

# Modern Slavery Policy



## AIM

In line with society's expectations globally that individuals and corporate entities take social responsibility into account in the course of conducting their business, HQPlantations supports the aim of the *Modern Slavery Act 2018* (Cth) (Act) to require certain entities to report publicly on the risks of modern slavery within their operations and supply chains. As with all human rights violations, HQPlantations has a zero-tolerance policy towards any form of modern slavery.

"Modern Slavery" is a term which covers a range of exploitative practices including human trafficking and child labour. HQPlantations is committed to eliminating as best as possible the risk of modern slavery within its own business and supply chains.

## APPLICATION

This policy applies to all persons working for, or on behalf of, or providing services to, HQPlantations, including all directors, employees, contractors and suppliers.

HQPlantations expects that all who have, or seek to have, a relationship with HQPlantations will familiarise themselves with this policy and act in a way that is consistent with its values.

HQPlantations aims to conduct business with contractors and suppliers who fully comply with the principles enshrined in the Act being those principles that are also advanced by this policy.

## HQPLANTATIONS' RESPONSE TO MODERN SLAVERY

All work conducted with HQPlantations is conducted freely.

HQPlantations operates with absolute integrity to ensure that it conducts its business according to sound socially responsible practices which include the absence of child or forced labour in any of its operations or supply chains.

HQPlantations respects its workers, stakeholders and the environment and does not engage in, or tolerate the exploitation of children or involuntary servitude.

HQPlantations complies with legislative requirements relating to employment and engagement conditions, including remuneration.

Where HQPlantations is made aware of Modern Slavery practices within its own business or within its supply chain, it will act with responsibility and accountability by investigating all claims, and, if valid, resolve the issue in line with this policy.

Consistent with the principle of continuous improvement, this policy and the practices of HQPlantations, its contractors and suppliers will be reviewed regularly to ensure that any risk of Modern Slavery is progressively eliminated, allowing HQPlantations to perform better tomorrow than it performed today.

## SUPPLY CHAIN

HQPlantations expects its contractors and suppliers to have similar values to HQPlantations in relation to Modern Slavery.

HQPlantations is committed to introducing anti-slavery obligations in all contractor and supplier contracts.

## BREACH

Any breach of this policy will be investigated by HQPlantations. HQPlantations will seek to achieve a satisfactory outcome reflecting the principles of this policy, and the investigation and its outcome will be documented.

Where an investigation identifies a breach of this policy by a contractor or supplier, HQPlantations may either choose to adopt a zero-tolerance stance towards the contractor's or supplier's behaviour and consider methods of preventing further engagement with the contractor or supplier, or alternatively decide to work with the contractor or supplier to ensure that they comply with this policy.