

Modern Slavery Policy Statement

Version: 2022.1

September 2022

1. Document Control

1.1. Policy Information

Policy Contact:	CEO	Policy Owner:	CEO
Approval/Effective Date:	4 July 2022	Review period:	12 Months
Approver:	CEO	Next Review Date:	4 July 2023

1.2. Document History

Version	Date Approved	Author	Description
2022.1	17 June 2022	CEO	Policy created

2. Policy

This statement has been published in accordance with Modern Slavery Act 2018 . It sets out the steps taken by Amplifir to prevent slavery, forced labour and human trafficking from taking place in any part of our own business operations.

Amplifir Limited will be referred to as ‘the Company’.

2.1. Introduction

The Company is committed to conducting business honestly and with integrity, both in terms of our operations and the respect and value we have for our workforce and partnerships. Company strives to treat all people with dignity and has developed and adopted a proactive approach in deterring, identifying, and tackling hidden labour exploitation. Company does not tolerate any kind of forced labour, child labour or exploitation. Our intention is to encourage awareness of the issues around modern slavery and ensure early identification of issues or concerns of human trafficking and forced labour, in line with the guidance set out in the Modern Slavery Act 2018.

2.2. Organisation Structure and Supply chain

Company is a Digital Marketing Agency and Consultancy with operations in Australia. Company has five employees and a diverse subcontract workforce, it is within Company’s company policy to check the identity and right to work of all our directly employed staff. We have a zero tolerance towards slavery and human trafficking and expect all those in our supply chain to adhere to our values. To date we have not been made aware of any acts of slavery or human trafficking occurring within our supply chain.

2.3. Modern Slavery in Collaboration with Other Policies

This policy statement operates in conjunction with all Company policies. These policies are designed to ensure that Company is acting ethically and with integrity in the way that we operate as a business. Our policies frame Company's standards and ethics, helping to ensure that unlawful discrimination or business practices are avoided. To ensure their effectiveness, Company policies are accessible to all employees on the company HR system.

2.4. Service Providers

Company operates primarily in Australia, and a number of our vendors are located in countries in which there is a greater risk of modern slavery and/or human trafficking. However, the goods and services supplied by these vendors would not generally be classed as high risk. Company assesses the risks posed by countries, sectors, transactions and business relationships on a case-by-case basis.

Most of Company's vendors (e.g. service providers, consultants) do not pose tangible risk of involvement in modern slavery or human trafficking. These vendors also depend on their employees' ideas, capabilities, dedication, and health. Nevertheless, we require our vendors to adhere to the principles defined in our Code of Conduct.

2.5. Due Diligence Processes and Our Effectiveness

In the last financial year, in order to minimise the risk of modern slavery Company has;

- Continued to check the identity and right to work of all of our directly employed staff in accordance with working rights status and immigration enforcement guidelines.
- Continued to protect whistle-blowers making disclosures under our Whistleblowing Policy
- Continued to share knowledge and improve understanding of modern slavery issues amongst our workforce and across the supply chain, through our company induction and onboarding process.

2.6. Training and Commitments for the Future

We are currently reviewing our contractual process with suppliers, customers and other businesses that we work with and taking the following steps to introduce additional measures to ensure that our obligations under the Modern Slavery Act 2018 are passed through our supply chain:

- We are putting procedures in place that require our suppliers to acknowledge their responsibilities and declare compliance with all applicable law, including the Modern Slavery Act 2018.
- Contractually, our supplier contracts will highlight our commitment to combating slavery and human trafficking. This will include contractual warranties from suppliers, certifying that slavery is not found anywhere in the supplier's business or by any of the suppliers in its supply chain and that all necessary processes and policies are in place to ensure that this remains the case.

- Company will continue to develop its commitment to tackling forced labour and human trafficking by developing a training system to further raise awareness and educate our workforce and supply chain over the risks and prevention of modern slavery. Company will also ensure that improving ethical labour standards and tackling modern slavery is a fixed agenda item for meetings internally as part of Company's ongoing strategic review.
- All Company's existing employees will undertake awareness training in recognising, preventing and reporting forced labour, labour trafficking and other hidden third-party labour exploitation.

This statement is made pursuant of the Modern Slavery Act 2018 and constitutes our modern slavery and human trafficking statement.

2.7 Further information

Any questions or concerns regarding ethical sourcing and modern slavery at Company can be directed to the CEO of Amplifir.

3. Monitoring and review

This policy will be monitored periodically by the Company to judge its effectiveness and will be updated in accordance with changes in the law.

Company prides itself on its integrity and living by our values, instilling trust and respect. Should an employee be found in breach of this policy disciplinary action may be taken, up to and including termination.

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