

RACT Human Rights and Modern Slavery Commitment

We are committed to upholding human rights and expect our suppliers and partners to do the same. We support the introduction of the Modern Slavery Act and commit to taking targeted steps to identify and address modern slavery in our supply chain.

We are committed to:

- complying with all applicable laws and respect internationally recognised human rights, in all areas of operation;
- avoiding causing or contributing to adverse human rights impacts through our business activities and commit to taking prompt action to address those human rights impacts if they occur;
- preventing or mitigating adverse human rights impacts that are directly linked to our operations, products or services by their business relationships;
- engaging in direct business relationships in a manner that, insofar as is reasonably practicable, promotes human rights within the supply chains and operations in those organisations also.
- undertaking an appropriate due diligence process to identify, prevent and mitigate adverse human rights impacts as part of our risk assessment process;
- seeing the process of risk assessment and reporting under the *Modern Slavery Act 2018 (Cth)* as a means of seeking to meaningfully and practically address modern slavery in its supply chains and operations;
- engaging with both internal and external stakeholders in relation to assessing, addressing and remediating actual and potential adverse human rights impacts;
- measuring our effectiveness in addressing adverse human rights impacts and report on our progress in addressing adverse human rights impacts in an annual Modern Slavery Statement; and
- raising awareness about human rights issues throughout our workplaces and recognising that this is an important step in addressing human rights issues.

We have developed a Supplier Code of Conduct which sets the standard expected of our suppliers, and their supply chains, when providing goods and services to or on behalf of RACT.

We maintain a grievance mechanism which is available to parties wanting to raise human rights concerns (whether employees, suppliers or parties with a direct or indirect relationship with us), and where appropriate seek remedy. A 24 hour hotline is available for concerns to be raised (and they can be raised anonymously) through the following contacts:

Whistle-blower Service (24hr)

Phone: 1800 774 387

Email: RACTIntegrityhotline@deloitte.com.au

Online: www.RACTIntegrityhotline.deloitte.com.au

Modern Slavery Statement

We release an annual Modern Slavery Statement which addresses reporting requirements under the *Modern Slavery Act 2018* which can be accessed through our website. The statement sets out the steps taken by our organisation to identify, manage and reduce modern slavery risks across our operations and supply chain.