

Modern Day Slavery Policy

1. Purpose

Coffee on Cue Pty Ltd is committed to improving our practices to combat slavery and human trafficking and to ensuring that our supply chains are free from slavery and human trafficking. This policy reflects our promise to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains.

2. Policy Statement

Coffee on Cue acknowledges the provisions of the Modern Slavery Act 2018 and will ensure transparency within the organization and with suppliers of goods and services to the organization. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

3. Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners.

4. Definition of Modern Slavery

Modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanized, treated as a commodity, or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

5. Commitment

Coffee on Cue commits to:

- Identifying and assessing potential risk areas in our business and supply chains.
- Reducing the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitoring potential risk areas in our business and supply chains.
- Providing adequate protection from slavery and human trafficking for whistleblowers.

6. Due Diligence Processes for Slavery and Human Trafficking

- As part of our initiative to identify and mitigate risk, we have systems in place to:

7. Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The company is committed to implementing and enforcing systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

8. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

9. Policy Review

This policy will be reviewed regularly and may be updated to reflect changes to the law or best practices.