



MODERN SLAVERY LABOUR RIGHTS & ANTI-CORRUPTION

Updated December 2020

Eather Group is taking a Leadership position in managing its **Modern Slavery, Labour Rights and anti-Corruption** compliance.

We understand that our larger customers must report on their compliance and that many others, like us, are taking action to raise awareness and help eradicate these unethical practices.

We trust that our customers understand that it is onerous for small to medium enterprises (SME) to have to complete an individual report or survey to support the processes of multiple organisations.

We provide this statement to confirm our position and compliance check methodologies.

Eather Group has commenced this process with a view to providing compliance documentation not just for its own business but to support other Aboriginal owned and SME businesses to map their supply chain compliance and take appropriate actions.

Statement of Policy

Eather Group is a **Supply Nation Certified** independent Indigenous-owned company offering solutions supporting the civil, construction, and waste-to-resource industries.

Our business is focused on the infrastructure and land rehabilitation sectors, providing 'select mining' services on larger projects. True to our circular economy philosophy, we assist clients and project managers in assessing and allocating bulk excavated materials for 'sustainable reuse and supply' back into construction projects. We also provide cost effective cart and waste to resource solutions by utilising our vast network of established EPA licenced landfill and reprocessing partners.

Our principles are in alignment with the United Nations Sustainable Development Goals and Sustainable Procurement ISO 20400.

Eather Group's vision is a circular economy in the infrastructure sector, sourcing, transporting, and re-purposing material for projects, to 'care for country' while developing workforce equity and diversity.

We have commenced and will continue to train our staff and to examine our supply chains. Our aim is to assure our best endeavours to raise awareness so that Modern Slavery can be identified and eradicated from supply chains.

Process - Eather Group is working with its key and new suppliers, partners and sub-contractors to clarify their awareness and compliance using a combination of emails, questionnaires and discussions.

Bribery and Corruption - Eather Group expects our staff, suppliers, partners and sub-contractors to align with our Values and Code of Conduct to protect against bribery and corruption within our supply chain.

Human and Labour Rights - Eather Group seeks verification from our suppliers, partners and sub-contractors that they and their key suppliers do not engage child labour and that employees:

- Can choose who they work for
- Work in safe conditions
- Are paid properly for their work and including additional pay for additional work
- Have no restrictions on their movement (passport & identity documents are not held by others)

Supply Chain Compliance - Eather Group has commenced communications with our key suppliers, partners and sub-contractors seeking their compliance and asking these suppliers to do the same with their key suppliers (as applicable). We have offered our support should they have any questions or need help with the process.

Eather Group will continue to develop and maintain this process to comply with Human Rights and Anti-Corruption legislations and measure our progress accordingly.