

POLICY: MODERN SLAVERY

INTRODUCTION

The *Modern Slavery Act 2018* (the Act) established a national Modern Slavery Reporting Requirement for large business in the Australian market with annual consolidated revenue of at least AUD\$100 million. While Waterline is not required to comply with the Act, as our turnover is less than this, Waterline is committed to addressing modern slavery and human trafficking, and voluntarily complies with the Act.

OUR COMMITMENT

We understand that slavery can occur in many forms including forced labour, child labour, domestic servitude, sex trafficking, and human trafficking. In this Statement we refer to 'Modern Slavery' as defined by the *Modern Slavery Act 2018 (Cth) (MSA)* and the *UK Modern Slavery Act 2015*.

At Waterline, our values guide our interactions with our people, clients and the communities in which we operate. Our values—driven, authentic, empathetic and supportive—are at the core of how we manage our business and interact with our clients and supply chain. Through collaboration, we continually look for ways to do things better, to mitigate and manage risk, and ultimately create better social and environmental outcomes.

Our purpose is to help our clients keep their teams supported and safe while keeping sites running safely and efficiently, now and into the future. We are trusted by our clients to help them realise the potential of their resources, and to do so in a manner that mitigates slavery risks in our interactions with clients and suppliers.

POLICY FOUNDATION

We ensure consistent application of policies and procedures across our business and supply chains to help manage the risks of Modern Slavery. Waterline's policies and the standards applicable to our employees, contractors and suppliers, create a common baseline for expectations and consistency across our business.

OUR SUPPLY CHAIN

Through our client and supplier engagement, we take steps to ensure procurement processes mitigate Modern Slavery risks. We complete checks prior to engaging with clients, prospective clients and our supply chain to onboard and work with clients and vendors who operate to the same standards we expect from ourselves.

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Tim Strong

WATERLINE | Chief Executive Officer

