



# MODERN SLAVERY POLICY

## OVERVIEW

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include:

- Human trafficking
- Slavery
- Servitude
- Forced labour
- Debt bondage
- Forced marriage, and
- The worst forms of child labour

All these practices deprive individuals of their liberty in order to exploit them for personal or commercial gain.

Pure Rail is committed to acting ethically and with integrity in all business dealings and to preventing modern slavery and human trafficking in our business or our supply chains.

Pure Rail is committed to making sure that it does not engage with suppliers that breach Modern Slavery legislation by performing due diligence on suppliers and requesting proof of their commitment to eradicating Modern Slavery.

## REPORTING

Pure Rail is committed to ensuring adherence to this policy as part of its goal in preventing, detecting and reporting modern slavery in any part of our supply chain. We encourage all those working on the Company's behalf to avoid any activity that might lead to, or suggest, a breach of this Policy.

If a Pure Rail employee is aware of a Pure Rail supplier or service provider breaching the Modern Slavery Laws, the employee should report the breach to the Operations Manager or Director.

We aim to encourage openness and will support any employee who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

## COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy and on the risk our business faces from modern slavery will be provided as necessary.

Pure Rail's zero tolerance approach to modern slavery must be communicated to all employees, suppliers and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

A handwritten signature in black ink, appearing to read "Devine".

*Authorised by:*

Kyle Devine  
Director  
Pure Rail Pty Ltd