



## Modern Slavery Policy

SMAART Recruitment is committed to respecting and supporting the dignity, well-being and human rights of our employees and those clients in who we engage with. We seek to utilise ethical partners and expect their support in the identification of modern slavery risks throughout our supply chain.

Our policy is in accordance to the Modern Slavery Act 2018, more information on this can be found here:

<https://www.legislation.gov.au/Details/C2018A00153#:~:text=This%20Act%20requires%20entities%20based,actions%20to%20address%20those%20risks.>

### 1. Background

Modern slavery is an ongoing issue worldwide. Modern slavery is a crime and a violation of fundamental human rights.

It takes various forms, such as:

- Slavery, servitude (coercing someone to provide services) and forced and compulsory labour;
- Human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited);
- Committing any offence with the intention to commit human trafficking; or
- Aiding, abetting, counselling or procuring any of the above offences,

All of these practices deprive individuals of their liberty in order to exploit them for personal or commercial gain. Our company values instil in us the obligation to conduct our business with integrity.

## **2. SMAART Recruitments Commitment to Anti-Slavery**

SMAART is committed to acting ethically and with integrity in all business dealings and to preventing modern slavery and human trafficking in our business or our clients. Should SMAART become aware that any client does not meet the Modern Slavery Supplier Code of Conduct, we will engage directly with them and develop an action plan to eradicate the practise in a transparent, timely and efficient manner.

Should the client be uncooperative, the appropriate action will be taken, including terminating the business relationship, if necessary by SMAART.

## **3. Our Modern Slavery Supplier Code of Conduct**

SMAART has approved a Modern Slavery Supplier Code of Conduct that sets out our expectations of our company and clients. We will work collaboratively with those in our industries to identify and eradicate any instances of modern slavery.

## **4. Reporting**

SMAART is committed to ensuring adherence to this policy as part of its goal in preventing, detecting and reporting modern slavery in any part of our business dealings. We encourage all those working on the Company's behalf to avoid any activity that might lead to, or suggest, a breach of this Policy.

Any suspected instances of modern slavery should be reported. Staff may report to their one-up Manager; General Manager; or Director.

Staff and other reporting persons external to the business may also report using the anonymous feedback form found out the company intranet.

## **5. Reporting on our progress**

Each year SMAART will provide a Modern Slavery statement that describes the actions we have taken to address Modern Slavery risks. The annual Modern Slavery Statement will be published on the company intranet.