

# Modern Slavery Policy

## Purpose

MU Group Consulting Pty Ltd (MU Group) is committed to being an ethical and socially responsible business.

This policy aims to:

- Set out the guidelines MU Group will follow to prevent modern slavery in its operations or supply chain.
- Grow a greater awareness and understanding of modern slavery;
- Enable and encourage the identification and reporting of suspected acts of modern slavery; set out MU Group's expectations of its employees (Staff) as well as of its contractors, clients, and suppliers (collectively Business Partners);

MU Group respects and values human rights and does not condone, tolerate, or support modern slavery in any form.

*This Policy should be read in conjunction with:*

- Other related Policies, Procedures and Guidelines (where available)

## Scope of application

This policy applies to our staff and anyone working with MU Group and its projects, including sub-contractors, suppliers, partners, and stakeholders engaged.

## Understanding Modern Slavery

Modern slavery describes situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom. Under the Modern Slavery Act 2018 (Cth) (Act), modern slavery includes 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 (those include situations where children are subjected to slavery or similar practices or engaged in hazardous work).

The 2021 Global Estimates indicate that 50 million people are living in situations of modern slavery, including within Australia<sup>i</sup>. As supply chains become increasingly complex, businesses become more exposed to the risks of modern slavery practices in their operations and supply chain.

Modern slavery can occur in every industry and sector and has severe consequences for victims (<https://www.ag.gov.au/crime/people-smuggling-and-human-trafficking/modern-slavery>). As outlined in the United Nations Guiding Principles on Business and Human Rights<sup>ii</sup>, business has a responsibility to respect human rights in their operations and supply chains. This includes taking steps to assess and address modern slavery risks. There is no place for modern slavery in the Australian community or in the global supply chains of Australian businesses.

## MU Group Commitment and Actions

MU Group is committed to upholding human rights, fair working conditions and addressing modern slavery risks. We undertake to operate responsibly and expect the same from our Staff and Business Partners.

Maintaining MU Group's reputation for the highest legal, moral and ethical standards is critical for its ongoing success. This policy directly relates to the culture MU Group values and its core values of integrity, collaboration, and delivery.

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## Our Training and Protections

To put these commitments into practice, MU Group and its Business Partners undertake to:

- familiarise its Staff with this policy and to grow their understanding of modern slavery risks;
- identify risks and monitor supply chains at higher risk;
- raise any concerns with your manager and take other appropriate action if any modern slavery practices are discovered in business operations and supply chains;
- require its Business Partners to meet the same value standards and commitments i set out in this Policy;
- endeavor not to engage with Business Partners who engage in modern slavery practices;
- do due diligence to engage with likeminded Business Partners and minimize modern slavery risks;
- on a regular basis, as per our IMS requirements, we are to consider the effectiveness of this policy for continuous improvement;
- protect individuals that identify and report any modern slavery risks or practices within MU Group's business and that of its Business Partners.

## Monitoring and Compliance

MU Group reserves the right to audit compliance with this policy, if required, or to appoint a third party to do so. Any violations may be reported to the Business Partner's management for their attention and any appropriate corrective action.

If a Business Partner is found to be in breach of this policy, MU Group may, but is not obliged to, work with the Business Partner to ensure that appropriate corrective action is taken. Without prejudice to its other rights, MU Group may terminate its agreements and engagements with any Business Partner who does not comply with this policy, without incurring any liability to that Business Partner as a result.

This policy has been approved by MU Group's Directors who will review it and update it as necessary on a regular basis.

If you have any questions regarding this policy or would like to speak to someone at MU Group about this policy, please contact MU Group's Business Manager on 02 9016 7272 or [admin@mugroup.com.au](mailto:admin@mugroup.com.au)

**This policy was adopted by MU Group in August 2023**

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<sup>i</sup> Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, prepared and published by International Labour Organisation (ILO), Walk Free, and International Organisation for Migration (IMO), Geneva, 2022

<sup>ii</sup> [https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR\\_EN.pdf](https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf)