



## Anti-Slavery Statement for Masters & Young

This statement reflects our ongoing commitment to responsible business conduct and to the prevention of modern slavery, in accordance with the Modern Slavery Act 2018.

Masters & Young is committed to taking all reasonable steps to ensure that modern slavery and human trafficking are not present within our business operations or supply chains.

We act ethically and with integrity in all our business dealings and relationships, and strive to ensure our employees, suppliers, and contractors share these values. All employees and key suppliers undergo regular compliance training focused on understanding, identifying, and preventing modern slavery and human rights abuses in business and procurement contexts.

As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude. Our business also expects its service providers, suppliers and contractors to share our commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within its organization or within its supply chain.

### Definitions:

The term ‘modern slavery’ describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom. Coercion, threats and deception can be explicit or implicit.

The Modern Slavery Act 2018 (Cth) ‘Act’ defines modern slavery as including eight types of serious exploitation; trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

The worst forms of child labour means extreme forms of child labour that involve the serious exploitation of children, including through enslavement or exposure to dangerous work. The worst forms of child labour does not mean all child work.

Under Australian law, modern slavery is defined in the Act. In the event of any inconsistency, the definitions in the Act take precedence over this policy.

