

POLICY STATEMENT

Unearth Talent is an Indigenous, veteran-owned business with a culture built on equality and the recognition of an individual's economic, political, social and cultural rights (as outlined in the International Covenant on Civil and Political Rights).

This recognition includes the following principles:

- No individual should be enslaved, physically, economically or in any other way
- No individual should be discriminated against on the basis of their race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status
- Labour practices should be fair and just, and forced labour, child labour or other coercive labour practices will not be countenanced by us or by any of our suppliers, customers or contractors

MODERN SLAVERY AND HUMAN RIGHTS

As a predominantly office-based business operating within Australia, Unearth Talent has the capacity to monitor and reduce the risk of both modern slavery and human rights breaches for its employees and in relation to the goods and services it supplies.

We do, however, acknowledge that there are areas in which further vigilance is required to ensure that other entities that support and impact our business (e.g. suppliers, customers and contractors) meet the same human rights goals.

As part of our risk assessment process, we have three main areas that require attention in relation to the risk of modern slavery or human rights abuse.

These are:

- Employment services
- Business operations
- Supply chains

RISK ASSESSMENT AND MITIGATION

The following table indicates Unearth Talent’s response to the risk of modern slavery and human rights abuse.

Risk Category	Potential Issues	Mitigation
Employment services	<p>Use of online recruitment services</p> <p>Sourcing staff from other employment agencies or services</p> <p>Potential employers falsely representing employment opportunities</p>	<p>Check service providers for awareness and processes for identification and elimination of risks</p> <p>Check online security and vetting to ensure identity theft and impersonation cannot occur</p> <p>Interview and vet potential clients with a regularised assessment process</p>
Business operations	<p>Undertaking contracts with organisations with poor human rights records</p> <p>Ensuring providers of services in office locations are not in breach of employment law or human rights</p>	<p>Interview and vet potential clients</p> <p>Pre-engagement checks to ensure, as far as possible, sound business practices</p> <p>Contracting clauses that specify standards in relation to employment and human rights</p>
Supply chains	<p>Suppliers sourcing materials or labour in ways that breach guidelines on modern slavery or represent other human rights abuses (e.g. child labour, forced labour, debt indenture etc)</p>	<p>Pre-engagement checks, with written assurances, to ensure as far as possible, sound business practices</p> <p>Contracting clauses that specify standards in relation to employment and human rights</p> <p>Audit of Tier 1 suppliers including online business checks to ensure fidelity and bone fides. Basic checks to be made on all suppliers but more detailed checks to occur for recurring providers</p>

		<p>with supply value over \$10k pa</p> <p>Active engagement of suppliers who clearly specify their own supply chains and show no evidence of labour or human rights breaches</p> <p>Active disengagement from any contractor or supplier found to be in breach of labour and human rights laws and guidelines</p>
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These issues are to be reviewed each year as part of the risk assessment process and any potential breaches or additional identified risks will be addressed and mitigation strategies developed.

All recruitment, employment sourcing and vetting processes will include awareness of the risks of modern slavery.

STAFF AWARENESS AND TRAINING

The contents of this policy will form part of the staff induction process and all staff will be informed of Uneath Talent’s expectations and cultural values.

Recruitment staff will be provided with copies of material in relation to identifying modern slavery and human rights abuse risks. Employment checklists will include a step reviewing these risks.

Contracting staff will be provided with the tools to review potential suppliers and will have affirmation clauses in all contracts noting the absence of modern slavery and human rights abuse in the contracting company.

SUMMARY

Uneath Talent will actively work to ensure that it, and its partners, play no role in perpetuating slavery, human rights or other forms of abuse against individuals or groups in any part of its business.