

Modern Slavery Policy

Rail First is committed to maintaining the highest standards of ethics, honesty, openness and accountability. We recognise that our staff and stakeholders have an important part to play in achieving this goal.

Vision

Rail First has a zero-tolerance approach to modern slavery as it distorts global economies, affects corporate social responsibility and has devastating social impacts on the community.

Purpose

Rail First is committed to reviewing its business risks, including the effects of modern slavery. Rail First will continuously improve and monitor our systems and processes to ensure that none of its business units is engaged in modern slavery.

Policy Statement

Modern slavery is a term used to define a range of exploitive practices including; human trafficking, slavery, forced marriage, debt bondage and the worst forms of child labour.

To achieve our vision, we will:

- Conduct an annual review of wages, salaries and employment conditions of our employees and labour hire workers to ensure compliance with Australian workplace laws.
- Audit our supply chain to ensure we do not indirectly contribute to modern slavery.
- Our contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy.
- Conduct risk assessments to determine which parts of our own business and which of our supply chains are most at risk from modern slavery so we can focus our efforts on those areas most “at risk”.

Mark Kirkpatrick
Chief Executive Officer