

K999 is an integrated, multidisciplinary fabrication, construction and engineering services provider to the Energy, Resources, Infrastructure, Chemical and Processing sectors.

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labor, forced criminality, domestic servitude, child exploitation and forced organ removal.

K999 is committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationship.

The purpose of this Policy is to ensure that K999:

- is compliant with local, national and other applicable laws and regulations in the areas in which the businesses operate;
- sources products and services in accordance with legal obligations and community expectations while working with suppliers to improve their social and environmental practices; and
- acts to prevent, mitigate and where appropriate, remedy modern slavery in their operations and supply chains.

This Policy applies to all persons working or being recruited for, or on behalf of, K999, or providing services to K999 in any capacity, including all suppliers, employees, directors, officers, agency workers, contractors, consultants and any other third-party representatives.

K999 will only do business with suppliers who fully comply with this Policy, or those who are taking verifiable steps towards compliance.

We respond to modern slavery by:

- Providing training and awareness to our employees, by ensuring they understand what modern slavery is and what K999's legal obligation are.
- Providing a mechanism to report any suspected grievances or breaches, which can be reported to our Managing Director.
- K999 does not tolerate any form of unacceptable treatment of workers, including, but not limited to, the exploitation of children, physical punishment or abuse, or involuntary servitude.
- K999 abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Where K999 is made aware of modern slavery practices in its own business or within its supply chain, K999 will investigate all claims and, if valid, resolve the issue in line with the values expressed in this Policy.
- All employment with K999 is voluntary.
- K999 conducts risk assessments to determine which parts of the business and supply chains are most at risk from modern slavery to ensure focus on those areas.
- This Policy will be used to underpin and inform any statement on modern slavery that K999 is required to produce.
- K999 engages with suppliers to promote and support anti-slavery practices throughout K999's supply chain.
- K999 is committed to introducing anti-slavery obligations in all supplier contracts.

Dennis Hockin



Managing Director
K999 Engineering & Construction Co., Ltd.
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