

Modern Slavery Policy				MRG-POL-26
Rev: 2.0	Next Rev Date: 1 st July 2028	Issue Date:	1 st July 2024	

MODERN SLAVERY POLICY

Metro Resources Group Pty Ltd (MRG) is committed to the highest standards of ethical conduct and human rights. We recognise our responsibility to identify, prevent, and mitigate the risks of modern slavery within our operations and supply chains.

This policy outlines MRG’s approach to identifying, assessing, and addressing modern slavery risks in accordance with the Modern Slavery Act 2018 (Cth).

1. Purpose

The purpose of this policy is to affirm MRG’s commitment to:

- Preventing any form of modern slavery within our operations and supply chains.
- Ensuring transparency in our practices and actively addressing any associated risks.
- Promoting fair treatment, safe work conditions, and human dignity across our workforce and suppliers.

2. Scope

This policy applies to all employees, contractors, consultants, subcontractors, suppliers, and partners engaged by MRG across all business activities and projects.

3. Definitions

Modern Slavery includes but is not limited to:

- Human trafficking
- Slavery and servitude
- Forced or bonded labour
- Child labour
- Deceptive recruitment practices
- Unacceptable working conditions that violate human rights

4. Our Commitment

MRG is committed to:

- Conducting due diligence on suppliers, subcontractors, and other business partners
- Educating employees on the risks of modern slavery and their role in prevention.
- Including contractual terms requiring adherence to anti-slavery standards across procurement and subcontracting.
- Acting promptly where any risk or instance of modern slavery is identified or suspected.
- Reporting annually (where applicable) on the actions taken to assess and address modern slavery risks.

5. Responsibilities

Role	Responsibility
Board & Executives	Ensure overall oversight and implementation of this policy
WHS & Compliance Manager	Lead modern slavery risk assessments, awareness training, and reporting
Supervisors & Managers	Promote awareness and ensure supplier and contractor compliance
All Workers	Comply with this policy, report any suspected breaches or unethical practices

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6. Risk Assessment and Due Diligence

MRG conducts risk assessments on:

- Suppliers from high-risk industries or countries
- Labour hire and subcontracted arrangements
- Procurement of goods such as PPE, garments, and construction materials

Due diligence includes:

- Supplier questionnaires
- Contractual clauses addressing modern slavery
- Audits or compliance checks (as required)

7. Reporting Concerns

MRG encourages any individual to report concerns related to modern slavery. Reports can be made confidentially to:

- The WHS & Compliance Manager
- Through the company's grievance or whistleblower mechanisms

MRG will ensure that all reports are handled fairly, investigated appropriately, and followed up with necessary corrective actions.

8. Training and Awareness

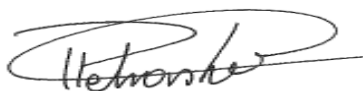
MRG provides awareness training for all staff on:

- Recognising signs of modern slavery
- Understanding reporting pathways
- Our obligations under the Modern Slavery Act

Training is conducted during onboarding and refreshed periodically.

9. Continuous Improvement

MRG is committed to continually reviewing and improving our systems, procedures, and supplier engagement to address modern slavery risks more effectively.



Peter Petrovski
Managing Director
1st July 2024