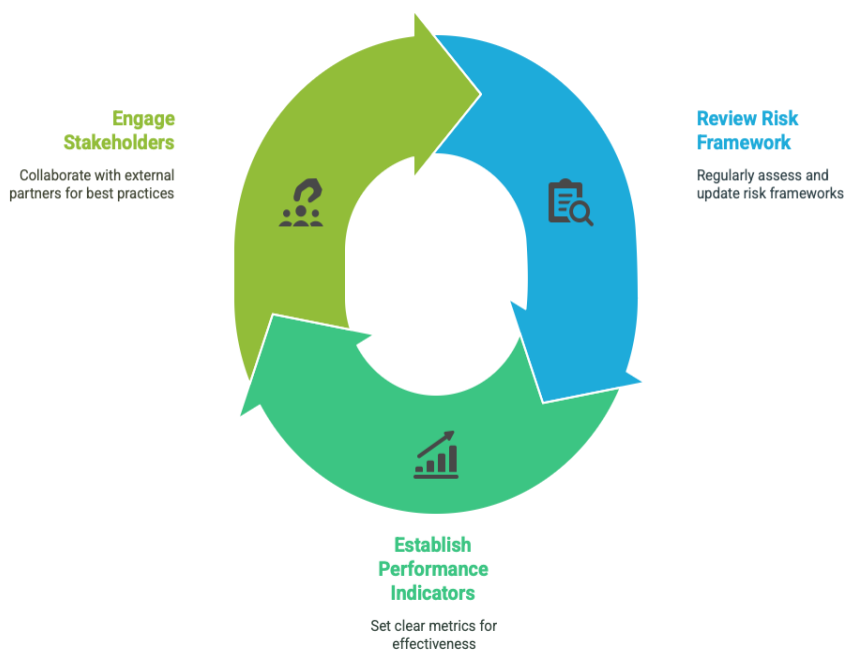
Response to Modern Slavery Identification



7. Compliance and Monitoring

- Regularly reviewing our modern slavery risk framework and supplier audits.
- Establishing clear performance indicators to measure our effectiveness in tackling modern slavery.
- Engaging with government agencies, industry bodies, and NGOs to improve best practices.

Cycle of Continuous Improvement in Modern Slavery Policy



8. Review & Policy Governance

This policy will be reviewed annually to ensure compliance with evolving laws and industry standards. Updates will be made to strengthen our modern slavery response where necessary.

9. Approval

This Modern Slavery Policy has been approved by the Board of Directors of **National Integrated Services**.

Approved by:

Anwar Sobh

Managing Director

National Integrated Services (NIS)

24/02/2025