

# AMA GROUP

## Modern Slavery Policy

### 1. Introduction

Modern slavery is described as the recruitment, movement, harbouring or receiving of children, women and or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Modern slavery can occur in all industries, sectors and countries.

### 2. Purpose

AMA Group Limited, together with its controlled entities, (the Group or AMA Group) is committed to respecting human rights throughout our business and will make every effort to operate our business and source our products and services ethically and responsibly.

### 3. Policy Statement

AMA Group respects ethical labour practices and has a zero-tolerance to any form of human rights abuses, including in our operations and supply chains, and we expect that all our team members, suppliers, contractors and agents uphold these values.

The Group is committed to ensuring transparency in our own business and in our approach to managing modern slavery risks throughout our supply chains. We expect the same standards from our suppliers.

The Group believes that its modern slavery mitigation practices reflect its goals of acting ethically in the marketplace and ensure transparency for all stakeholders.

Our modern slavery risk mitigation practices are consistent with our public disclosure obligations under the Modern Slavery Act in Australia and other applicable laws.

Each year we will provide a Modern Slavery Statement (as required under Australian law) that describes the actions we have taken to address Modern Slavery risks. A copy of this Modern Slavery Statement will be published on the Group's corporate website.

### 4. Complying With This Policy

The prevention, detection, and reporting of modern slavery in any part of our business operations or supply chains is the responsibility of those working for us or under our control.

This Modern Slavery Policy applies to the following:

- All persons working for AMA Group or on our behalf in any capacity, including temporary and permanent team members at all levels, directors, officers, agency workers, seconded workers, volunteers, paid and unpaid interns, agents, independent contractors, external consultants, third-party representatives, and business partners (team members), and
- Any person or entity acting as a supplier to the Group (Suppliers).

Team members must ensure that they read, understand, and comply with this Modern Slavery Policy, as amended from time to time.

Team members are required to avoid any activity that might lead to or result in a breach of this Modern Slavery Policy.

Training, as relevant, on the Modern Slavery Policy and on the risks the Group faces from modern slavery practices in our business operations and supply chains will be periodically provided to designated team members, as necessary.

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AMA Group's approach to eliminating modern slavery risks will be communicated to all team members and Suppliers and reinforced, as appropriate.

## 5. Raising Concerns or Suspicions about Modern Slavery Practices

Employees and Suppliers are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of the AMA Group business or supply chains, or the supply chains of any Supplier.

Employees and Suppliers must notify their Manager or the Group's Chief Operating Officer as soon as possible if they believe or suspect that a breach of this Modern Slavery Policy has occurred or may occur in the future. Alternatively, an Employee or Supplier may report their belief or suspicions to the Group's whistleblowing hotline - <https://www.pkftalkintegrity.com/?amag> either by name or anonymously.

If an Employee or Supplier is unsure about whether a particular act constitutes any of the various forms of modern slavery, the Employee or Supplier should raise its concerns with the Group's Chief Operating Officer as soon as possible.

## 6. Breaches of This Policy

Any Employee who breaches this Modern Slavery Policy may face disciplinary action, which could result in immediate dismissal or termination.

The Group may terminate its relationship with any Supplier if the Supplier breaches this Modern Slavery Policy, even if any written contract with the Supplier may not specifically provide that a breach of this Modern Slavery Policy is grounds for termination of the contract.

## 7. Policy Review

Once every two years (or earlier if required) the Board will review this Policy to determine its adequacy for current circumstances and make any appropriate amendments.

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<b>Approved By</b>	AMA Group Board	<b>Maintained By</b>	AMA Group Board