

MODERN SLAVERY POLICY

Ryan Wilks Pty Ltd is committed to undertaking business with integrity, probity and accountability and expects its employee's, suppliers and sub contractors to commit to the same standards. Ryan Wilks Pty Ltd is focused on ensuring modern slavery does not occur in our operations and supply chains and are committed to complying with our obligations under the Modern Slavery Act 2018 (Modern Slavery Act).

This includes publishing our Modern Slavery Policy. Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. It encompasses all forms of contemporary slavery including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and child labour.

Ryan Wilks Pty Ltd actions in relation to modern slavery are also underpinned by the development of strong internal governance to ensure internal controls, processes and capability exists to support our approach. Ryan Wilks Pty Ltd also remain committed to the highest specifications of conduct and ethical behaviour in all our business activities and promoting and supporting a culture of honest and ethical behaviour and good corporate governance.

This policy will be formally reviewed again May 2027



Ron Ryan

General Manager

May 2025 Issue 3