

Modern Slavery Policy

Purpose and Scope

IBRS is committed to maintaining a workplace free of modern slavery and human trafficking, ensuring the highest ethical standards across all aspects of our business. This policy applies to all employees, suppliers, and partners of our organisation.

Definitions

Modern slavery encompasses all forms of human trafficking, forced labour, child labour, debt bondage, and other similar practices. These are crimes and violate fundamental human rights.

Compliance with Laws

We strictly adhere to all applicable local, national, and international laws related to anti-slavery and anti-human trafficking, including but not limited to the Modern Slavery Act 2018.

Employment Practices

- **Recruitment:** We ensure that our recruitment processes are transparent, fair, and compliant with all applicable employment laws. We verify the age and legal right to work for all employees and provide written contracts outlining the terms and conditions of employment.
- **Wages and Working Hours:** We pay fair wages that meet or exceed the minimum wage requirements and adhere to the legal limits on working hours. Overtime is voluntary and compensated in accordance with local regulations.
- **Freedom of Movement:** Employees have the right to leave the workplace at the end of their shift, and we do not engage in practices that restrict their freedom of movement.
- **No Forced Labour:** We do not use any form of forced, compulsory, or bonded labour. All work is voluntary, and employees can terminate their employment at any time, without penalty.



Supply Chain Management

- **Supplier Selection:** We select suppliers based on their commitment to ethical business practices, including compliance with anti-slavery and anti-human trafficking laws.
- **Supplier Monitoring:** We reserve the right to terminate any supplier relationship if they are found to be in violation of anti-slavery and anti-human trafficking laws requirements.

Reporting

We encourage employees, suppliers, and partners to report any concerns related to modern slavery or human trafficking within our operations or supply chains. Reports can be made confidentially to CEO Nick Bowman (nbowman@ibrs.com.au). All reports will be investigated, and appropriate action will be taken.

Training and Awareness

We provide training when onboarding employees to raise awareness of modern slavery, the risks it poses, and our commitment to preventing it. This training is mandatory for all employees.

Continuous Improvement

We continually review and update our policies, procedures, and practices to ensure their effectiveness in preventing modern slavery and human trafficking.

Responsibility

The CEO, Nick Bowman, is responsible for overseeing the implementation of this policy and ensuring compliance with all relevant legislation. By adhering to this policy, IBRS demonstrates its commitment to act ethically and responsibly, ensuring the well-being of all individuals involved in our operations and supply chains.

