



# Gold Industry Group

## 2020 Modern Slavery Statement

The Gold Industry Group (GIG) acknowledges human rights as a legitimate set of moral principles in relation to which every human being is inherently entitled to, regardless of their personal, social, economic, cultural, or geographic circumstances.

The GIG recognises its role in protecting the human rights of all people involved in, or impacted by, our business practices.

All producing members of the GIG must comply with the Commonwealth Modern Slavery Act 2018.

### Supplier Code of Conduct

The GIG is motivated to partner with Suppliers in identifying and implementing a plan to remediate any modern slavery offences or risks of human slavery in the Supplier's supply chain.

The GIG requires any individual or organisation which supplies goods or services to the GIG to:

1. adhere to this Supplier Code of Conduct, which includes standards in relation to modern slavery, in order to:
  - a. mitigate the risk of modern slavery breaches occurring in the GIG's supply chain, and
  - b. to promote and develop within the GIG's supply chain a deeper understanding and awareness of the GIG's expectations and standards in relation to human rights and the risks of modern slavery breaches in the GIG's supply chain;
2. conduct their own annual supply chain enquiries to understand better the potential for risks of modern slavery breaches in their supply chain, and to identify any known or suspected modern slavery breaches in their supply chain.
3. remediate any modern slavery breaches if any are identified.
4. respond in a transparent, honest manner to any request for information about its supply chain, and disclose to the GIG the results of enquiries, upon request, and
5. disclose to the GIG any confirmed or suspected breaches of human rights in the Supplier's supply chain as soon as is practicable upon the Supplier becoming aware.

### Supplier Charter

The Supplier is required by the GIG to:

1. Advise if their business is required to report under modern slavery laws.
2. Provide transparency on whether the business was ever the subject of a negative Human Rights Audit.

3. Confirm the jurisdiction/s of current business operations, including the jurisdiction/s of where supply goods are grown, manufactured, or produced.
4. Provide transparency on worker types, including disabled, conscripted, displaced (refugee), itinerant (backpacker), migrant, prisoner, young (under 18), or indigenous.
5. Advise if the workforce and third-party service providers are trained on human rights related issues.
6. Advise if the business has implemented controls, adopted written codes, or established policies to protect the health and safety of its employees or third-party service providers.
7. Advise if the business has anti-bribery and corruption controls/program in place.
8. Produce a written contract with the GIG for the supply of goods and/or services:
  - a. Including confirmation in the supply contract with the GIG that to the best of the Supplier's knowledge and belief, there is no deceptive recruiting, bonded, involuntary or other type of forced labour or deprivation of liberty between the Supplier and its employees.
  - b. when the GIG specifically requests in a formal agreement, the Supplier will require its sub-contractors to confirm in the contracts between the Supplier and its sub-contractors that there is no bonded, involuntary or other type of forced labour or deprivation of liberty between the sub-contractor and its employees.

Suppliers are to confirm they have read and agreed to comply with this Supplier Charter, when providing goods and services to the GIG, and to notify the GIG without delay in the event of either an actual or suspected breach.