



CODE OF CONDUCT MODERN SLAVERY ACT 2018 (Cth)

Scope:

This Code applies to both the independent activities of Buff Dubs Pty Ltd t/a Silver Trak Digital and/or to any of the entities directly related to Buff Dubs Pty Ltd or any suppliers with whom Buff Dubs Pty Ltd subsidiaries or entities may contract to for the supply of goods or services.

Compliance:

In accordance with applicable laws enacted under the Modern Slavery Act 2018 (Cth) as derived and adopted in the 2011 United Nations Guiding Principles of Business & Human Rights expectations of business conduct and in adherence to the Australian Criminal Code Act 1995 (Cth) of the Criminal Code, extending to conduct in and outside Australia; Buff Dubs Pty Ltd, its subsidiaries, entities and contracted suppliers agree to uphold the following conduct:

Code of Conduct:

- We will oppose Modern Slavery in all forms
- Any labour provided by employees is freely chosen
- There is no forced labour, including prison labour, bonded labour or indentured labour
- We and contracted suppliers will employ only workers who are at least 15 years of age, the applicable minimum legal age for employment, or the applicable age for completion of compulsory education, whichever is highest
- Ensure that all employees are provided with a safe and healthy work environment.
- No employee is required to pay employers' or agent's recruitment fees
- There is no discrimination of any employee on the basis of age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, or union membership, in hiring, promotions, rewards and access to training
- Working hours and overtime are within legal limits Employees do not have their wages deducted for disciplinary purposes
- All employees are paid a wage and other entitlements in accordance with local laws