



MODERN SLAVERY POLICY

Freedom from slavery is a human right and Welldrill opposes all forms of slavery and forced labour in its' operations and externally through our international supply chain.

Modern slavery has the potential to exist in the supply chain through a variety of circumstances including:

- Human trafficking (including orphanage trafficking of children)
- Abuse of requirements for a minimum living wage
- Discriminatory employment practices
- Forced marriage and labour
- Debt bondage
- Child labour
- Servitude.

This policy applies to all persons working for or on behalf of Welldrill, in any capacity, including employees, directors, officers, agency workers, contractors, consultants, suppliers and any other third-party representative.

The framework for the prevention of modern slavery is embedded in Welldrill's operational policies and procedures for the essential standards of personal and corporate conduct and the behaviour of all personnel connected to Welldrill.

Welldrill sets clear expectations that all employees and suppliers should be alert to possible involvement in modern slavery and should work to prevent and address it.

Welldrill conducts business only with organisations who are fully committed to this policy, or those who are taking verifiable steps towards compliance. To achieve this, Welldrill asks that all suppliers to sign a statutory declaration stating that they agree with and will comply with this policy.

To achieve a reduction in modern slavery, Welldrill conducts the following:

- Robust recruitment process
- Training awareness programs for all employees
- Risk assessments to determine which parts of the business and which supply chains are most at risk from modern slavery
- Engaging directly with new suppliers to ensure that modern slavery is not part of the supply chain
- Contractual documents are specifically designed to ensure only approved labour is used
- Ensuring that all suppliers hold their suppliers to the same exacting standards

This policy will be used to underpin Modern Slavery Act 2018 (MSA), Divisions 270 and 271 of the Criminal Code 1995.

A handwritten signature in black ink, appearing to read "Luke Pember".

LUKE PEMBER

General Manager

Date: 02 May 2024