

MODERN SLAVERY STATEMENT

1.1 Commitment

Epic Environmental Pty Ltd (Epic) are committed to respecting and supporting the dignity, well-being and human rights of our employees and those who we engage with through our supply chain. We seek to utilise ethical suppliers and expect their support in the identification of modern slavery risks throughout our supply chain.

Epic 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. Should Epic become aware that any supplier does not meet the Modern Slavery Supplier Code of Conduct (see below), we will engage directly with the supplier and develop an action plan to eradicate the practise in a transparent, timely and efficient manner. Should the supplier be uncooperative, the appropriate action will be taken, including terminating the business relationship, if necessary, by Epic.

1.2 Code of Conduct

Epic respects and protects the rights of those who work for and with us and ask our employees and suppliers to comply with all applicable laws concerning equal opportunities, human rights, and modern slavery.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- slavery, servitude (coercing someone to provide services) and forced and compulsory labour
- human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited)
- committing any offence with the intention to commit human trafficking or
- aiding, abetting, counselling or procuring any of the above offences.

All of these practices deprive individuals of their liberty in order to exploit them for personal or commercial gain. Epic will work collaboratively with those in our supply chain to identify and eradicate any instances of modern slavery.