

## Modern Slavery Policy

### Our Modern Slavery Vision:

*"Positive and ethical work environments stem from our commitment to ethical business practices and the value we place on human rights"*

At TEN, our commitment to our ethical principles and management practices ensures we reject any form of modern slavery such as servitude, human trafficking, forced labour and marriage, child labour and debt bondage. We strive to implement controls to ensure it does not occur within our business operations and supply chains. We respect the human rights of our employees, customers, and those of our suppliers and business partners. Our aim is to identify and manage risks related to human rights across our business and throughout our supply chain.

TEN Group is a sales, manufacturing, service and repair, and hire outlet supplying quality construction tools and equipment to the Energy Industry. Our customer base covers power and energy, mining, oil and gas, communications, rail and civil infrastructure markets. Although TEN is not required to report on Modern Slavery, we support the Modern Slavery Act 2018 (Cth) and endeavour to eradicate any form of modern slavery within our business operations.

Company policies and procedures further support our ethical standards and principles:

- Policy - Code of Ethics
- Policy - Whistleblower
- Policy - Role of Management and Supervisors
- Policy - Anti-Bribery & Corruption
- Policy - Recruitment & Selection
- Policy - Equal Employment Opportunity
- Policy – Discrimination & Harassment
- Policy – Diversity & Inclusion
- Policy - Grievance
- Statement - Good Corporate Governance
- Statement - TEN's Values

### Our Modern Slavery Principles:

- Reject any form of modern slavery such as servitude, human trafficking, forced labour and marriage, child labour and debt bondage.
- Respect the human rights of our employees, customers, and those of our suppliers and business partners.
- Identify and manage risks related to human rights across our business and throughout our supply chain.

## Employer Responsibilities:

- Ensuring we are compliant with the NES, FairWork Act, Modern Awards, and with EEO, Human Rights and Discrimination legislation.
- Educating our people about modern slavery and encouraging the reporting of ethical concerns identified in our business or in our supply chain.
- Providing positive and inclusive work environments that exceed well beyond average standards.
- Engaging only in ethical procurement to ensure we source products from world leading, best in class suppliers who have adopted internal policies and due diligence protocols in eliminating modern slavery from their supply chains.
- Conducting due diligence with periodic factory visits and choosing only to work with factories that meet our expectations on worker conditions and environment.
- Maintaining triple certification in Quality (ISO9001), Safety (ISO45001) and Environment (ISO14001) systems, to continue building business relationships with reputable entities worldwide.

## Employee Responsibilities:

- Working in accordance with TEN's procedures, policies and principles.
- Adhering to ethical, legal, and policy requirements that apply to their employment.
- Reporting any concerns or suspected breaches of law or of TEN's Code of Conduct.



**Corey Scott**  
**Managing Director**

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