

Wagalot Brands Pty Ltd
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Anti-Slavery Policy

Wagalot is committed to limiting the risk of modern slavery occurring within its own business by infiltrating its supply chains or through any other business relationship.

This policy applies to all persons working for or on behalf of Wagalot, in any capacity, including employees, directors, contractors, consultants and any other third-party representative.

Wagalot expects all who have (or seek to have) any business relationship, to familiarise themselves with Wagalot's Anti-Slavery Policy and to act in a way that is consistent with its values.

Wagalot will only do business with organisations who fully comply with this policy, or those who are taking verifiable steps towards compliance.

The Modern Slavery Act 2018 - <https://www.legislation.gov.au/Details/C2018A00153>

About Modern Slavery

As it is a complex and multi-faceted problem, modern slavery can take many forms. Below examples:

- Slavery: where ownership is exercised over an individual
- Servitude: involves the obligation to provide service imposed by coercion
- Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty
- Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them

Other forms of modern slavery:

- Child labour: whilst not always illegal in the jurisdiction in which it takes places, child labour involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.

All forms of modern slavery have in common, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

The policy in practice

Wagalot aims to implement the following measures over the course of the current financial year:

- Wagalot will prepare risk assessments to determine which parts of the business and which supply chains are most at risk from modern slavery so efforts can be focused on the areas that are most 'at risk',
- where appropriate, as informed by the risk assessment, Wagalot will engage directly with new suppliers in respect of the Anti-Slavery Policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses,
- Wagalot's contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy,
- Wagalot make provision for our contracted suppliers to hold their own suppliers to the same standards, and reserve the right to terminate any contractual arrangement if there is breach of this policy.

Responsibility

The Directors Board has overall responsibility for this policy and in ensuring that Wagalot complies with all its legal and ethical obligations. They are also obliged to review it on a regular basis.

This notice reflects Wagalot's current practice. It will be updated from time to time to reflect legal and operational requirements.