

Modern Slavery Policy

Aerometrex Ltd
ACN 153 103 925

Document

Document ID	Modern Slavery Policy
Responsibility	Company Secretary
Approving Authority	Board
Issue Date	October 2024
Date Modified	October 2024

Contents

- 1. Introduction 3
- 2. Scope 3
- 3. Defined terms 3
- 4. Responsibility for the Policy 4
- 5. Compliance with the Policy 4
- 6. Communication and Awareness of this Policy..... 5
- 7. Breaches of this Policy..... 5
- 8. Governance 6
 - 8.1. Responsibility 6
 - 8.2. Version Control 6
- 9. Related Documents 6
 - 9.1. Related Procedures 6
 - 9.2. Related Policies..... 6

Modern Slavery Policy

1. Introduction

- 1.1. Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, whether adults or children, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.2. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under Australian modern slavery legislation. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, servitude or debt bondage, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

2. Scope

- 2.1. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 2.2. This policy does not form part of any employee's contract of employment and we may amend it at any time.
- 2.3. This policy forms part of Aerometrex's risk management framework which is overseen by the Aerometrex Audit and Risk Committee.

3. Defined terms

- 3.1. In this policy:
 - **ASIC** means the Australian Securities and Investments Commission.
 - **ASX** means ASX Limited or the market it operates as the context requires.
 - **ASX Listing Rules** means the listing rules of ASX.
 - **Board** means the Board of Directors of Aerometrex Limited.
 - **Company** or **Aerometrex** or **AMX** means Aerometrex Limited and includes any subsidiary Entities.
 - **Company Secretary** means the person who holds the position of Company Secretary and reports to the Chair of the Board.
 - **Executive Member** means the relevant head of a Division, Business Unit or Group Function that reports to the Managing Director & CEO.

- **Executive Team or Management** means the collective heads of a division, Business Unit or Group Function, including the Managing Director & CEO.
- **Corporations Act** means the Corporations Act 2001 (Cth), as amended or modified from time to time.
- **Employees** is the collective term to mean directors, employees and contractors of Aerometrex.
- **AMX Central** is the company intranet.

4. Responsibility for the Policy

- 4.1. The board of directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The board of directors are also responsible for approving our annual modern slavery statement and ensuring that it complies with our disclosure obligations under Australian modern slavery legislation.
- 4.2. The board of directors (each a Compliance Manager) has a primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it. The Compliance Manager's responsibilities extend to:
- a) monitoring, consulting and auditing internal controls and procedures to identify risks of modern slavery practices in our operations under Australian modern slavery legislation, including in our subsidiary organisations;
 - b) monitoring and consulting with our suppliers, contractors and business partners to identify risks of modern slavery practices in our supply chains;
 - c) developing measures to assess and address any risks of modern slavery practices, including through due diligence in our contractual relations;
 - d) monitoring the effectiveness of those measures;
 - e) developing appropriate training materials and programs for our employees to comply with this policy; and
 - f) preparing our annual modern slavery statement in accordance with our disclosure obligations under Australian modern slavery legislation.
- 4.3. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains, including any areas of our business and supply chains which are identified as at risk of modern slavery practices.
- 4.4. You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Compliance Manager.

5. Compliance with the Policy

- 5.1. You must ensure that you read, understand and comply with this policy.
- 5.2. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 5.3. You must notify the Company Secretary or the CEO as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

- 5.4. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 5.5. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify the Company Secretary in accordance with our Whistleblowing Policy as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, we may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.
- 5.6. If you are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with any member of the Executive Team or Management or the Company Secretary.
- 5.7. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Compliance Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Policy and Procedure which can be found on the Company intranet of AMX Central or within the company HRIS, Employment Hero.

6. Communication and Awareness of this Policy

- 6.1. We will provide regular training to all our employees on this policy. This will include training on how to identify modern slavery practices and the particular parts of our business and supply chains which are subject to a greater risk of modern slavery practices. This training will also form part of the induction process for all individuals who work for us, whether as an employee or a contractor.
- 6.2. Our zero-tolerance approach to the issue of modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

7. Breaches of this Policy

- 7.1. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 7.2. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

8. Governance

8.1. Responsibility

Identification	Modern Slavery Policy
Policy Owner	Company Secretary
Approving Authority	Board
Initial Issue Date	22 October 2024
Directory Location	AMX Central

8.2. Version Control

Current Version Number	1.0
Date of Effect	October 2024
Review Date	October 2026
Privilege Level	External

9. Related Documents

9.1. Related Procedures

N/A

9.2. Related Policies

Whistle-blower Policy
Grievance Policy and Procedure