



HUMAN RIGHTS AND MODERN SLAVERY STATEMENT, 22 October 2022

BACKGROUND

Modern Slavery is the phrase used to describe the crimes of human trafficking, slavery and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

A common thread runs through all of these offences: they involve one person depriving another person of their liberty, in order to exploit them for personal or commercial gain.

The United Nations estimates that there are approximately 40 million victims of modern slavery around the world. 16 million of these victims are exploited in the private economy. Australia is not immune from modern slavery.

AIS International has a corporate responsibility to take an active role to address and mitigate potential modern slavery risks. This statement sets out the steps to identify and eradicate slavery or human trafficking in our business and supply chain in accordance with the criteria in the Commonwealth *Modern Slavery Act 2018*.

AIS POLICIES

AIS is committed to opposing slavery in all forms and minimising the risk of modern slavery occurring in our operations.

This is not a 'tick box exercise' but a commitment to carry out due diligence across the supply chain, ongoing scrutiny of supplier activities and training to raise awareness across the business.

Within our accreditation under *ISO 9001:2015 Quality Management System*, AIS is committed to conducting business with integrity and respecting human rights. We build and foster a culture in which employees, clients and suppliers are treated with honesty and courtesy.

Our *AIS Code of Conduct* requires all personnel to observe the highest standards of ethics, integrity and behaviour in the course of their engagement.

While all AIS personnel are directly responsible for modern slavery compliance, ultimate accountability rests with the company Directors.

RISK ASSESSMENT

AIS is a service provider with a largely professional workforce who procure sensitive information mainly from law enforcement authorities.

We have a relatively simple supply chain that includes the purchase of services for the
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day-to-day operations including office supplies, consultants, registered trainers, legal advisors, IT experts and travel services.

AIS considers the risk of modern slavery within its direct business operations to be low.

AIS performs regular reviews of employment contracts to ensure compliance with the *Fair Work Act 2009* and remuneration exceeding award wages in all cases.

We are committed to continuous improvement of our processes and practices to eliminate modern slavery in our operations and supply chain.

CURRENT COMMITMENTS

Our current position on human rights and modern slavery is clear:

1. We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values.
2. We expect our suppliers to operate in accordance with all applicable modern slavery laws.
3. We do not tolerate or support the use of child labour, modern forms of slavery, any form of human trafficking and all other forms of forced labour.
4. We do not tolerate bribery or corruption in any form.
5. We provide a fair, safe and healthy working environment for all our personnel, free from unlawful discrimination, harassment, bullying and victimisation.
6. We are committed to being an inclusive employer, promoting and valuing diversity within our workforce, among our customers and suppliers.
7. We provide a safe and supportive environment for whistle-blowers who report suspected unethical, illegal or improper behaviours within the organisation.
8. We observe all laws regarding corporate social responsibility, environmental safety, workplace safety, staff inclusion and diversity.

FUTURE PLANS

Our management team take ownership and responsibility for compliance with the *Modern Slavery Act 2018*. Particular steps we will undertake include:

1. Assess the potential modern slavery risks in our operations and supply chains with emphasis on high-risk locations and business transactions.
2. Conduct supply chain mapping, assessments and due diligence to identify risks of modern slavery.
3. Review company policies on modern slavery in operations and supply chains.
4. Develop training for staff in modern slavery requirements.
5. Review supplier contracts to ensure they contain terms that are consistent with the *Modern Slavery Act 2018*.
6. Incorporate current modern slavery compliance provisions in new agreements as contracts with existing suppliers are renewed.
7. Undertake company-wide training to raise awareness of the signs of modern slavery.
8. Implement appropriate whistleblowing and grievance procedures for employees to report instances of modern slavery.
9. Undertake open and transparent dialogue with suppliers to ensure that supply chains do not involve any practices that may constitute modern slavery.