

1. Scope

This policy applies to:

- Board members.
- All staff, including: managers and supervisors, full-time, part-time, casual, temporary and permanent staff, job candidates, student placements, apprentices, contractors, sub-contractors and volunteers.
- How Danihers Facility Management provides services to clients and how it interacts with other members of the public.
- All aspects of employment, recruitment and selection, conditions and benefits, training and promotion, task allocation, shifts/hours, leave arrangements, workload, equipment, and transport.
- On-site, off-site or after-hours work, work-related social functions, conferences, wherever and whenever staff may be as a result of their Danihers Facility Management duties.
- Staff treatment of other staff, clients and other members of the public encountered in the course of their Danihers Facility Management duties.

2. What is modern slavery?

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. The term covers serious exploitation, not practices like substandard working conditions. Examples of modern slavery may include:

- Human trafficking
- Slavery/servitude
- Forced labour
- Debt bondage
- Child Labour

3. Aims

This policy, in accordance with the Australian Modern Slavery Act 2018 (Cth), sets out the actions taken by Danihers Facility Management to identify, assess and address modern slavery risks in our business and supply chain. Our values strongly support our commitment to this:

Integrity: We do the right thing. We are fair, honest and we care.

Service-Oriented: We deliver excellence, consistency, and attention to detail.

Passionate: We are passionate about our people, customers, quality, sustainability, innovation and relationships.

High-quality: We aim to do things better than anyone else in our industry.

Approachable: We are open and we listen, engage and support.

Professional: We act with respect, reliability, commitment, and trust.

By effectively implementing our Modern Slavery policy, we will ensure that we minimise the risk of modern slavery and the potential exposure to overall human rights risks in both our operation and supply chains.

4. The Policy

This policy demonstrates Danihers' commitment to respecting and promoting human rights and eradicating modern slavery. We recognise that modern slavery is a growing and complex problem and that the best way to tackle this as a business is to work together with our stakeholders to fulfil this common goal.

Danihers Facility Management 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. We strive to ensure our policies, procedures, practices and training programs incorporate the principles of our modern slavery policy.

The purpose of this Modern Slavery policy is to ensure that Danihers Facility Management:

- Is compliant with local, national and other applicable laws and regulations in the areas in which our business operates.
- Sources products and services in accordance with legal obligations and community expectations when working with suppliers.
- Acts to prevent, mitigate and when appropriate, remedy modern slavery in their operations and supply chains.
- Treats all its workers with dignity and respect and will not apply any form of deception, threat, coercion or violence.

We treat any breach of our policies or procedures seriously. We encourage reporting of concerns about non-compliance and will manage compliance in accordance with the applicable policy, process and procedure. Our Whistleblower Policy aims to encourage confidential reporting of modern slavery concerns or grievances through an externally managed integrity hotline.

Danihers Facility Management will maintain this Modern Slavery Policy outlining our approach to reducing the risk of modern slavery practices within our supply chains and operations.

Anthony Daniher
Managing Director

acknowledges that Service Provider will treat all its workers with dignity and respect and will not apply any form of deception, threat, coercion or violence;