24 Ernest Clark Rd
Canning Vale, WA 6155
Ph: (08) 92561037
A B N: 39101499852

Modern Slavery and Anti-Slavery Policy

Document No : **TT-COM-POL-003**
Version : **1.0**
Effective Date : **January 2008-Present**

---

1. Purpose

Tiger Tek Pty Ltd is committed to conducting business ethically, responsibly, and transparently. The company has zero tolerance for modern slavery, forced labour, human trafficking, child labour, and exploitation in any part of our operations or supply chain.

This policy outlines Tiger Tek Pty Ltd's commitment to preventing, identifying, and addressing modern slavery risks within our business activities and relationships with suppliers, contractors, and business partners.

---

2. Scope

This policy applies to:

- **Directors and management**
- **Employees**
- **Contractors and subcontractors**
- **Suppliers and service providers**
- **Business partners**
- **Any organisation or individual performing work for or on behalf of Tiger Tek Pty Ltd**

Tiger Tek Pty Ltd expects all parties associated with the business to share our commitment to ethical and responsible business practices.

3. Our Commitment

Tiger Tek Pty Ltd is committed to:

- **Conducting business in an ethical and responsible manner**
- **Respecting human rights and worker dignity**
- **Preventing slavery and exploitation in our operations and supply chains**
- **Working only with suppliers and contractors who share our ethical standards**
- **Taking appropriate action where modern slavery risks are identified**
- **Continuously improving our processes to reduce modern slavery risks**

---

4. Definition of Modern Slavery

Modern slavery refers to situations where a person is exploited and unable to leave due to threats, coercion, deception, or abuse of power.

Modern slavery may include:

- **Forced labour**
- **Human trafficking**
- **Debt bondage**
- **Slavery-like practices**
- **Servitude**
- **Child labour**
- **Exploitative working conditions**

---

24 Ernest Clark Rd
Canning Vale, WA 6155
Ph: (08) 92561037
A B N: 39101499852

5. Workplace Standards

Tiger Tek Pty Ltd will maintain workplace practices that:

- **Respect employee rights**
- **Provide fair and lawful employment conditions**
- **Prohibit forced or compulsory labour**
- **Prohibit child labour**
- **Support safe and respectful working environments**
- **Ensure workers are free to leave employment in accordance with employment agreements and applicable laws**

---

6. Supplier and Contractor Expectations

Tiger Tek Pty Ltd expects suppliers, contractors, and business partners to:

- **Comply with applicable labour and human rights laws**
- **Prevent forced labour and exploitation**
- **Maintain safe working conditions**
- **Treat workers fairly and respectfully**
- **Avoid the use of child labour**
- **Identify and manage modern slavery risks within their own supply chains**

Where appropriate, Tiger Tek Pty Ltd may request suppliers to confirm their compliance with ethical sourcing requirements.

---

24 Ernest Clark Rd
Canning Vale, WA 6155
Ph: (08) 92561037
A B N: 39101499852

7. Risk Identification and Management

Tiger Tek Pty Ltd will consider modern slavery risks when engaging suppliers, contractors, and business partners.

Risk considerations may include:

- **Location of operations**
- **Nature of goods or services supplied**
- **Labour practices**
- **Use of subcontractors**
- **Industry-specific risks**

Where risks are identified, Tiger Tek Pty Ltd may:

- **Seek additional information**
- **Request corrective actions**
- **Review the business relationship**
- **Cease engagement where serious breaches are identified**

---

8. Employee Responsibilities

All employees and representatives of Tiger Tek Pty Ltd must:

- **Act ethically and responsibly**
- **Follow this policy**
- **Report suspected modern slavery concerns**
- **Avoid knowingly engaging with unethical suppliers or contractors**

- **Support the company's commitment to responsible business practices**

---

9. Reporting Concerns

Employees, suppliers, contractors, and other stakeholders are encouraged to report any suspected modern slavery concerns.

Tiger Tek Pty Ltd will treat reports seriously and maintain confidentiality where possible.

---

10. Protection Against Retaliation

Tiger Tek Pty Ltd prohibits retaliation against any person who:

- **Raises a genuine concern**
- **Reports suspected modern slavery practices**
- **Participates in an investigation**

Any retaliation may result in disciplinary action.

---

11. Training and Awareness

Tiger Tek Pty Ltd will promote awareness of modern slavery risks by:

- **Informing employees of their responsibilities**
- **Providing guidance to relevant workers**
- **Communicating expectations to suppliers and contractors**

---

24 Ernest Clark Rd
Canning Vale, WA 6155
Ph: (08) 92561037
A B N: 39101499852

12. Breaches of This Policy

Failure to comply with this policy may result in:

- **Corrective action**
- **Removal of supplier or contractor approval**
- **Termination of business relationships**
- **Disciplinary action for employees**

Serious matters may be reported to relevant authorities where required.

---

13. Continuous Improvement

Tiger Tek Pty Ltd will periodically review this policy and improve its practices to strengthen ethical sourcing, human rights protections, and responsible business operations.

Tiger Tek Pty Ltd Anti-Slavery Commitment Statement

"Tiger Tek Pty Ltd has zero tolerance for modern slavery and human exploitation. We are committed to operating responsibly, respecting human rights, and working with partners who share our values of integrity, fairness, and ethical business conduct."