

CV Services Group (CV) is a diversified trade services group dedicated to delivering the edge in technical services and visual solutions. CV provides a broad range of complementary offerings across our four businesses; Electrical Construction, Infrastructure Services, Asset Services, and Media & Signage. Our Vision is “to be the first choice supplier in our industries” we will achieve this through our mission of “delivering the edge - with great Team Members, great customers and great systems”.

1. Purpose

This Policy Standard affirms CV’s commitment to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices within our supply chains and operations.

It is consistent with our core values, that expects a culture of high ethical standards, including compliance with applicable laws, contractual and other obligations.

This Policy Standard also supports the intent of international conventions, treaties and protocols relevant to combatting modern slavery and the Modern Slavery Act (Cth) 2018.

2. Context

Modern slavery describes situations where coercion, threats or deception are used to exploit individuals and undermine or deprive them of their freedom. There are an estimated 40.3 million victims of modern slavery globally. Women and girls are over-represented, comprising 71 per cent of victims and nearly two-thirds of modern slavery victims are in the Asia-Pacific region².

CV commits to use these insights to contribute to ending all forms of modern slavery, both in Australia and overseas, by ensuring our own supply chains and operations don’t contribute to modern slavery practices.

3. Scope of Policy Standard

This Policy Standard applies to all CV Team Members.

4. Definitions

Modern Slavery Act 2018 (Cth) being the Commonwealth legislation (the Act) enacted by the Parliament of Australia on 29 November 2018 (and may be amended from time to time).

Modern slavery for the purposes of this Policy Standard is defined as including eight types of serious exploitation.

Operations is defined as activity undertaken by CV.

Partnership means all relationships between CV and a Partner whereby CV grants the Partner the possibility of using its name, emblem/logo or image in its communication and promotional materials, thereby potentially creating a public association of image between the Partner and CV.

Risks of modern slavery practices means the potential for Australian CV to cause, contribute to, or be directly linked to modern slavery through its supply chains and operations.

CV is the term used CV Services Group Pty Ltd and its subsidiary entities.

CV Team Members includes all CV employees, contractors and labour hire.

Suppliers is defined as any organisation or person who provides us with goods or services, including their subcontractors, agents, related entities and consultants.

Supply chains is defined as the products and services (including labour) that contribute to CV's own products and services. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers.

5. What is modern slavery

Modern slavery is defined by the Modern Slavery Act (Cth) 2018 to include eight types of serious exploitation and which can be understood as:

- **trafficking in persons**, which is the recruitment, harbouring and movement of a person for the purposes of exploitation through modern slavery. Exploitation also includes the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;
- **slavery**, which is where the offender exercises powers of ownership over the victim;
- **servitude** which is where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work;
- **forced labour**, which is where the victim is either not free to stop working or not free to leave their place of work;
- **forced marriage**, which is where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony;
- **debt bondage**, which is where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined;
- **the worst forms of child labour**, which involves situations where children are: exploited through slavery or similar practices, including for sexual exploitation; or engaged in hazardous work which may harm their health or safety, or used to produce or traffic drugs; and
- **deceptive recruiting for labour or services** which is where the victim is deceived about whether they will be exploited through a type of modern slavery⁵.

It can also extend to:

- entering into a commercial transaction involving a slave;
- exercising control or direction over, or providing finance for, any commercial transaction involving a slave or act of slave trading;
- conducting a business involving servitude or forced labour (including exercising control over the business or providing finance to it);

6. CV approach to limiting the risk of modern slavery practices

Authorised by: CEO	Issue Date: June 2024	Next Revision Due: June 2027	Version No: 02	Page 2 of 4
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				

CV will work proactively to reduce modern slavery within our supply chains and operations and we expect all organisations we engage with to do the same.

6.1 Supply Chain

CV Supplier Code of Conduct

We expect all existing and new Suppliers to comply with the principles set out in our Supplier Code of Conduct. Fundamental to the Supplier Code of Conduct is an expectation that all Suppliers operate in full compliance with the laws and regulations in the jurisdiction where the goods are sourced, procured or services are performed. Suppliers must use best endeavours to ensure that there is no modern slavery in their supply chains and operations. In the event Suppliers identify any occurrence of, or material risk of modern slavery in their supply chains or operations they are to take practical and effective steps to address that occurrence or risk. Suppliers must notify Australian CV as soon as practicable of any occurrence of, or material risk of modern slavery they have identified and notify relevant authorities where appropriate.

CV contractual terms

Our contractual terms reflect Supplier obligations outlined in the Supplier Code of Conduct, including compliance with Australian modern slavery laws and those foreign modern slavery laws that apply in the location(s) in which they operate.

6.2 Operations Modern Slavery Policy Standard

CV maintains a Modern Slavery Policy Standard (this Policy Standard) outlining our approach to reducing the risk of modern slavery practices within our supply chains and operations. The Policy Standard provides guidance on the steps CV takes to work with suppliers to reduce risks and the range of supports available for when a CV Team Member becomes aware that someone is at risk of or affected by modern slavery practices.

Incorporating modern slavery into other policies

When existing policy standards undergo review or new policy standards are under development, Policy Standard owners are required to identify existing modern slavery commitments that can be enhanced, or where modern slavery protections can be incorporated.

Human Resources

We are committed to ensuring the health, safety and wellbeing of our workforce and we maintain a suite of policies that are informed by and compliant with Australian workplace and occupational health and safety law.

6.3 Communications, Engagement and Training

CV Team Members will be provided communications and training opportunities to enhance their understanding of the causes and humanitarian impact of modern slavery, the Modern Slavery Policy Standard and our approach to limiting the risk of modern slavery within our supply chains and operations.

CV Team Members with high purchasing responsibilities are provided additional training on the CV Supplier Code of Conduct, Corporate Social Responsibility tool, CV contractual terms, and supporting suppliers to undertake due diligence.

6.4 Continuous improvement approach to reducing the risk of modern slavery

We are committed to applying a continuous improvement approach to how we reduce the risk of modern slavery practices within our supply chains and operations.

We will seek feedback from CV Team Members, Suppliers, and other parties in regard to the success or otherwise of the actions we have taken to reduce the risk of modern slavery.

7. Reporting Concerns of modern slavery

7.1 Reporting unethical or unlawful conduct

A key part of supporting ethical standards is enabling CV Team Members and Others (including Suppliers) to feel free and safe to speak up when there are reasonable grounds to suspect that CV or CV Team Members are not acting ethically or in accordance with laws and obligations.

Reports of unethical or unlawful conduct are responded to in accordance with CV Whistleblower Policy Standard.

7.2 Responding to concerns of modern slavery practices

The nature of modern slavery practices means it can be difficult to identify and can be difficult for CV Team Members to report. It is important to respond in a way that is safe, ethical and respects the dignity and rights of the person at risk or affected by modern slavery practices.

There are a range of supports available for when a CV Team Member becomes aware that someone is at risk of or affected by modern slavery practices, regardless of if this occurs within CV supply chains and operations or in the broader community.

In Australia, the Australian Federal Police is responsible for investigating suspected cases of modern slavery and can be contacted on 131 237 to discuss or report a suspected case. Contact can be made anonymously.

In an emergency and if someone is in immediate danger, please call Triple Zero (000) for police assistance.



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Authorised by: CEO	Issue Date: June 2024	Next Revision Due: June 2027	Version No: 02	Page 4 of 4
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				