

Approved by: Samantha Putkunz

Version: 1.0

Date: February 2026

Review: At least annually

## WHY WE HAVE THIS

Rehab Hire & Sales do not accept modern slavery in any form. Forced labour, human trafficking, debt bondage, servitude or child labour. We're a people business: our clients, staff and community's matter. This policy explains how Rehab Hire & Sales (RHS) looks for risk, what we expect from people who work for us and with us, and what we do if something goes wrong.

## WHO THIS APPLIES TO

This policy applies to:

- Everyone who works at RHS (employees, contractors, casuals)
- Our operations (hire, sales, repairs & service, custom rehab, logistics, home modifications and installations)
- All suppliers and subcontractors who provide goods or services to RHS

## OUR PROMISE

- We will comply with the Modern Slavery Act 2018 (Cth) and other applicable laws
- We will try to prevent, identify and fix modern slavery risks in our operations and supply chains.
- We will be practical and risk focused
- We will expect suppliers to cooperate and to act quickly to remediate issues
- If someone is at risk, We will prioritise their safety and work with appropriate support services and authorities

## WHAT WE ASK OF OUR SUPPLIERS

Any supplier working with RHS must:

- Not use forced or child labour or exploit workers in any way
- Pay lawful wages and provide safe working conditions
- Have a simple modern slavery / human rights policy and a way for workers to raise concerns
- Be prepared to share reasonable information and allow verification
- Ensure these standards are passed on to all of their own suppliers and subcontractors

## HOW WE CHECK THINGS

- **Map and prioritise:** We will identify categories and suppliers that present higher risk (for example imported equipment, electronics, textiles, and contracted installation/construction/cleaning services).
- **Ask the right questions:** New suppliers and high-risk or high-spend suppliers will complete a short questionnaire and provide relevant documents.
- **Verify where needed:** For medium or high risk we may request evidence, run remote checks or a site visit.
- **Fix it:** If we find issues we will work with the supplier on a time-bound improvement plan. If suppliers refuse to act or repeatedly fail to improve, we may suspend or end the relationship and, where appropriate, report to authorities.

## REPORTING & REMEDIATION

If we suspect modern slavery:

- We will treat reports seriously and confidentially whenever possible
- We will act quickly to protect anyone affected, investigate, and arrange remediation or support as needed.
- We will involve authorities and specialist support services where appropriate

## ROLES & RESPONSIBILITIES

- **Managing Partner:** Approve policy, make sure it's resourced
- **Operations:** Carry out supplier checks, contract clauses and follow up
- **People and Culture:** Manage workplace controls, recruitment checks, contractor oversight
- **All staff:** Complete training and report concerns

## TRAINING & IMPROVEMENT

We will train all relevant departments and staff as required. We will review this policy at least once a year and update our approach to improve how we identify and manage risk in line with the act.

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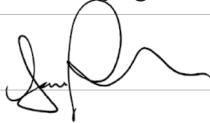
**Name:** Samantha Putkunz

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**Position held:** Managing Partner

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**Signature:**



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**Date:** 23 / 02 / 2026