

Modern Slavery and Labour Exploitation Policy

1 Purpose

Black Diamond Drilling Services Australia are committed to upholding the highest standards of ethical conduct and social responsibility. The purpose of this Modern Slavery and Labor Exploitation Policy is to demonstrate our firm stance against modern slavery, forced labour, human trafficking, and child labour within our operations and supply chain.

2 Definitions

Modern Slavery

The Walk Free Foundation submitted that the term 'modern slavery' is used to describe a broad range of crimes and is used across the world: This term is an update of the term 'contemporary forms of slavery' which was used for decades by the United Nations to address the same issues. We use this term because it is consistent with international efforts and legislation including the UK Modern Slavery Act, it is increasingly internationally recognised (in academic circles and mainstream media) and, critically, it is one that a range of stakeholders are increasingly familiar with, including the private sector and civil society.

Forced Labour

The ILO's Forced Labour Convention, 1930 defines forced or compulsory labour as:

... all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029

Human Trafficking

Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (Palermo Protocol) defines human trafficking as:

... the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

<https://www.ohchr.org/en/instruments-mechanisms/instruments/protocol-prevent-suppress-and-punish-trafficking-persons>

Child Labour

The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

<https://www.ilo.org/ipec/facts/lang--en/index.htm>

3 Applicability

This policy applies to all employees, contractors, suppliers, and business partners associated with the organization.

4 Commitment

Black Diamond Drilling Services Australia recognize the fundamental importance of human rights, ethical labour practices, and compliance with international laws and standards to ensure the well-being and dignity of individuals throughout our operations and supply chain.

5 Prohibited Practices and Due Diligence

Black Diamond Drilling Services Australia prohibit any form of modern slavery, forced labour, human trafficking, and child labour and its supply chain. Black Diamond Drilling Services Australia conduct due diligence processes before entering contract with suppliers, regularly monitor onboarding suppliers to assess their commitment to ethical labour practices. Ensure they comply with international standards and have policies in place to address modern slavery risks.

6 Training ,Awareness and Reporting

Black Diamond Drilling Services Australia conduct training regularly for employees, suppliers to develop their comprehensive understanding what modern slavery, forced labour, human trafficking and child labour are.

Clearly communicate reporting mechanisms for employees, stakeholders, and suppliers to raise concerns or report instances of modern slavery anonymously.

7 Continuous Improvement

At Black Diamond Drilling Services, we are unwavering in our commitment to upholding the highest standards of ethical conduct and human rights. Our dedication to combating modern slavery, forced labour, and related issues is embedded in our core values. We recognize the evolving nature of these challenges and the importance of adapting our strategies to address them effectively.

This policy is effective as of 16th January 2023. It is to be reviewed and revalidated annually as part of Management System Review.

10th January 2023