

Modern Slavery Policy



AIM

HQPlantations respects and seeks to uphold the human rights of all individuals. 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.

"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. HQPlantations has zero tolerance towards any form of modern slavery.

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' COMMITMENT

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 conducts risk assessments to determine which areas of its supply chain are most at risk of Modern Slavery offences and, where risks are identified, implements risk elimination strategies.

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 and exercise appropriate due diligence to identify and manage the risk of Modern Slavery in its business and supply chains.

HQPlantations includes anti-slavery obligations in relevant contractor and supplier contracts.

REPORTING CONCERNS

If a person suspects there is a risk that HQPlantations or a contractor or supplier to HQPlantations is engaging in Modern Slavery, the individual should notify their concern by:

- contacting us in person or by phone at any HQPlantations office;
- submitting your details using the Contact Us page on our website; or
- emailing information@hqplantations.com.au.

Reports by HQPlantations current employees, officers, contractors, suppliers, associates and other eligible disclosers (including former employees and family members of any of these people) can also be made through HQPlantations' Whistleblower Protection Policy and will be afforded the protections under the whistleblowing laws and that policy.

HQPLANTATIONS' RESPONSE

All reports 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 contractor or supplier engaging in Modern Slavery, HQPlantations will work with the contractor or supplier and come to an agreement on how best to proceed and promptly correct the situation. The corrective action plan will consider victim remediation in the short-term as well as longer term objectives such as the factors that contributed to the situation and systems to prevent it from reoccurring. Where appropriate, HQPlantations will report the situation to the relevant law enforcement agency. HQPlantations may also consider terminating the relationship with the contractor or supplier, however it will consider the needs of the victims and other potentially affected workers before doing so. Any actions taken will be adapted to the specific circumstances to ensure the highest protection for victims and affected workers.