



Modern Slavery Policy

Purpose

Reactive Generators condemns modern slavery and is committed to ensuring that its suppliers are free from all forms of modern slavery, such as forced labour, child labour and human trafficking.

This Statement is published on behalf of Reactive Generators. The Statement sets out information regarding:

- The Organisation's business and operations;
- The Organisation's policies and practices; and
- the steps taken by the Organisation to prevent modern slavery in its business and operations.

Organisation's Business & Operations

Reactive Generators is a leading Australian supplier of services within it's industry.

The Organisation operates in Australia, and wholly owned in Australia. All personnel are remunerated above Award rates and Employment Practices comply with the applicable Fair Work legislation.

The Organisation's Policies & Practices

The Organisation believes in the fair treatment and remuneration of employees. It complies with all applicable employment legislation and industrial awards, and no employees are paid less than the minimum wage in the relevant jurisdiction. The Organisation also invests in the safety, health and wellbeing of its staff.

The Organisation seeks to do business with suppliers that have similar values, ethics and sustainable business practices, including those related to human rights. The Organisation expects the organisations it deals with to have ethical workplace practices, where staff are treated fairly and equally and remunerated in accordance with the law.

The Organisation has certain policies in place to assist in ensuring that modern slavery is not taking place in its business or operations, as described in further detail below. Internal policies at request.

Social Compliance Policy: outlines The Organisation's commitment to core human and labour rights, fair compensation, the prevention of child and forced labour, freedom of association and other employment requirements and standards. The policy was implemented by The Organisation in order to comply with the Business Social Compliance Initiative.

Ethics and General Code of Conduct: describes The Organisation's principles of business conduct and basic legal and ethical obligations which bind the directors, officers and employees of The Organisation.

Remuneration Policy: is in place to ensure that The Organisation appropriately compensates employees for the services they provide to The Organisation, determines their remuneration in a way that ensures a level of equity and consistency across The Organisation and complies with all relevant legal requirements.

Equal Opportunity and Diversity Policies: affirm The Organisation's commitment to treating employees and prospective employees fairly, irrespective of their personal characteristics, such as race, age, physical or mental disability and religion.

Other steps The Organisation takes to prevent and protect against modern slavery include the following:

- The Organisation seeks to ensure that its Services Agreements with third parties contain provisions with respect to the treatment of those parties' employees. All key materials are centrally supplied from the organisation's vetted and approved suppliers.

Next Steps

Reactive Generators is committed to continuous improvement with respect to its global supply chain. The Organisation considers it important to review and update its processes in order to minimise the risk of modern slavery occurring in its business and operations.

As such, The Organisation's Supply Chain manager is currently in the process of reviewing its functions to determine where improvements can be made and how they can be implemented.

Raising Concerns

The Organisation takes modern slavery very seriously. The Human Resources department is available to discuss any concerns or queries with employees in relation to the employment policies and practices of The Organisation and the Supply Chain department is available to discuss any concerns relating to modern slavery in The Organisation's supply chain.

Any reported concerns will be addressed and action taken as required.

In particular, the Organisation works to actively address the wide-spread risks and challenges faced when partnering with cheap manufacturers overseas. Where reasonable and practicable the company applies UN Guiding Principles on Business and Human Rights. The Organisation also regularly requires its suppliers to provide evidence to prove goods are slavery-free".



Signed:

A handwritten signature in black ink, appearing to read 'Antony Herman'.

Antony Herman
Operations Manager

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