

Aroschy Modern Slavery Statement

Introduction

Aroschy acknowledges the serious nature of modern slavery in all its forms and is committed to ensuring that our operations and supply chains are free from practices that exploit or endanger individuals. This statement is prepared in alignment with the *Modern Slavery Act 2018 (Cth)* and reflects our commitment to human rights, ethical conduct, and fair treatment of all workers.

Our Commitment

Aroschy will not tolerate modern slavery in any form, including forced labour, human trafficking, exploitative recruitment, child labour, unsafe workplaces, non-payment or underpayment of wages, and discrimination or harassment of vulnerable groups. We are committed to upholding international human rights standards, fair work principles, and safe working conditions across all projects and supply chains.

Key Areas of Focus

a) Forced Labour

We prohibit the use of forced, bonded, or involuntary labour. All workers engaged by Aroschy or its subcontractors must enter employment voluntarily and with free will.

b) Human Trafficking

We will not engage with, or knowingly support, any entity involved in trafficking persons for labour or services. Our recruitment and subcontracting practices are designed to prevent exploitation through trafficking.

c) Exploitative Recruitment

We ensure recruitment processes are transparent, fair, and free from excessive fees or coercion. Workers must never be charged recruitment costs or subjected to deceptive hiring practices.

d) Child Labour

Aroschy does not employ, nor will it knowingly engage subcontractors who employ, children in contravention of local labour laws. All workers must meet the minimum legal age for employment and work suitability.

e) Unsafe Workplace

We maintain WHS-compliant systems aligned with *Work Health and Safety Act 2011 (NSW)* and ISO 45001. Unsafe working conditions are treated as unacceptable forms of exploitation and are actively monitored through risk assessments, site inspections, and safety training.

f) Non-Payment and Underpayment

All workers are entitled to legal wages, benefits, and entitlements. We comply with the *Fair Work Act 2009 (Cth)* and ensure subcontractors and suppliers also uphold proper payment practices.

g) Discrimination and Vulnerable Group Harassment

We promote diversity, inclusion, and equal opportunity. Discrimination, harassment, or exploitation of vulnerable groups - including migrants, women, First Nations people, or temporary workers - is not tolerated within Aroschy's workforce or supply chain.

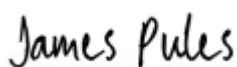
Our Systems and Controls

- **Supplier Code of Conduct** – All subcontractors and suppliers are required to comply with Aroschy's ethical labour standards.
- **Due Diligence** – We conduct risk assessments of our supply chain and subcontractor practices to identify and mitigate potential risks.
- **Training** – Staff and site managers are trained to recognise and report potential instances of exploitation.
- **Reporting** – Workers and stakeholders are encouraged to raise concerns confidentially without fear of retaliation.

Review and Continuous Improvement

This Modern Slavery Statement will be reviewed annually to ensure its ongoing relevance and effectiveness. Aroschy is committed to strengthening monitoring processes, engaging with suppliers on responsible practices, and continuously improving safeguards against modern slavery risks.

Approved by:



Director, Aroschy Pty Ltd

01/10/25