



**ROYAL**  
FACILITIES AUSTRALIA

# MODERN SLAVERY POLICY

## POLICY STATEMENT

Royal Facilities is committed to preventing modern slavery and human trafficking in all aspects of our business operations. We recognise the importance of respecting human rights and upholding ethical standards within our supply chains. We will not tolerate any form of modern slavery, forced labor, or human trafficking within our organisation or among our suppliers and partners.

## SCOPE AND PURPOSE

This policy applies to all employees, suppliers, and subcontractors of Royal Facilities. It outlines our commitment to acting transparently, respectfully, and with integrity in all our business relationships. We aim to ensure that modern slavery does not occur within our operations or supply chains.

## MANAGEMENT RESPONSIBILITIES

Royal Facilities management will:

- 1. Conduct Business Respectfully:** Conduct business in a way that respects the rights and dignity of people, avoiding complicity in human rights abuses, while complying with legal and regulatory requirements.
- 2. Mitigate Risks:** Implement systems and processes to mitigate the risk of slavery and human trafficking within our supply chain, applying checks where higher-risk areas are identified.
- 3. Prohibit Slavery Practices:** Not practice, tolerate, or support any forms of slavery, including:
  - Debt bondage
  - Deceptive recruiting
  - Child labor in its worst forms
  - Slavery, servitude, and forced or compulsory labor
  - Human trafficking
- 4. Use Reputable Agencies:** Only use specified, reputable employment agencies to source labor, ensuring all employees have a right to work and are protected by employee legislation.
- 5. Raise Awareness:** Ensure employees, clients, and suppliers are aware of this policy through verbal and written communication.
- 6. Review Policies:** Regularly review and update our Modern Slavery Policy to reflect best practices and legal requirements.

## EMPLOYEE, SUPPLIER, AND SUBCONTRACTOR RESPONSIBILITIES

Employees, suppliers, and subcontractors of Royal Facilities are expected to:

- 1. Adhere to Policy Requirements:** Abide by the requirements of this policy, including respecting the rights and dignity of people, avoiding complicity in human rights abuses, and complying with legal and regulatory requirements.
- 2. Avoid Human Rights Impacts:** Avoid causing or contributing to adverse human rights impacts through business activities and address such impacts if they occur.
- 3. Report Concerns:** Raise any concerns and report any actual or suspected modern slavery at Royal Facilities or our business partners to the appropriate line manager, Human Resources Department, or via the Royal Facilities Whistleblower program.
- 4. Cooperate with Investigations:** Cooperate with any investigations into suspected breaches of this policy.

## TRAINING AND AWARENESS

Royal Facilities will provide training and awareness programs to employees on recognising and reporting modern slavery concerns. This ensures that all employees are equipped to identify and address potential risks of modern slavery in our operations and supply chains.

## RISK ASSESSMENT AND DUE DILIGENCE

We will conduct risk assessments to identify and address modern slavery risks in our supply chains. Due diligence processes will be implemented to vet suppliers and business partners for compliance with anti-slavery laws and regulations.

## REPORTING AND ACCOUNTABILITY

Any suspected breach of this policy will be investigated promptly, impartially, and transparently. Individuals found to be in breach of this policy may face disciplinary action and be reported to the relevant authorities.

## CONCLUSION

Royal Facilities is dedicated to maintaining the highest standards of ethical conduct and human rights in all our business activities. We are committed to preventing modern slavery and human trafficking within our organization and supply chains, ensuring a safe and respectful environment for all stakeholders.

Approved by



**Sofia Pintaudi**  
Chief Executive Officer  
Royal Facilities

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This policy reflects our commitment to upholding human rights and preventing modern slavery and human trafficking. Regular reviews and updates will ensure that our practices remain aligned with legal requirements and best practices.

