

PETER ROWLAND GROUP MODERN SLAVERY POLICY

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vs 3.2 July 2024

1. Purpose Peter Rowland Group (PRG) is committed to upholding human rights and eliminating the risks of modern slavery within our operations and supply chains. This policy outlines our approach to identifying, preventing, and mitigating modern slavery risks in accordance with the **Modern Slavery Act 2018 (Cth)** and our broader ethical and social responsibilities.

2. Scope This policy applies to all PRG employees, contractors, suppliers, and business partners. It covers all aspects of our operations, including catering, event services, procurement, and partnerships.

3. Commitment to Preventing Modern Slavery PRG does not tolerate modern slavery in any form, including forced labour, human trafficking, child labour, and exploitative working conditions. We are committed to:

- Identifying and assessing risks of modern slavery in our supply chain and operations.
- Implementing measures to mitigate these risks.
- Engaging with suppliers to promote ethical practices and transparency.
- Providing training and awareness to our employees and stakeholders.
- Establishing a process for reporting and addressing modern slavery concerns.

4. Risk of Modern Slavery in Procurement As a catering and events company, PRG sources a wide range of products and services, including fresh produce, beverages, uniforms, cleaning services, logistics, and temporary labour. We recognise that modern slavery risks may be present in:

- **Agricultural Supply Chains** – Risks associated with forced and underpaid labour in the harvesting and processing of fresh produce, meat, seafood, and dairy.
- **Manufacturing** – Risks linked to the production of uniforms, kitchen equipment, and disposable packaging, particularly from offshore suppliers.
- **Cleaning and Labour Hire** – Potential exploitation of low-skilled and migrant workers in outsourced cleaning and temporary staffing arrangements.
- **Logistics and Transportation** – Risks relating to the working conditions of suppliers involved in the transportation and distribution of goods.

To address these risks, PRG has implemented a supplier due diligence process, which includes:

- Conducting risk assessments of new and existing suppliers.
- Requiring suppliers to comply with ethical sourcing standards.
- Encouraging local and sustainable procurement practices.
- Establishing contractual obligations for suppliers to adhere to modern slavery laws.
- Engaging in regular audits and supplier engagement initiatives.

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5. Due Diligence and Risk Mitigation PRG integrates modern slavery due diligence into our procurement and operations through the following measures:

- **Supplier Code of Conduct:** All suppliers must adhere to our ethical sourcing policies, which prohibit forced labour and require fair wages and safe working conditions.
- **Contracts and Agreements:** Supplier agreements include clauses requiring compliance with modern slavery laws and standards.
- **Audits and Assessments:** We conduct risk assessments and supplier audits to ensure compliance with ethical sourcing practices.
- **Whistleblower Mechanism:** Employees and stakeholders are encouraged to report modern slavery concerns through a confidential reporting system.
- **Training and Awareness:** PRG provides training to employees, procurement teams, and suppliers on modern slavery risks and prevention strategies.

6. Reporting and Remediation PRG is committed to addressing any instances of modern slavery identified within our operations or supply chain. If an issue is detected, we will:

- Investigate the matter thoroughly.
- Engage with the supplier or business partner to rectify the issue.
- Terminate relationships with suppliers who fail to comply with our standards.
- Support affected workers where possible, in collaboration with relevant organisations.

7. Monitoring and Continuous Improvement PRG is dedicated to continuous improvement in identifying and addressing modern slavery risks. We will:

- Regularly review and update our policies and processes.
- Strengthen supplier engagement and risk assessments.
- Enhance training and awareness programs for employees and suppliers.
- Report on our progress in accordance with legal and regulatory requirements.

8. Responsibility and Governance The PRG Executive Leadership Team is responsible for overseeing the implementation and enforcement of this policy. The procurement and compliance teams are accountable for carrying out due diligence and monitoring supplier compliance.

9. Review and Compliance This policy will be reviewed annually to ensure its effectiveness and alignment with evolving legal and ethical standards. PRG will continue to collaborate with industry partners, regulators, and human rights organisations to strengthen our response to modern slavery.

10. Conclusion Peter Rowland Group is committed to ethical and responsible business practices. We take a proactive approach to preventing modern slavery and expect the same commitment from our suppliers, partners, and stakeholders. By working together, we can help eliminate modern slavery and promote a fair and just working environment for all.

Vs3.2 1st July 2024