

Chelgrave Contracting Australia is committed to operating all of its business activities to the highest standards of business ethics and integrity. We are committed to providing a respectful environment for all workers, free from discrimination, abuse and exploitation.

Modern slavery is defined as including eight types of serious exploitation:

- trafficking in persons,
- slavery,
- servitude,
- forced marriage,
- forced labour,
- debt bondage,
- the worst forms of child labour, and
- deceptive recruiting for labour or services.

Chelgrave is committed to ensuring there are no modern slavery concerns in our business or supply chain.

We are a provider of Trades Labour Hire Services to Australian businesses, specialising in Electricians, Fitters, Boilermakers and other trades as well as Technical Professionals in a broad range of industries.

Chelgrave is not a reporting entity under the Australian Modern Slavery Act 2018, however we understand the importance of transparency across supply chains in order to present accurate information on real and potential slavery practices, as a means by which such practices can be eliminated.

As a result, we commit to assessing and monitoring the risks of modern slavery in our business and through our own supply chain and taking action to eliminate such practices.

Our approach to monitoring modern slavery is based on key three principles:

- 1) Build strong and ethical business relationships with clients and suppliers, including partnership up and down the supply chain that directly affects Chelgrave. In particular this means:
  - a) Providing awareness of modern slavery through engagement and training with our staff;
  - b) Communicating our expectations;
  - c) Recognising and responding to the potential for inappropriate practices through pre-purchase assessment; and
  - d) Providing timely and accurate information on supply practices, and any actions being undertaken to eliminate modern slavery where requested.
- 2) Adopt a risk management approach, both internally and with our suppliers to identify high risk areas where modern slavery could be present and evaluate and monitor these risks.
- 3) Recognise the leverage we have to influence change. Consider how our own business practices could influence and contribute towards inappropriate practices, such as where supplier prices are unusually low.

**Mark Hale**  
**General Manager**