



Modern Slavery Policy

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Ethical Sourcing and Modern Slavery Policy

1 Purpose

- 1.1 The *Commonwealth Modern Slavery Act 2018* (the Modern Slavery Act) came into effect on 1 January 2019 and established a national Modern Slavery Reporting Requirement to support the Australian business community to identify and address their modern slavery risks, and maintain responsible and transparent supply chains.
- 1.2 Collection House Limited (Collection House) is committed to being a responsible business, sourcing responsibly, and improving ethical standards and working conditions within the supply chain.
- 1.4 The purpose of Collection House’s Ethical Sourcing and Modern Slavery Policy (Policy) is to ensure that Collection House and its subsidiaries:
 - comply with the Modern Slavery Act and relevant local and national laws and regulations in jurisdictions where Collection House operates
 - source products and services in accordance with legal obligations and community expectations
 - act, and work with suppliers, to minimise the modern slavery in the Company’s business and supply chains.

2 Scope

- 2.1 This Policy applies to:
 - Collection House Limited and its subsidiaries, collectively referred to as Collection House.
 - Collection House Directors and all individuals at all levels who are employed or engaged by the Company within jurisdictions where the Company operates.

3 Departments responsible for implementation

- 3.1 All locations and departments are responsible for implementing this Policy.

4 Definitions

- 4.1 The terms and definitions used in this Plan are as follows:

Term	Definition
Modern slavery ¹	Serious exploitation and situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include: <ul style="list-style-type: none"> <li style="width: 33%;">• human trafficking <li style="width: 33%;">• slavery <li style="width: 33%;">• servitude <li style="width: 33%;">• forced and child labour <li style="width: 33%;">• debt bondage <li style="width: 33%;">• forced marriage The definition of modern slavery does not include practices like substandard working conditions or underpayment of workers, though these practices are also harmful and may be present in some situations of modern slavery.

¹ <https://www.homeaffairs.gov.au/criminal-justice/Pages/modern-slavery.aspx>

Term	Definition
	Collection House does not condone these practices and promotes ethical and legally compliant conditions and wages for workers, as evidenced through our compliance with the Philippine Labour Code, which incorporates Modern Slavery laws.
Staff	Collection House staff is defined as: <ul style="list-style-type: none"> • Directors and Officers. • Managers and Team Leaders. • Employees, regardless of whether they are employed on a full-time, part-time, casual or temporary basis). • Contractors and consultants.
Suppliers	Any organisation or person who provides Collection House with goods or services, including their subcontractors, agents, related entities and consultants.
Supply chain	Products and services (including labour) that contribute to Collection House’s own products and services. This includes products and services sourced in Australia or overseas and extends beyond direct suppliers.

5 Policy statement

Collection House

- 5.1 Recognises that modern slavery is a crime and a violation of fundamental human rights, and as such, adopts a zero tolerance to all and any form modern slavery, human trafficking, all forms of servitude, and forced and compulsory labour within its business and supply chain.
- 5.2 Is committed to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place in its own business or in any of its supply chains.
- 5.3 Requires that all suppliers to the Company comply with the Modern Slavery Act. Appropriate due diligence will be performed on potential business partners, contractors, consultants and suppliers to ensure that these parties comply with, or will implement procedures to comply with, the Modern Slavery Act. Documentation that may be requested as part of the due diligence include:
 - an attestation that the organisation complies with the Modern Slavery Act
 - a copy of the organisation’s most recent modern slavery statement
 - details of the structure and operations of the organisation’s supply chain
 - details of the actions taken by the organisation to manage and address modern slavery risks in their supply chain.
- 5.4 Will conduct annual audits of key suppliers to monitor supplier performance and compliance with obligations under the Modern Slavery Act, with the Company to work with the supplier to address findings of non-compliance with the Modern Slavery Act or Company standards and expectations.
- 5.5 Will regularly assess ethical sourcing and modern slavery risks within its business and supply chain, and will develop effective, efficient and transparent controls to minimise exposure to those risks.

- 5.6 Will provide relevant staff with regular training and awareness of the requirements of the Modern Slavery Act so that individuals can recognise modern slavery practices and take steps to avoid the same. The training and awareness provided includes training on modern slavery indicators, supplier due diligence and audits, and the actions that staff can take if there are concerns in relation to ethical sourcing and modern slavery.
- 5.7 Expects that the Company's suppliers familiarise themselves with this Policy and to communicate this Policy to their suppliers, and where reasonably practicable, extend the principles of this Policy through their supply chain
- 5.8 Will investigate all allegations of modern slavery practices in its business or supply chain within 14 business days from the date of the allegation. Any breach of this Policy will be taken seriously and may result in disciplinary action, including termination of employment, for Officers and employees, and termination of contractual arrangements for suppliers.
- 5.9 Submit an annual statement, as required by legislation in any jurisdiction in which the Company operates, setting out how modern slavery is assessed and addressed in its business and supply chains (including all its subsidiaries).

6 Review

- 6.1 This Policy will be reviewed on a biennial basis or as soon as possible after a key change in the nature or scope of Collection House's activities.



We're here to help.
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