

Rimech Engineering Modern Slavery Policy

1. Purpose

Rimech Engineering Pty Ltd is committed to ethical business practices and the prevention of modern slavery in all aspects of its operations and supply chain. This policy outlines our commitment to compliance with the Modern Slavery Act 2018 (Cth) and relevant Western Australian labour laws, ensuring that modern slavery, including forced labour, human trafficking, and exploitation, has no place in our business.

2. Scope

This policy applies to all employees, contractors, subcontractors, suppliers, and business partners engaged with Rimech Engineering across its operations in Perth Metro, Goldfields, and Pilbara regions.

3. Policy Statement

Rimech Engineering has zero tolerance for modern slavery and is committed to identifying, assessing, and mitigating the risks of forced labour and exploitation. We expect our employees, contractors, and suppliers to uphold the highest ethical standards and comply with all applicable laws and regulations.

4. Responsibilities

- Management & Leadership: Ensure compliance with this policy, assess modern slavery risks, and take appropriate corrective actions when necessary.
- Employees & Contractors: Adhere to this policy, report any concerns, and participate in training related to ethical labour practices.
- Suppliers & Business Partners: Must align with this policy, conduct due diligence in their operations, and commit to eliminating modern slavery within their supply chains.

5. Risk Identification & Management

Rimech Engineering will:

- Conduct risk assessments of suppliers and contractors to identify potential modern slavery risks.
- Require supplier compliance declarations to confirm ethical labour practices.
- Implement contractual obligations ensuring suppliers comply with modern slavery laws.
- Provide training and awareness programs for employees on identifying and preventing modern slavery.

6. Reporting & Investigation

Any suspected incidents of modern slavery must be reported following the Reporting of Modern Slavery Incidents Procedure. Reports can be made confidentially via:

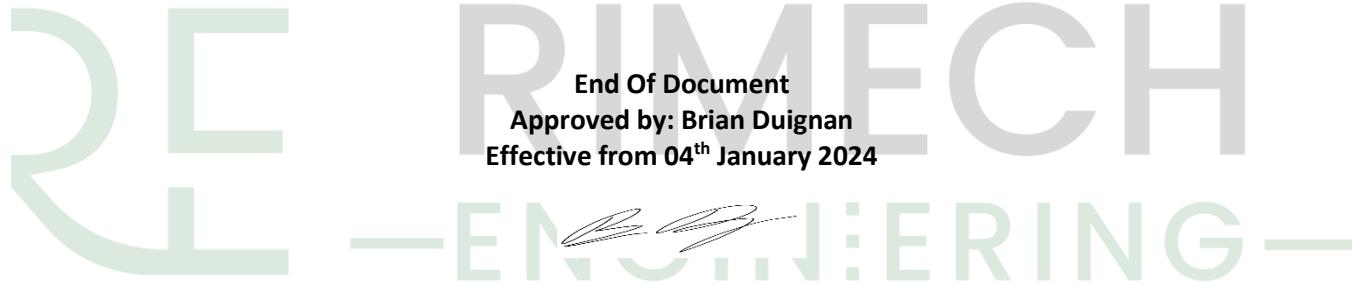
- Direct reporting to management or the Compliance Officer.
- Anonymous reporting mechanisms available to all stakeholders.

All reports will be investigated promptly, and corrective actions will be taken where necessary, including terminating relationships with non-compliant suppliers or reporting cases to authorities.

7. Compliance & Continuous Improvement

- Rimech Engineering will review and update this policy annually to reflect legislative changes and industry best practices.
- Compliance with this policy is a requirement for all employees, contractors, and suppliers.
- Failure to comply may result in disciplinary action or termination of contracts.

End Of Document
Approved by: Brian Duignan
Effective from 04th January 2024

A large, semi-transparent watermark of the RIMECH Engineering logo is positioned in the background. It features the 'RE' monogram in green, followed by the word 'RIMECH' in a large, light gray font, and 'ENGINEERING' in a smaller, light gray font below it.