

1. Purpose

This Policy sets out MLG Oz Limited's (commitment to preventing, detecting, and addressing modern slavery risks in our operations and supply chains. It supports our compliance with the Modern Slavery Act 2018 (Cth) and underpins our values of Integrity, Accountability, Courage, Teamwork, and Innovation.

2. Scope

This Policy applies to:

- All MLG employees, officers, directors, contractors, and labour hire engaged in our operations.
- All suppliers, subcontractors, and business partners (Tier 1), with an expectation that they cascade equivalent standards into their own supply chains (Tier 2 and beyond).

3. Our Commitment

MLG has zero tolerance for any form of modern slavery, including forced labour, servitude, debt bondage, human trafficking, deceptive recruitment, child labour, and forced marriage.

We will:

- Provide all employees with written contracts, lawful wages, safe working conditions, and the right to resign freely.
- Integrate modern slavery risk management into our Procurement Policy, Supplier Code of Conduct, and contract templates.
- Require all new suppliers to complete onboarding through Felix, including a modern slavery questionnaire and acceptance of our Modern Slavery Policy.
- Extend oversight beyond Tier 1 suppliers by engaging with high-risk partners on their own supply chain practices.
- Conduct periodic supplier audits, spot checks, and risk assessments in higher-risk categories such as PPE, rubber products, labour hire, and transport.
- Provide training to employees, supervisors, executives, and the Board, with refresher training built into annual programs and onboarding.
- Maintain grievance and whistleblower mechanisms to ensure concerns can be raised confidentially and without retaliation.

4. Roles and Responsibilities

- **Board of Directors:** ultimate oversight, approves the annual Modern Slavery Statement.
- **Executive Leadership Team:** responsible for implementing this Policy.
- **Employees and Suppliers:** must comply with this Policy and report suspected breaches.

5. Reporting and Remediation

- Suspected cases of modern slavery can be reported through MLG's Whistleblower Hotline or directly to management.
- MLG will investigate all credible reports and, where required, work with suppliers on corrective action plans.
- Serious or unresolved breaches may result in termination of contracts or business relationships.
- Remediation will prioritise the safety, rights, and well-being of affected workers.

6. Continuous Improvement

MLG will:

- Review and update this Policy annually, alongside the Modern Slavery Statement.
- Track progress using key metrics (e.g. supplier response rates, audits completed, grievances resolved).
- Continue to refine how we use our vendor management system to capture supplier due diligence information and improve visibility of high-risk categories.
- Use reporting from the vendor management system to identify trends or gaps in supplier responses, helping to prioritise areas for further engagement.

Approved by MLG Oz Limited Board

September 2025