



Modern Slavery Policy

Diami is committed to conducting business in a manner that respects the human rights of all individuals, including the rights of workers. We recognize that slavery, human trafficking, forced labour, and other forms of exploitation are serious human rights abuses that must be prevented and eradicated from our operations and supply chains. This policy sets out our commitment to promoting and protecting the rights of workers and to ensuring that slavery and human trafficking do not occur in any part of our operations or supply chains.

Modern Slavery Policy

This policy applies to all employees, contractors, suppliers, and other business partners of Diami. It sets out the standards and expectations that we expect of all our partners in the areas of human rights and labour standards.

Definition of Modern Slavery:

Modern slavery encompasses a range of forms of exploitation, including slavery, human trafficking, forced labour, and debt bondage. It involves the use of force, coercion, or deception to exploit individuals for the benefit of others.

Policy Requirements:

Diami will take all reasonable steps to prevent slavery, human trafficking, forced labour, and other forms of exploitation from occurring in our operations and supply chains. We will comply with all applicable laws and regulations in all countries where we operate, and we will expect our suppliers, contractors, and other business partners to do the same.

Due Diligence:

We will undertake appropriate due diligence to assess the risk of modern slavery in our operations and supply chains.

This will include:

Conducting assessments of potential risks and areas of concern,
Engaging with suppliers and contractors to understand their practices and procedures,
Implementing procedures to assess the validity of employment documents,
Providing training to employees on identifying and reporting incidents of modern slavery,
Implementing mechanisms for employees, suppliers, contractors, and other stakeholders to report incidents of modern slavery.

Supplier Management:

We will require our suppliers and contractors to comply with our Modern Slavery Policy and to take appropriate steps to prevent slavery, human trafficking, forced labour, and other forms of exploitation in their operations and supply chains. We will conduct regular assessments of our suppliers and contractors and will take appropriate action where we identify incidents of modern slavery.

Training:

We will provide training to employees on the issues of modern slavery, human trafficking, forced labour, and other forms of exploitation and how to identify and report incidents.

Monitoring and Review:

We will regularly monitor and review our operations and supply chains to assess the effectiveness of our Modern Slavery Policy and to identify any areas for improvement.

Reporting and Response:

We will establish procedures for reporting and responding to incidents of modern slavery, human trafficking, forced labour, and other forms of exploitation, and for ensuring that the rights of victims are protected and that they receive appropriate support and assistance.

Conclusion:

Diami is committed to conducting business in an ethical and responsible manner, and to promoting and protecting the rights of workers. We will take all reasonable steps to prevent modern slavery, human trafficking, forced labour, and other forms of exploitation from occurring in our operations and supply chains. We will engage with our suppliers, contractors, and other business partners to promote and encourage responsible business practices and to eradicate modern slavery from our operations and supply chains.

CODE OF CONDUCT

- **Acceptable living conditions** - Acceptable living conditions refer to the standards of housing, food, clothing, medical care, and other necessities required to ensure that individuals are not subjected to conditions of slavery or forced labour. These conditions should meet the standards of human dignity and respect, and should comply with national and international labour laws and human rights standards.
- **Anti-discrimination** - prevent and address discrimination on the basis of race, colour, religion, national origin, gender, sexual orientation, age, or other protected characteristic.
- **Child labour** - Preventing and eliminating child labour in our operations and supply chains. Strict rule to ensure no staff under the age of 16 are employed, and provisions to adhere to regarding the minimum age for employment, working hours and conditions, and prohibitions against the use of child labour in hazardous or exploitative situations. The code of conduct may also establish a system for monitoring and reporting on compliance with these standards, and for addressing any incidents of child labour that are identified.
- **Equal employment opportunity** - Promoting fairness, diversity, and non-discrimination in the workplace, prohibit discrimination on the basis of race, colour, religion, national origin, gender, sexual orientation and age.
- **Fair pay and working place conditions** – Promote fair pay and decent working conditions for employees, working hours, benefits, health and safety, a system for monitoring and reporting on compliance with these standards.
- **Forced. Bonded labour and trafficking (slavery)** - Prohibition of forced labour, bonded labour, and human trafficking and promote responsible business practices and to eradicate slavery and human trafficking in the workplace.

- **Freedom of association and the right to collective bargaining** - Right of workers to form and join unions, engage in collective bargaining, and participate in other forms of association.
- **Freedom of movement** - Protecting the right of workers to move freely within and between countries
- **Inhuman punishment and disciplinary practices** – Prohibit and prevent cruel, inhuman, or degrading punishment or discipline in the workplace physical, psychological, or sexual abuse, and the use of excessive or disproportionate forms of punishment
- **Maximum working hours** - Ensure that workers are not subjected to excessive working hours that may negatively impact their health, safety, and well-being.

Diami Management

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