

## WHY THIS EXISTS

We work in people's lives. We will not buy or benefit from products or services that rely on the exploitation of people. This Code sets out the minimum standards we expect from any supplier, contractor or subcontractor to Rehab Hire & Sales (RHS).

## MINIMUM STANDARDS

By doing business with RHS you confirm you will

### 1. Prohibition of Modern Slavery

- Not use forced labour, servitude, debt bondage, slavery, human trafficking or the worst forms of child labour

### 2. Fair and Lawful Employment

- Pay lawful wages and meet minimum employment entitlements where applicable
- Not withhold identity or travel documents from workers
- Ensure working hours are reasonable and in line with local laws

### 3. Safe and Dignified Workplace

- Provide safe, healthy and hygienic working conditions and appropriate personal protective equipment

### 4. Lawful Recruitment

- Do not charge workers recruitment fees or require workers to incur debt as a condition of employment. Recruitment must be transparent and lawful

### 5. Worker Voice and Remedy

- Maintain a grievance or complaints mechanism that is accessible to workers, confidential, and which does not expose complainants to retaliation. Ensure remedies for any valid grievances

### 6. Supply Chain Transparency

- Maintain basic visibility of first-tier suppliers and subcontractors.
- Require your subcontractors to comply with these minimum standards and to allow verification when requested by RHS.

### 7. Remediation

- Where issues are identified, cooperate to agree a timebound Improvement Action Plan (IAP), implement it and provide evidence of progress. If remediation cannot be achieved, be prepared to work with RHS on alternative measures including contract suspension or termination.

### 8. Records and Privacy

- Keep records necessary to demonstrate compliance and handle personal data in accordance with applicable privacy laws.

### 9. Compliance and Consequences


- RHS may suspend orders, suspend payment, require remediation, or terminate contracts for non-compliance. RHS may report criminal matters to the appropriate authorities.

### Practical Note

We apply a proportionate approach for small and medium enterprises and expect practical, meaningful steps rather than expensive certifications. If you need support (templates, training or guidance) reach out to RHS via [contact@rehabhire.com.au](mailto:contact@rehabhire.com.au) and/or [samantha@rehabhire.com.au](mailto:samantha@rehabhire.com.au)

### AGREEMENT SIGNATURES

The Supplier warrants that it and all parties in its supply chain comply with all laws on modern slavery, and do not engage in forced labour, servitude, debt bondage, deceptive recruitment or child labour. The Supplier must maintain a modern slavery policy, cooperate with Rehab Hire & Sales' (RHS) reasonable requests for information and verification (including audits), promptly notify RHS of any suspected breach and implement remediation. RHS may suspend or terminate the contract for persistent or deliberate non-compliance.

Supplier:	Rehab Hire & Sales
Authorised signatory:	Name: Samantha Putkunz
Position held:	Title: Managing Partner
Signature:	Signature: 
Date: / /	Date: 23 / 02 / 2026