



Modern Slavery Policy

Modern Slavery is a crime and violation of human rights and is defined under the Australian Modern Slavery Act 2018 (the Act) as including eight types of serious exploitation:

- trafficking in persons
- slavery
- servitude
- forced marriage
- forced labour
- debt bondage
- deceptive recruiting for labour or services; and
- the worst forms of child labour which means situations where children are subjected to slavery or similar practices, or engaged in hazardous work.

The purpose of this Policy is to:

Prevent, detect and respond with mitigating controls to the risk of Modern Slavery occurring within Steadfast Roofing, its staff and any other business relationships; Demonstrate MC's commitment to only doing business with those who fully comply with the Act; and ensure compliance with the Act (as may be amended from time to time).

This policy applies to all persons working for Steadfast Roofing or on its behalf in any capacity, including employees, directors and external consultants.

Steadfast Roofing has a zero-tolerance approach to Modern Slavery. Steadfast Roofing is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in its own business operations. Employees who also include contractors, are encouraged to raise concerns with their manager or Director about any likely Modern Slavery breaches in any parts of the Steadfast Roofing business, at the earliest possible stage.

Michael Lonergan – Director

1 July 2022