

Modern Slavery

1 Introduction

This policy affirms Ultra Labels commitment to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices within our supply chains and operations.

2 Scope

This policy applies to all individuals who work for Ultra Labels. All employees and contractors (including labour hire) engaged by Ultra Labels are required to comply with this policy. Employees and contractors are expected to be familiar with the contents of this policy.

3 Risk Identification and Mitigation

Ultra Labels will work proactively to reduce modern slavery within our supply chains and operations and we expect all organisations we engage with to do the same.

3.1 Supply Chain

Ultra Labels expect all existing and new suppliers to comply with the laws and regulations in the jurisdiction where goods are sourced, procured or services are performed. Suppliers must use their best endeavours to ensure that there is no modern slavery in their supply chains and operations. In the event suppliers identify any occurrence of, or material risk of modern slavery in their supply chains or operations they are to take practical and effective steps to address that occurrence or risk. Suppliers must notify Ultra Labels as soon as practicable of any occurrence or material risk of modern slavery they have identified and notify relevant authorities where appropriate.

3.2 Operations

Ultra Labels is committed to ensuring the health, safety and welfare of all individuals whilst at work. Ultra Labels maintains a suite of policies that are informed by and compliant with Australian workplace and occupational health and safety law. Ultra Labels's Modern Slavery Policy (this Policy) outlines our approach to reducing the risk of modern slavery practices within our supply chains and operations. When existing policies are reviewed or new policies developed, policy authors are to identify existing modern slavery commitments that can be enhanced, or modern slavery protections that can be incorporated.

4 Training and Engagement

Ultra Labels staff are provided ongoing communications and training opportunities to enhance their understanding of the causes and humanitarian impact of modern slavery, the Modern Slavery Policy, and our approach to limiting the risk of modern slavery within our supply chains and operations. Ultra Labels staff with considerable purchasing responsibility are provided additional training on the need for, and conduct of due diligence in relation to suppliers, and supporting suppliers to undertake due diligence. Ultra Labels staff who initiate or periodically review relationships with third parties are provided with training to undertake due diligence including the impacts of modern slavery.

5 Continuous Improvement

Ultra Labels is committed to applying a continuous improvement approach to reducing the risk of modern slavery practices within our supply chains and operations. Ultra Labels will seek feedback from staff, suppliers, and other parties in regard to the success or otherwise of the actions we have taken to reduce the risk of modern slavery.

6 Raising Concerns

There are a range of supports available when Ultra Labels staff become aware that someone is at risk of, or affected by modern slavery practices, regardless if this occurs within Ultra Labels supply chains and operations or in the broader community. Ultra Labels staff should refer to the Raising Concerns Policy should they wish to raise a matter in relation to this policy. Alternatively, the Australian Federal Police is responsible for investigating suspected cases of modern slavery and can be contacted on 131 237 to discuss or report a suspected case. Contact can be made anonymously.

7 Sign Off

Employee:
I have read, understood, and agree to abide by the contents of this Policy.
Date: