

MODERN SLAVERY POLICY

PURPOSE:

To prevent, detect and respond with mitigating controls to the risk of Modern slavery occurring within Direct Edge, its supply chain or in any other business relationship. Direct Edge recognises that it has a responsibility and fully embraces the aims and ideals of the Modern Slavery Act 2018.

Direct Edge always has a strong focus on compliance with Australian Employment Laws in our employment practices and when choosing suppliers and products. We are committed to ensuring the health, safety and wellbeing of our workforce and maintain our policies are informed by and compliant with Australia workplace occupational health and safety law.

SCOPE:

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

POLICY STATEMENT:

Direct Edge has a zero-tolerance approach to Modern Slavery, we are committed to comply and limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery through our wider supply chain.

We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain. Employees are encouraged to raise concerns with their manager and or CEO about any Modern Slavery breaches in any part of the business, supply chains and external parties.

As a part of our ongoing commitment to continuously working towards the elimination of modern slavery we continue to invest time and resources to reduce the risk on modern slavery in our business and supply chain, to develop appropriate controls and to take appropriate action if modern slavery is identified within our business or supply chain.

We expect all new and existing suppliers to operate in full compliance with the laws and regulations in the jurisdiction where the goods are sourced procured or services are performed. Suppliers must use best endeavors to ensure there is no modern slavery in their supply chains and operations.

We have updated our supplier questionnaire which contains questions relevant to the modern slavery, including compliance, ethics policy, due diligence, risks and actions taken. Answers to these questions will provide us with modern slavery risks, or potential risks within our supplier's operations and supply chain.

Suppliers have a requirement to notify Direct Edge if they become aware of any actual or suspected breach of the act. Suppliers who knowingly or deliberately engage in activities associated with modern slavery, human trafficking and or other types of serious exploitation will no longer be a supplier of Direct Edge.

Direct Edge will continue to monitor, act on and mitigate the risks of modern slavery and human trafficking, we will continue to review our policies and procedures to ensure we have sound

processes in place to meet modern slavery compliance. We will raise awareness and understanding of the risk of modern slavery within our business and supply chain.

POLICY DATE:

The Modern Slavery Policy was issued 15th December 2022, will remain in force without time limit. It will be reviewed annually or earlier as required.



CEO
Diane Edgerton