

# Modern Slavery Policy

May 2025

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## Purpose

The purpose of this policy is to ensure that CleanCo complies with the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**) and encourages its supplier market to leverage the opportunity for improvements in the combat of modern slavery.

## Scope

This policy applies to all persons working for or on behalf of CleanCo. This includes employees, directors, officers, consultants, contractors and any other third-party representatives (**Staff**).

## Policy Statement

CleanCo recognises, respects and supports the dignity, well-being and fundamental human rights of its employees and those it engages with in its business activities.

CleanCo also recognises that not all individuals are free to exercise their fundamental human rights because of global modern slavery practices. CleanCo is committed to actively addressing the modern slavery risks that may be present across the whole of its operations and supply chain.

In 2011, the Australian Government took advice from the United Nations to end Modern Slavery within supply chains and established the Modern Slavery Act. CleanCo is committed to:

- complying with the Act;
- identifying and addressing the modern slavery risks that may be present in its business activities; and
- supporting a culture of honest behaviour, ethical compliance and good corporate governance.

To comply with the Act, CleanCo must prepare an annual public statement (**Modern Slavery Statement**) which addresses the following mandatory criteria:

1. identify the reporting entity
2. describe the reporting entity's structure, operations and supply chains
3. describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls
4. describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes
5. describe how the reporting entity assesses the effectiveness of these actions
6. describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement), and
7. provide any other relevant information.

The Modern Slavery Statement is to be lodged online at the [Modern Slavery Statements Register](#) by 31 December each year.

It is also CleanCo's policy to work together with its suppliers to improve their operations, introduce new practices and encourage operational effectiveness in the combat against modern slavery. Accordingly, CleanCo requires its suppliers to comply with its Supplier Code of Conduct as a pre-requisite to working with CleanCo.

CleanCo commits to the following to address modern slavery risks that may be present in our business:

- ensuring that our supply chain only includes suppliers and contractors who actively seek to eradicate modern slavery practices in their businesses;
- continually reviewing our procurement and operational frameworks to ensure the protection of human rights across the communities that our business may affect;
- promoting an open and transparent culture across our supply chain and operations;
- continued compliance with our statutory obligations, including our reporting requirements;
- ensuring our personnel and suppliers are aware of, and adhere to, this policy; and
- actively seeking to identify matters of unethical and inhumane treatment of individuals and remediating those matters as efficiently and effectively as possible.

CleanCo has established a Modern Slavery Framework to underpin the values and drive its commitment to the combat of Modern Slavery. The Framework comprises the following documentation:

- CCQ-PCT-POL – Modern Slavery Policy
- CCQ-PCT-PRO – Modern Slavery Procedure
- CCQ-PCT-STM – Modern Slavery Statement 2024 or its replacement from time to time.
- LG-POL-Human Rights Policy
- LG-PRO-Human Rights Procedure.

## Responsibilities

ROLE	KEY RESPONSIBILITIES
<b>CleanCo Board</b>	<ul style="list-style-type: none"><li>• Overall responsibility to ensure that CleanCo meets its obligations under the Act and complies with this policy.</li><li>• Delegates responsibility for administering this policy and its related procedures to the Chief Executive Officer and the Executive Leadership Team</li></ul>
<b>Supply Chain Management</b>	<ul style="list-style-type: none"><li>• Ensuring supplier compliance with Modern Slavery Policy through supply chain processes that are in accordance with this policy.</li></ul>
<b>Staff</b>	<ul style="list-style-type: none"><li>• Compliance with CleanCo's obligations under the Act</li><li>• Compliance with this policy and related procedures.</li></ul>

## References

This policy is to be read in conjunction with:

- Human Rights Policy
- Human Rights Procedure
- Supplier Code of Conduct

The following legislation is applicable to this policy:

- *Modern Slavery Act 2018* (Cth).

## Definitions

The following definitions apply to this policy:

<b>Board</b>	the CleanCo Board of Directors
<b>CleanCo</b>	CleanCo Queensland Limited ACN 628 008 159
<b>Modern Slavery</b>	has the meaning given in the Modern Slavery Act, and includes <ul style="list-style-type: none"><li>• conduct that would constitute slavery and slavery-like offences, whether or not the conduct took place in Australia (including forced labour, servitude, deceptive recruitment and debt bondage, and forced marriage);</li><li>• human trafficking; and</li><li>• the worst forms of child labour.</li></ul>
<b>Modern Slavery Act</b>	means the <i>Modern Slavery Act 2018</i> (Cth)
<b>Staff</b>	means all persons working for or on behalf of CleanCo. This includes employees, directors, officers, consultants, contractors and any other third-party representatives.

## Document governance

<b>Title:</b>	Modern Slavery Policy
<b>Approved by:</b>	CleanCo Queensland Limited Board
<b>Periodicity of review:</b>	2 years
<b>Approved:</b>	27 May 2025

## Version control

Version	Date	Description	Approved By
0.0	28/02/20	Modern Slavery Policy – Initial Draft	
1.0	24/07/20	Modern Slavery Policy – Initial Release	Board
2.0	30/07/21	Revised Modern Slavery Policy	Board
3.0	24/11/22	Revised Modern Slavery Policy	Board
4.0	27/05/25	Revised Modern Slavery Policy	Board