

HUMAN RIGHTS POLICY

In Australia, 15,000 people live in conditions of modern slavery on any given day. The [Modern Slavery Act 2018](#) (Act or MSA) encourages reporting entities to act and respond to modern slavery in their operations and supply chains.

Modern Slavery describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

The Australian Government defines modern slavery as encompassing eight types of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced labour
- Debt bondage
- Forced marriage
- Deceptive recruiting for labour or services
- The worst forms of child labour

Mantr Group fully supports the government's objectives to eradicate modern slavery and human trafficking.

In Australia, suspected cases of modern slavery should be reported to the Australian Federal Police for investigation. If someone is in immediate danger, then it should be reported by dialling 000.

Mantr Group may only employ foreign workers conditional upon both Mantr Group and the foreign worker complying with prevailing immigration legislation.

All foreign workers must hold a current visa which provides the holder the right to work in Australia issued by the Department of Immigration and Border Protection ("DIBP"), and provide documentary evidence of this visa when applying for employment with Mantr Group employers.

Mantr Group ensures that all prospective employees have the legal right to work in Australia before making any offer of employment to them.

Any contract of employment issued by Mantr Group to a foreign worker must include provisions relating to their legal right to work in Australia.

These provisions will include, but not be limited to, the need for the foreign worker to continue to hold a legal right to work in Australia; and to comply with the specific conditions of their visa, at all times.

Where Mantr Group employs a foreign worker, we ensure that the foreign worker is employed in strict accordance with any conditions on their visa, including but not limited to, remuneration and hours of work per week.

Mantr Group employing foreign workers must maintain records relating to an employee's legal right to work in Australia, at all times during the employment relationship.

These details will include:

- commencement and expiry dates of the entitlement to work in Australia, visa subclass number;
- restrictions to employment such as remuneration and hours of work.

A copy of the evidence of work rights must be made and be retained on the prospective employee's personnel file in the event the person is successful for the role. Any conditions attached to a visa should be noted and diarized appropriately, including the visa expiry date. Mantr Group undertakes continuous monitoring of an employee's legal right to work in Australia. This monitoring will include:

- adherence to restrictions on hours of work per week;
- adherence to DIBP remuneration requirements; and
- three (3) monthly checking through DIBP's VEVO system to ensure the employee's legal right to work in Australia remains valid.

<http://www.immi.gov.au/Services/Pages/vevo/vevo-overview.aspx>

If a foreign worker does not hold a current visa which provides the holder with the right to work in Australia or their legal right to work in Australia has been revoked, they cannot be employed by any Mantr Group organisation.

Where the legal right to work has been revoked, their employment must be terminated in accordance with prevailing industrial legislation.

02/01/2025

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Signed: Pawan Mishra – COO

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Date