



ANC-IMS-POL-005 Modern Slavery Policy

At ANC Cranes Pty Ltd, we ensure that basic human rights are afforded to all workers, stakeholders, clients and consumers as far as reasonably practicable.

We recognise that human rights concerns can arise not only in our own operations but also through interactions with external parties during procurement, and through the supply chain.

To uphold this commitment, we will:

- Consider and assess human rights requirements during procurement activities as outlined in the NSW Modern Slavery Act 2018, which includes a commitment to the prevention of human trafficking and slavery.
- Comply with Australian modern awards and standards.
- Not source products and services from contractors in the supply chain outside of Australia, ensuring commitment to sourcing products and services from contractors that uphold human rights and acceptable labour standards.
- Ensure that acceptable conditions and wages for our employees are provided as outlined in Human Resources Policies and Procedures.
- Ensure these same conditions are provided to workers operating for our supply chain contractors, and we will review each contractor before engaging their services.

Where any reports of human trafficking or slavery have been identified in the supply chain, we will follow the Corrective and Preventive Action Procedure outlined in the Integrated Management System.

Our objectives include:

- As far as reasonably practicably ensure that all workers in our supply chain are afforded basic human rights and fair remuneration aligned with Australian standards.

The policy shall be communicated to all workers by:

- Display on workplace noticeboards and key communal areas.
- Inclusion in all employee and contractor inductions.
- Provision as documented information, readily accessible to internal and external stakeholders.

This policy is approved for use by:

Craig Davies
Director
ANC Cranes

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