



Modern Slavery Charter

for Suppliers & Service Providers.

FDC Modern Slavery Charter for Suppliers and Service Providers

FDC Group Holdings Pty Ltd (FDC) is the parent company of an Australian based, Construction, Fitout, Mechanical and Technologies contracting business, with operations in NSW, Victoria, Queensland, Western Australia, South Australia, and the A.C.T.

FDC has a zero tolerance approach to all forms of Modern Slavery within its business and is committed to complying with the requirements of The Modern Slavery Act 2018 (Commonwealth) (The Act) and as it applies to all FDC operations and our supply chains.

Modern slavery is a violation of fundamental human rights and can take many forms, the most common being:

- Forced labour and forced marriage, deceptive recruiting for labour or services, servitude, Debt Bondage, Human Trafficking, Illegally withholding personal documents, I.D's or pay and the sale and/or exploitation of children and vulnerable adults.

These all have the effect of depriving a person of their liberty, for the purpose of exploiting them for personal or commercial gain.

The Purpose of this Charter

The purpose of this Modern Slavery Charter for Suppliers and Service Providers (**Charter**) is to communicate and reinforce FDC's commitment to our zero tolerance approach to all forms of slavery, servitude and human rights offences. This Charter is consistent with the values and commitments expressed in our Human Rights Policy, our Modern Slavery Policy and our business practices. This Charter has been prepared for all vendors wanting to provide goods or services to FDC. This will include, but is not restricted to, all sub-contractors, consultants and providers of goods and services.

Our Requirements under this Charter

FDC require that our suppliers and service providers take all reasonable steps to ensure that there are no forms of Modern Slavery within your own business or that of your supply chain. We also require that you take all reasonable steps to ensure that your own supply chain complies with the requirements of this Charter and your agreement with us.

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As a requirement of doing business with FDC, you must ensure that:

- You are, or are intending, to take all steps to ensure that all forms of modern slavery are not present within your business or within your supply chain.
 - You are, or are intending to, take steps to ensure compliance with the Modern Slavery Act 2018 (Commonwealth).
 - To the best of your knowledge that there are no forms of modern slavery, human trafficking or human rights abuses existing within your business and that you prohibit the same.
 - Your employees are provided employment conditions, at a minimum, that are in line with the provisions of the jurisdiction in which you operate, including any child labour laws that may be in place.
 - You are, or intend to, promote awareness of the requirements of the Modern Slavery Act and this charter within your own business and your immediate supply chain.
 - You agree to put in place any mitigation strategies that may be required, should any instances of modern slavery be discovered within your business or that of your supply chain.
 - You are, or intend to be, in compliance with the requirements of the Modern Slavery Act 2018 (Commonwealth) and that your company's policies, procedures and practices are reflective of this
- **Important Note:** If FDC believes that your business is in direct conflict with this Charter, or that you are in contravention of the Modern Slavery Act 2018, FDC may seek from you, clarification of those concerns and if not satisfied with the outcome, is within its rights to terminate its relationship with you and your engagement to provide goods or services to FDC.

Your Responsibilities under this Charter

Should you know or suspect that there has been, or may be, a breach of this charter, or that of the Modern Slavery Act, within either your business or your supply chain, you are obliged to contact your FDC representative or email us at modernslavery@fdcbuilding.com.au as soon as possible.

Acknowledgement of Receipt and Understanding Required

Effective 10th September, 2019, all new vendors to FDC and its various operating divisions, are required to acknowledge receipt of and understanding of the requirements of this charter. Should you have any queries on this charter, or any issues regarding FDC and modern slavery, please refer them to modernslavery@fdcbuilding.com.au