

### Policy

Mario & Sons Steel Fabrication maintains an ethical culture that opposes modern slavery and is committed to implementing and enforcing effective systems and controls to ensure that it does not occur within our workplace or supply chains. We achieve this by ensuring transparency and adherence to the Modern Slavery Act 2018 (Cth) throughout all processes. This policy requires all employees, contractors and business partners to have an equally high standard and commitment to the key principles of combatting modern slavery as set out by the United Nations, Global Compact Network Australia, Walk Free and Human Rights Resources & Energy Collaborative.

Mario & Sons management proactively addresses any risks of modern slavery through education, monitoring and leading by example. We encourage workers to seek assistance and support when required and to speak up against any acts that contradict our standards.

### Preventing Modern Slavery

Mario & Sons is committed to maintaining the internationally proclaimed human rights of all individuals as safeguarded through legislative and non-legislative means. As reflected in our other policies, our effort to combat modern slavery includes upholding the following key principles:

- Providing fair pay and benefits for all forms of work
- Participating in ongoing education of modern slavery
- Providing safe working conditions for all employees
- Eliminating all forms of discrimination and accounting for workplace diversity
- Striving to eliminate forced labour and debt slavery
- Encouraging a safe environment for workers to raise grievances
- Working against corruption in all its forms, including extortion and bribery
- Upholding workers' right to form or join unions and engage in peaceful assemblies
- Supporting a precautionary approach to environmental challenges
- Upholding the effective abolition of child labour

### Commitment

Mario & Sons is devoted to conducting business honestly and to the highest ethical standards. It is the responsibility of all individuals within the organisation, especially senior management, to behave ethically and with integrity. Mario & Sons does not participate in or support any form of modern slavery. We continue our due diligence and remediation with our suppliers and contractors to identify and minimise any risks in relation to these key principles. We refuse business with companies that do not follow these principles. Any individuals who report potential instances of modern slavery are protected from retaliation by this policy.

The current Modern Slavery Policy is made available to all interested parties upon request.



Maurizio Palozzo  
Managing Director



Fabio Palozzo,  
Managing Director



Livio Palozzo  
Managing Director