



Recognition of the Modern Slavery Act 2018

'Pace' means. Pace (VIC) Pty Ltd and Pace (NSW) Pty Ltd.

Scope

This policy applies to all direct employees, on-hire employees and contractors whilst at any workplace of Pace and any other place where the employee performs work for Pace.

Pace has a zero tolerance approach towards Modern Slavery.

Modern Slavery refers to any situations where violence, threats, coercion or deception are used to exploit other people for personal or commercial benefits.

The Company recognises the Modern Slavery Act 2018 (the Act) and undertakes practices to adhere to this within the business and within its supply chain.

The Company will take meaningful action to ensure its conduct is aligned to the Act, and will take reasonable steps to address any breaches of this Act within the business.

Human rights

All employees shall be treated with dignity and shall not be subjected to suffer any harassment, physical or mental punishment or other forms of abuse.

Pace promotes effective employee engagement throughout our operations and welcome open sincere feedback from employees on all matters of Pace's business interest.

Pace employs a grievance policy, which is transparent, equitable and predictable to enable the remediation of any abuse of human rights and its impacts that may arise in its operations.

Child labour

Pace is committed to ensuring compliance with all employment law requirements with respect to those who are under the age of 18.

Pace will endeavour to include the child's parent or legal guardian with respect to any employment management processes.

Forced labour

Pace does not engage in or support the use of forced or compulsory labour, or bonded/involuntary prison labour.

Employees are free to leave at any time, but are expected to provide reasonable notice in line with their individual contracts of employment or industrial instrument.

All employees provide their services to Pace on an entirely voluntary basis and no one shall be forced to remain in their employment against their will.