



MODERN SLAVERY & ETHICAL SOURCING POLICY

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Modern Slavery & Ethical Sourcing Policy

Dewick & Associates is committed to operating with integrity, transparency, and respect for human rights.

We have a zero-tolerance approach to modern slavery in all its forms and are committed to preventing slavery, servitude, forced labour, human trafficking, and exploitation within our operations and supply chains.

This Policy is made by Dewick & Associates in accordance with Global Laws and Regulations including the Modern Slavery Act 2018 (Australia), Modern Slavery Act 2015 (UK), and Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

Definitions

Modern slavery is a serious violation of human rights and can include:

- Forced or compulsory labour
- Human trafficking
- Debt bondage
- Child labour (where illegal or exploitative)
- Deceptive recruiting practices
- Exploitative working conditions

Who This Policy Applies To

This policy applies to:

- All employees (permanent, temporary, casual)
- Suppliers, subcontractors, and business partners

It covers all business activities, including international operations and procurement.

Responsibilities

All Employees

- Act with integrity and vigilance
- Report any concerns about potential modern slavery
- Comply with this policy and related procedures



Managers

- Promote awareness within teams
- Ensure suppliers and partners meet expectations
- Escalate concerns promptly

Leadership

- Set the tone for ethical conduct
- Ensure appropriate systems and controls are in place
- Review and monitor policy effectiveness

Supply Chain and Procurement

Dewick & Associates expects all suppliers and partners to:

- Comply with applicable labour and human rights laws
- Prohibit forced labour, trafficking, and exploitation
- Provide safe and fair working conditions
- Pay fair wages and avoid unlawful child labour

We may:

- Conduct due diligence on suppliers
- Request evidence of compliance
- Refuse to work with organisations that do not meet our standards

Reporting Concerns

All employees are encouraged to report concerns about modern slavery or unethical practices.

Concerns may include:

- Workers appearing to be controlled, coerced, or unable to leave employment
- Unusual recruitment practices or withheld identification documents
- Unsafe or exploitative working conditions

Reports can be made to:

- Line Manager
- General Manager
- Dewick & Associates accounts

Support for Whistleblowers

Dewick & Associates will:

- Treat all reports seriously and confidentially
- Protect individuals from retaliation when raising concerns in good faith.

Breaches of This Policy

Any breach of this policy may result in:

- Disciplinary action (for employees)
- Termination of contracts (for suppliers or partners)

Serious violations may also be reported to relevant authorities.