Portstar Machinery Anti-Slavery Policy

1. Introduction

Portstar Machinery is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chain. We recognise that slavery and human trafficking are serious violations of human rights and have no place in our company or the global economy. This Anti-Slavery Policy outlines our commitment to identifying and mitigating the risk of slavery and human trafficking in our operations and supply chain.

2. Policy Statement

Portstar Machinery prohibits all forms of modern slavery and human trafficking, including forced labour, child labour, bonded labour, and any other form of exploitation. We are committed to conducting business ethically and with integrity, and we expect the same commitment from our employees, suppliers, contractors, and business partners.

3. Responsibilities

Management:

- The management of Portstar Machinery is responsible for ensuring that this Anti-Slavery Policy is effectively implemented and communicated throughout the organisation.
- They will allocate appropriate resources to identify and address risks of slavery and human trafficking in our operations and supply chain.

Employees:

- All employees of Portstar Machinery are responsible for familiarising themselves with this policy and adhering to its principles in their daily work.
- Employees are encouraged to report any concerns or suspicions of slavery or human trafficking to their supervisor, Human Resources, or another appropriate manager.

4. Risk Assessment and Due Diligence

Portstar Machinery will conduct regular risk assessments to identify and evaluate the risk of slavery and human trafficking in our operations and supply chain. This includes:

- Assessing the risk of slavery and human trafficking in countries and regions where we operate or source products and materials.
- Evaluating the practices and policies of suppliers, contractors, and business partners to ensure compliance with applicable laws and regulations.

5. Supplier and Contractor Engagement

Portstar Machinery will only engage with suppliers, contractors, and business partners who share our commitment to ethical business practices and human rights. This includes:

- Incorporating anti-slavery and human trafficking clauses into contracts and agreements with suppliers and contractors.
- Conducting due diligence on new suppliers and periodically reviewing existing suppliers to ensure compliance with our Anti-Slavery Policy.

6. Training and Awareness

Portstar Machinery will provide training and resources to employees to raise awareness of modern slavery and human trafficking and their role in preventing it. This includes:

- Training programs on identifying the signs of slavery and human trafficking and reporting procedures.
- Communication campaigns to reinforce the company's commitment to ethical business practices and human rights.

7. Reporting and Whistleblowing

Portstar Machinery encourages employees, suppliers, contractors, and other stakeholders to report any concerns or suspicions of slavery or human trafficking. We have established channels for reporting such concerns confidentially and without fear of retaliation.

8. Compliance and Review

Portstar Machinery will comply with all applicable laws and regulations regarding modern slavery and human trafficking, including the New Zealand Modern Slavery Act. We will regularly review and update our Anti-Slavery Policy and procedures to ensure they remain effective and aligned with best practices.

9. Conclusion

Portstar Machinery is committed to combating modern slavery and human trafficking in all its forms. Through proactive measures, due diligence, and collaboration with stakeholders, we will work to ensure that our operations and supply chain are free from exploitation and uphold the dignity and rights of all individuals.