

# Modern Slavery Statement 2022



To uphold the values that we have so proudly built this company upon, to deliver on our commitment to sustainability, and most importantly, to protect the basic and fundamental human right to freedom, we have actioned our moral obligation as a business to play our role in identifying, opposing and eradicating any modern slavery we encounter.

Coates Group recognizes the horrific reality of modern slavery in our world today, with over 40 million people enslaved globally. We also recognize that today's modern supply chain is a significant driver of this fundamental breach of human rights.

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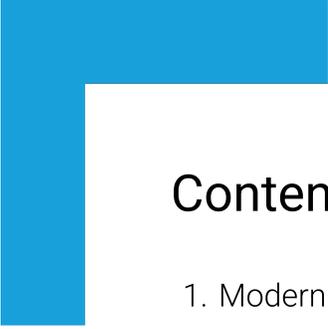
We have formalised our opposition to modern slavery with the creation of our own Modern Slavery Statement, which outlines our stance and supporting actions: internal education and awareness building, setting clear expectations with our suppliers, proactively managing our supply chain partnerships, escalating any suspicion of modern slavery practices and playing our part to eradicate any instances of modern slavery that we encounter.

While we have been taking action to counteract Modern Slavery for over a decade, we are prepared and dedicated to continuing strengthen the impact we can make in opposing and ending modern slavery practices.

Anchored in our identity to always evolve, we will hold ourselves accountable to always and actively opposing this clear and abhorrent violation of human rights. This statement is the formalisation of our commitment.



**Leo Coates**  
CEO Coates Group



# Contents

1. Modern Slavery Overview
2. Modern Slavery Stance
3. Supplier Expectations
4. Supplier Relationship Management
5. Raising Concerns about Modern Slavery Practices
6. Reporting on our Modern Slavery Statement

# Modern Slavery Overview

Modern slavery is a crime. It is also a violation of fundamental human rights and deprives individuals of their liberty through exploitation for another party's personal or commercial gain.

Modern slavery can take various forms, including human trafficking, slavery, servitude, forced labour, child labour, forced or servile marriage, the sale and exploitation of children, and debt bondage. All of these examples, and any similar practices, constitute Modern Slavery for purposes of this Policy.

Coates opposes Modern Slavery in all its forms.

## Modern Slavery Stance

Coates Group recognizes that the magnitude and impact of the issue of modern slavery around the world, and we wholeheartedly oppose and denounce modern slavery in all of its forms. We are committed to playing our critical part in addressing and ultimately putting an end to modern slavery by working with our partners to ensure they maintain fair and dignified workplaces and working conditions for their employees and those who we engage with.

We hold ourselves accountable to source products and services from suppliers who are ethical and in compliance with all laws and regulations. Further, we hold our partners accountable to identifying, mitigating and remedying any potential modern slavery risks within their operations, and ultimately, if they fail to do so, we will terminate our partnership accordingly.

# Supplier Expectations

Coates requires that all our suppliers comply with all laws, regulations and supports all fundamental human rights. In addition, we expect our suppliers to adhere to the following minimum standards:

1. Ensure that the decision to work and working hours are accepted and agreed to voluntarily by the employee. Provide workers with clear and understandable information about their employment conditions before they enter employment.
2. Provide a safe and hygienic environment for staff and take reasonable steps to avoid accidents and injuries.
3. Treat those who work for or on behalf of their business with dignity and respect, providing an environment free from discrimination, harassment, and victimization.
4. Ensure that systems are in place to prevent unlawful child labour, including work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.
5. Monitor their own supply chains for compliance with the above requirements and investigate any suspected non-compliance of the above within their supply chain.

# Supplier Relationship Management

We are committed to working with our suppliers to improve compliance and transparency related to modern slavery. We seek to minimize our exposure to modern slavery by carrying out risk-based assessments of our suppliers on an as-needed basis, with the aim of ensuring we contract reputable and ethical suppliers. From time to time, we may also ask our suppliers to certify or demonstrate that they work in the ways required by this Modern Slavery Policy.

Should Coates uncover any instances where suppliers do not meet the requirements of our Modern Slavery Policy, we will engage directly with the supplier and seek to develop an action plan to eradicate the practice in a timely and effective manner. If necessary, we may terminate our business relationship with a supplier who fails to meet our standards with regards to opposing Modern Slavery.

# Raising Concerns about Modern Slavery Practices

If any Coates staff becomes aware of or suspects behaviour that could be considered modern slavery, they are to immediately report their concerns to their manager or to their local People + Culture representative within Coates. Coates will never retaliate against a staff member for raising a concern, and will investigate and take the necessary actions with the applicable parties.

## Reporting on our Modern Slavery Statement

Each year, Coates will provide a Modern Slavery Statement, as required under Australian law, that describes the actions we have taken to address modern slavery risks. Coates Group's annual Modern Slavery Statement will be published publicly on the company website.