

## MODERN SLAVERY POLICY

TM Safety Solutions is committed to provide awareness of what is Modern Slavery and encourage individuals to be on the lookout and report suspected acts of Modern Slavery.

This policy will set out the guidelines TM Safety Solutions is to follow, the protection that is afforded to those that report acts of Modern Slavery, we will provide training on what is Modern Slavery.

TM Safety Solutions is dedicated to changing lives for the better and will in no way condone, support or contribute, either directly or indirectly to modern slavery.

### Definition of Modern Slavery:

Modern Slavery is defined in the Modern Slavery Act 2018 and Modern Slavery Act (NSW) 2018 as conduct which would constitute:

- Any conduct constituting a modern slavery offence.
- Any conduct involving the use of any form of slavery, servitude or forced labour to exploit men, women or children.

Modern Slavery is defined in the Modern Slavery Act 2018 as conduct which would constitute:

- an offence under the Criminal Code; or
- an offence if the conduct took place in Australia.
- The trafficking of persons, men, women and children.
- The worst kind of child labour.

Modern Slavery is in forms of slavery such as servitude, trafficking in persons, forced labour, debt bondage, forced marriages, sale of and/or sexual exploitation of men, women or children or sale of men, women or children for forced labour exploitation, where victims are forced to work out of fear of violence and/or intimidation.

### Responsibilities:

TM Safety Solutions is committed to making sure workers do not engage with clients that breach the Modern Slavery Acts 2018 and report any knowledge of any breach.

TM Safety Solutions will continue to update any Modern Slavery legislation by regularly reviewing policy.

TM Safety Solutions is committed to holding its clients accountable to their commitment of eradicating Modern Slavery and will not knowingly engage clients that do not align with its position on enforcing basic human rights.

- Will report any sighting of Modern Slavery immediately.
- Safety Consultants are NOT to approach the person's carrying out the act that they have sighted of Modern slavery they are NOT to put themselves or others in danger, report immediately.
- Training will be provided.

Tracey Millard

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Sole Proprietor

Senior Safety Consultant