



Introduction

Tutt Bryant Group Limited ('TBG' ABN 89 009 242 675) and its related entities is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as company policies, standards and procedures. TBG respects internationally recognised human rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions.

In line with the UN Guiding Principles on Business and Human Rights, TBG recognises its corporate responsibility to respect these principals through ongoing human rights due diligence. Furthermore, our efforts include ongoing robust engagement with our business and supply chain partners to mitigate potential human rights impacts beyond our direct control. Our support of internationally recognised human rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities in which we operate.

Purpose

The purpose of this Policy is to:

- ✓ Inform employees, suppliers and customers of TBG's commitment to human rights;
- ✓ Demonstrate TBG's commitment and compliance with National and State legislation in relation to human rights and modern slavery whilst maintaining TBG's high ethical standards; and
- ✓ Contribute to the realisation of internationally accepted human rights.

Principles

To meet the above purpose, TBG has developed, implemented and maintains an Integrated Management System (IMS) that includes a robust system for identifying and reporting human rights/modern slavery violations in its business operations/supply chains based on the following principles;

- As an adjunct to TBG's commitment to human rights and modern slavery, TBG is also committed to respecting the rights of Australia's Indigenous Peoples in line with the United Nations Declaration on the Rights of Indigenous Peoples. TBG recognises the unique position of Indigenous Australians and respects cultural requirements when entering and working with local communities.
- TBG will avoid causing or contributing to adverse human rights impacts through TBG's own business activities and address such impacts should they occur TBG will reflect its commitment to human rights in relevant policies and procedures, risk assessments and due diligence.
- TBG will take a risk-based approach to decide when increased due diligence is required to understand, assess and address potential human rights violations associated with countries, industry sectors, business relationships, customers and transactions that have signs of such violations.
- TBG will conduct business in a way that respects the rights and dignity of people, and avoids complicity in human rights, while complying with all legal and regulatory requirements which incorporate the protection of human rights.
- TBG will seek to prevent or mitigate adverse human rights impacts associated with TBG's third-party relationships that are directly related to TBG's operations, products or services.

Approach

The TBG Board has ultimate responsibility for the protection of human rights within TBG and as such delegates to the Corporate Services Department the responsibility to apply and monitor the human rights and modern slavery principles are responsibly applied as committed in this policy to TBG's product and service provision (including our supply chains) to our consumers, customers, and the community in alignment with the Modern Slavery Act 2018 (Cth)/Modern Slavery Act 2018 (NSW), [TBG-CS-POL-001 Human Resources Policy](#), and [TBG-CS-STD-005 Code of Conduct](#). To this extent, TBG personnel and its related entities will commit to the requirements of this Policy, and report any suspected breach to the Compliance Officer compliance@tuttbryant.com.au or by sending the appropriate information to:

The Compliance Officer | Tutt Bryant Group Limited | Locked Bag 3001, Auburn NSW 1835

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