



MODERN SLAVERY POLICY

OUR OBJECTIVE

Shaw Contracting is committed to conducting business with integrity, honesty and fairness, and to respecting internationally recognised human rights, including zero tolerance for modern slavery. Modern slavery refers to situations where individuals are exploited and unable to refuse or leave work due to coercion, deception, threats or abuse of power, encompassing slavery and servitude, forced labour, human trafficking, debt bondage, child labour and deceptive recruitment practices.

We have an integrated business management system in place to prevent, identify and address modern slavery risks within our operations and supply chains, in alignment with the Modern Slavery Act 2018 (Cth).

We support ethical, lawful and responsible business practices and align our procurement and supplier engagement with the **Tasmanian Government's Buy Local Policy**, while maintaining strong human rights standards.

OUR OBLIGATIONS

At Shaw we will meet this objective by:

- Maintaining a governance and risk management framework designed to identify, prevent and address modern slavery risks. This includes Board level oversight, executive accountability and clear internal responsibilities for implementation and monitoring.
- Applying a risk based approach to our operations and supply chains by undertaking supplier due diligence, requiring compliance with ethical labour standards, and assessing modern slavery risks where appropriate. Our commitment to the Tasmanian Government's Buy Local Policy ensures all procurement policies and procedures are adhered to, maximising opportunities for Tasmanian businesses.
- Maintaining an integrated business management system to ensure all policies, procedures and documents related to modern slavery obligations are controlled, maintained, reviewed and remain current and functional. This system supports consistent implementation across our operations and supply chains, ensuring accountability at all levels of the business.
- Supporting our employees through awareness initiatives and training to recognise modern slavery risks and understand their obligation to act ethically.
- Maintaining clear and confidential reporting pathways for raising concerns. Any suspected instances of modern slavery should be reported to a direct manager or Manager People & Systems, and may also be raised through the Whistleblower Policy. All reports are taken seriously, investigated promptly and handled without retaliation.

Where modern slavery is identified, we act immediately to protect affected individuals, investigate the matter thoroughly and engage with authorities where required. We seek to remediate harm and may suspend or terminate relationships with suppliers or partners who fail to meet our standards.



Authorised by:

Joe Luttrell
Chief Executive Officer
Board Endorsed on: 05 June 2026

