

MODERN SLAVERY POLICY

Neo Civil Pty Ltd operates in all areas of civil construction and is committed to conducting business ethically, responsibly and with integrity. We recognise that modern slavery is a serious violation of human rights and may occur in various forms including forced labour, child labour, debt bondage, servitude, deceptive recruiting practices and human trafficking.

Neo Civil Pty Ltd has zero tolerance for modern slavery in any form within our operations or supply chain.

Neo Civil is committed to:

- Compliance with the Modern Slavery Act 2018 (Cth) and all other applicable legislation.
- Conducting business in a manner that respects and upholds human rights.
- Ensuring all employment is freely chosen and that workers are treated with dignity and respect.
- Prohibiting forced, bonded or involuntary labour and child labour.
- Identifying, assessing and managing modern slavery risks within our operations and supply chain.
- Promoting transparency and accountability in procurement and subcontractor engagement.
- Encouraging the reporting of concerns without fear of retaliation.
- Our commitment to preventing modern slavery is underpinned by the following principles:
- Integration of modern slavery considerations into procurement and subcontractor selection processes.
- Conducting appropriate due diligence on suppliers and subcontractors where required.
- Including contractual obligations requiring compliance with labour and human rights legislation.
- Monitoring supply chain risks relevant to the civil construction industry.
- Taking appropriate corrective action if non-compliance is identified.

All employees, subcontractors and suppliers are personally responsible for complying with this policy and applicable legislation. Any suspected breaches must be reported immediately to management.

We are each personally responsible for the application of this policy by complying with the company's standard operating systems, our client's requirements and current legislation as we carry out our daily tasks.

The Neo Management System supports ethical governance and continual improvement across all business activities.



Mike McGurk
General Manager
Neo Civil Pty Ltd
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