

Modern Slavery Policy

1. Overview:

Amaze supports the United Nations Global Compact principles and strongly opposes human rights violations, including slavery and human trafficking. We are committed to high ethical standards in all aspects of our organisation, and endeavour to work with suppliers that follow these same high standards. We ensure that employees, suppliers, clients, partners, and other stakeholders know our commitments.

2. Purpose:

Modern Slavery is a crime and violation of human rights and is defined under the *Australian Modern Slavery Act 2018* (the Act) as including eight types of serious exploitation:

- Trafficking in persons
- Slavery
- forced marriage
- forced labour
- debt bondage
- deceptive recruitment for labour and services; and
- child labour i.e., where children are subjected to slavery or similar practices or engaged in hazardous work

The purpose of this Policy is to:

- prevent, detect, and respond with mitigating controls to the risk of Modern Slavery occurring within Amaze Incorporated, with its suppliers or in any other stakeholders;
- demonstrate Amaze's commitment to only doing business with those who fully comply with the Act; and
- ensure compliance with the Act (as may be amended from time to time).

3. Scope:

This policy applies to all persons working for and with Amaze or on its behalf in any capacity, including employees, directors, officers, volunteers, interns, external consultants, third-party representatives, and business partners.

4. Policy Statement:

Amaze has a zero-tolerance approach to Modern Slavery.



Amaze is committed to acting ethically and with integrity in all its financial dealings and relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in its own organisations operations or supply chains. Amaze is also committed to ensuring there is transparency in its approach to tackling Modern Slavery throughout its operations and supply chains, consistent with the Amazes disclosure obligations under the Act.

The prevention, detection, and reporting of Modern Slavery in any part of Amaze’s operations and supply chains is the responsibility of all those working for it or under its control. Employees who also include contractors, are encouraged to raise concerns with their manager or executive, about any likely Modern Slavery breaches in any parts of the Amaze supply chains or business, at the earliest possible stage. Amaze expects the same high standards from all its contractors, suppliers, and other business partners. Amaze’s contracting processes will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and expect suppliers to hold their own suppliers to the same high Standards.

5. Policy Program

Amaze’s Modern Slavery program contains the following elements:

1. Policies

Amaze currently operates the following policies that support awareness of acceptable practice and behaviour; and the reporting mechanisms to raise concerns of inappropriate behaviour:

- Amaze Code of Conduct.
- Amaze Whistleblowing Policy.
- Finance Policies for Fraud, misappropriation, or other similar irregularity i.e., bribery or corruption.

2. Procedures

Amaze will meet the requirements under the Modern Slavery Act in three ways:

a) Procurement of goods and services (Delegation of Authority and Procurement Procedure)

Our Procurement Policy and Procedure is the key mechanism whereby suppliers are engaged by the Amaze. The Procurement Policy and Procedure provides for due diligence on these suppliers and their compliance with the Act. Procuring goods and services will, as far as reasonable, be conducted in a way as to ensure that the Amaze sources goods and services from entities that comply with their obligations under the Act. The extent of the due diligence conducted in the procurement process will depend on the types of goods or services being sourced.

Some examples of the due diligence that may be conducted include requesting:

- a self-assessment that the supplier complies with various provisions in the Act;
- a copy of the supplier’s most recent Modern Slavery statement (if applicable);
- details of structure and operations of their supply chain; and/or
- details of the actions taken by the supplier to manage and address modern slavery risks in their supply chain.

b) Contract management and monitoring key suppliers/partners.

The adoption of anti-slavery wording in contracts to cover compliance with the Act. The obligations in the clause to include:

- Obligation to comply with the Act;



- A requirement to take reasonable steps to ensure that there is no modern slavery in the contractor's supply chains or any subcontractor's supply chains; and
- A requirement to notify Amaze if the supplier becomes aware of any actual or suspected breach of the Act.

Amaze will work collaboratively with key suppliers/business partners to identify and manage modern slavery risks and develop commercial and actionable solutions.

c) Statement Preparation, Endorsement and Approval.

Under the Act, "Australian entities" and "entities carrying on business in Australia" with consolidated revenue of at least \$100m are required to prepare and submit a modern slavery statement.

Amaze falls under the definition of an "Australian Entity" however our consolidated revenue is less than \$100m thus we are not required to prepare and submit a modern slavery statement on the <https://modernslaveryregister.gov.au/>.

6. Definitions:

Employees:

Individuals employed by Amaze Incorporated, including continuing or ongoing, fixed term, casual and sessional employees, and contractors.

Australian entities:

Defined to include companies, trusts, and corporate limited partnerships, which are resident in Australia for tax purposes, as well as other partnerships and entities (whether incorporated or not) that are formed in or centrally managed/controlled from Australia. This means the Act applies to a wide range of entity types, including companies, superannuation funds, not-for-profit entities, and charities. The Act also allows entities that are not legally required to report to voluntarily prepare a statement.

7. Legislation and Standards

[Modern Slavery Act \(COM\) 2018](#)

[Australian Charities and Not for profit Commission \(ACNC\) – External Conduct Standards](#)

