



ParaMobility

Making everyday living easier



MODERN SLAVERY POLICY



1. Purpose

Para Mobility is committed to identifying, preventing, mitigating and addressing modern slavery risks within its operations and supply chains. This policy establishes the company's commitment to ethical business practices and compliance with the Australian Modern Slavery Act 2018.

2. Scope

This policy applies to all directors, employees, contractors, suppliers and business partners engaged by Para Mobility.

3. Policy Statement

Para Mobility has zero tolerance for modern slavery, including forced labour, debt bondage, child labour, human trafficking, servitude and deceptive recruitment practices. We are committed to conducting business ethically and responsibly.

4. Business Operations and Supply Chain

Para Mobility manufactures, fabricates and assembles accessible equipment for the disability sector. Some fabrication, manufacturing and assembly activities are undertaken in-house, with

a significant proportion outsourced to specialist Australian businesses using Australian labour. Key materials include metals, PVC pipe products and Seaboard plastic products manufactured in Germany. Para Mobility sources these materials through Australian suppliers that maintain active Modern Slavery Act compliance and responsible sourcing policies.

5. Risk Assessment

Para Mobility recognises that modern slavery risks can occur at various levels of the supply chain. Based on current operations, the company considers its direct risk to be relatively low due to the predominance of Australian-based suppliers and labour. Nevertheless, risks may exist in upstream international supply chains associated with raw materials, manufactured components and imported products.

6. Supplier Expectations

Suppliers are expected to comply with all applicable labour laws, human rights obligations and anti-slavery requirements; maintain safe and lawful working conditions; prohibit forced labour, child labour and human trafficking; cooperate with reasonable due diligence requests; and notify Para Mobility of any actual or suspected modern slavery issues.



7. Due Diligence and Procurement

Para Mobility will consider modern slavery risks during supplier selection and review; give preference to suppliers demonstrating ethical sourcing practices; maintain awareness of supplier Modern Slavery Statements and policies where applicable; and review supplier performance periodically.

8. Reporting Concerns

Employees, contractors and stakeholders are encouraged to report concerns regarding suspected modern slavery within the business or supply chain. Reports will be treated confidentially and investigated appropriately.

9. Training and Awareness

Para Mobility will promote awareness of modern slavery risks among relevant personnel, particularly those involved in procurement, supplier management and operational decision-making.



10. Continuous Improvement

The company will periodically review its supply chain profile, supplier relationships and risk management processes to strengthen its response to modern slavery risks.

11. Responsibilities

Management is responsible for implementing this policy, maintaining supplier oversight and ensuring appropriate action is taken where concerns arise. All personnel are responsible for supporting compliance with this policy.

12. Review

This policy shall be reviewed at least every two years, or earlier if legislative or operational changes require.



Peter Cleaves

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