

Modern Slavery Policy

The purpose of this statement is to outline our approach to ensuring that CDI has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

We are committed to operating our business lawfully (i.e., per the Modern Slavery Act 2018) and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity. CDI is committed to conducting its business in a fair and ethical way, without using unlawful practices to obtain unfair advantages in our business dealings.

Supplier Evaluation Process

The CDI Group Supplier Evaluation process includes general due diligence on subcontractors including a reasonable assessment of supply chain and labour practices. We provide our project teams with internal awareness training on examples of forced labour practices and how to identify this on site; should they have any concerns this is reported to CDI Group management for further investigation.

CDI Group conducts supplier evaluations and due diligence for all subcontracting companies (e.g., reference checks, review of websites). Subcontracting companies engaged by CDI Group are governed by the legal requirements of the Fair Work Act 2009 (Cth); which provides that all employees receive minimum rate of pay and working conditions.

Workplace Bullying and Discrimination

CDI believes that all personnel have an individual right to dignity at work and should be able to work in a safe working environment free of violence, aggression or bullying. CDI is committed to providing a workplace that is free of bullying or discrimination of any kind. Aside from CDI's internal reporting process, CDI empowers its personnel to submit any concerns anonymously or to the regulating body.

Vulnerable workers

Workers who may be vulnerable to exploitation may include, and are not limited to the below:

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|-------------------------|----------------------|
| 1. Migrants | 4. Temporary workers |
| 2. Minorities | 5. Poor-workers |
| 3. Illiterate labourers | 6. Women |

CDI commits to providing support to all personnel regardless of their circumstances, to ensure equality of opportunity and reward.

Grievances and Concerns

Any personnel with a concern or grievance should raise the matter with their immediate Manager or Supervisor in the first instance (see dispute and grievance policy and procedure HR-POL-06).

If anonymity is preferable, concerns can be raised in writing to the HR Manager, PO BOX 7460, Cloisters Square WA 6850. All concerns will be investigated appropriately.

Non-Compliance

CDI uses regular monitoring through the businesses internal/external reporting channels as a preventative action to non-compliance. Should an investigation of non-compliance determine inappropriate activity, CDI will enact a firm and responsible response to demonstrate its position against unlawful engagement of personnel.

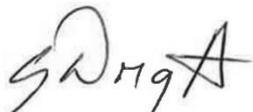
Training and Communication:

CDI provides training and information with the aim of educating all Employees and Contractors on signs that could indicate modern slavery, due diligence practices for engaging Suppliers, auditing existing Suppliers and what action an Employee or Contractor can take if they have a concern in relation to modern slavery. Information relating to this policy are to be shared during company communications and to external parties via our website/ distribution of this policy during engagement.

Review of the policy

This policy will be reviewed every three years.

Personnel wishing to discuss any aspect of this policy are invited to contact the CDI Human Resources Manager.



Garry Wright
Managing Director
5th September 2023