

## Modern Slavery Policy

This policy addresses Mass Resources' obligations and compliance in relation to the Modern Slavery Act 2018 (Cth) ('the Act'). Mass Resources is committed to acting ethically and with integrity in all business dealings and preventing modern slavery within our operations and supply chains.

The Act defines modern slavery as including eight serious types of serious exploitation: trafficking in persons; slavery; servitude; forced marriages; forced labor; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

Mass Resources prohibits the use of forced labour and human trafficking, and proactively manages any risk through our robust recruitment processes inline with Australian employment laws. Mass Resources has direct control over sourcing and supplying of temporary personnel to a number of national clients.

We operate to set procedures to ensure our temporary workers are protected from the risks of modern slavery by:

- Verifying their right to work in Australia – temporary workers are required to produce relevant identification documentation
- Reference checks to ensure workers have the relevant experience and qualifications for the role
- Background checks
- Ensuring the employees are of legal minimum working age
- Employment contracts comply with legal requirements regarding workers' rights
- Payment of wages is made in accordance with the applicable legislation and industrial instruments including the Fair Work Act 2009 (Cth)

Should Mass Resources become aware of any Client that breaches the Modern Slavery Act, Mass will engage directly with the supplier and develop an action plan to eradicate the practice in a transparent, timely and efficient manner. Should the Client be uncooperative, the appropriate action will be taken, including terminating the business relationship if necessary, by Mass Resources.

Mass Resources is committed to ensuring adherence to this policy. We encourage all those working with Mass Resources to avoid any activity that might lead to, or suggest a breach of this policy. Any suspected instances of modern slavery should be reported to Management and HR.

Mass Resources will continue to review our policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements.



Charles Massarella  
Managing Director