



MODERN SLAVERY POLICY

DEFINITION

Modern Slavery is defined under the Australian Modern Slavery Act 2018 (the Act) as a serious violation of an individual's dignity and human rights. Exploitative practices including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage are all considered modern slavery and are serious crimes under Australian law.

PURPOSE

ATG has a zero-tolerance approach to all forms of modern slavery. ATG is committed to acting with integrity in all its business, operations, and relationships.

The purpose of this policy is to outline ATG's ongoing commitment to complying with the requirements of the Act and to ensure all individuals working on behalf of ATG are aware of our commitment to the prevention, detection, and reporting of modern slavery in any of our operations and supply chains.

IMPLEMENTATION

ATG is committed to ensuring that all modern slavery risks are identified and addressed within its operation and supply chains. More specifically, we are committed to taking proactive steps to prevent, detect, and report modern slavery practices and to ensure that all individuals within our operation do the same.

To put these commitments into practice, ATG will:

- Do everything within our power to ensure we do not directly or indirectly engage suppliers, contractors or the likes who may engage in modern slavery practices.
- Educate its staff, contractors, and suppliers about the risks of modern slavery practices.
- Report and take appropriate action if any modern slavery practices are discovered within our operation.
- Ensure that anyone working on behalf of ATG including employees, contractors or suppliers comply with the below code of conduct in relation to modern slavery.

CODE OF CONDUCT

ATG expects all employees or anyone working on our behalf, including contractors and suppliers at all levels of the supply chain to:

- Ensure all work in our operation and supply chain is chosen without the use of coercion, threats, or deception to exploit any person or undermine their freedom.
- Respect the freedom of movement of workers, and to not engage in physical confinement or confiscation of identity and travel documents or taking any other action to prevent workers from terminating their employment.
- Ensure workers in our operation and supply chains are of legal age, and to prevent any form of child labour.
- Provide fair working conditions for employees, including adequate rest periods, sufficient leave, freedom of association and collective bargaining in accordance with relevant local laws.
- Pay workers lawful wages, including equal pay for equal work.
- Ensure bullying, harassment, and discrimination, physical, sexual, psychological, or verbal harassment or abuse is not tolerated.
- Comply with the Act and maintain a zero-tolerance approach to modern slavery practices in the organisation and supply chains. This includes doing everything within our power to ensure engaged sub-contractors and suppliers (at any level of the chain) comply.

Elliot McCarthy
National Director
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