

### Ethical Sourcing Criteria for Suppliers

Section	Category	Breach (Note 1)
Forced/ Bonded Labour	Zero Tolerance	Mandatory
Child Labour	Zero Tolerance	Mandatory
Illegal Labour	Zero Tolerance	Mandatory
Modern Slavery	Zero Tolerance	Mandatory
Wages and Benefits	Critical	
Working Hours	Critical	
Freedom of Association	Significant	
Working Conditions	Significant	
Discrimination	Significant	
Regular Employment	Significant	
Harsh or Inhumane Treatment	Significant	
Business Integrity	Significant	
Sub -Contracting	Significant	
Environment	Significant	

Note 1: - Breaches for non -Mandatory sections are classified as either Major, Significant or Minor.

SKG Services does not engage in any of the above categories.

For the critical and related significant Categories SKG Services engages all cleaners, maintenance and security staff in accordance with the Fair Work Commission Modern Awards - Cleaning Services Award 7 November 2021 Security Services Industry Award 3 December 2021. Both Awards include all amendments plus recent inclusions for Summary of Monetary Allowances and Additional Measures During the COVID-19 Pandemic.

SKG Services has multiple policies and requirements in place that ban treatment in the workplace such as discrimination, modern slavery and harsh or inhumane treatment

For Business Integrity, Subcontracting and Environment SKG Services is certified and annually audited for ISO 14001:2015 Environmental Management and ISO 26000:2010 Social Responsibility (this covers compliance with all relevant Australian Legislation and United Nations decrees.

When SKG Services engages the services of subcontractors for cleaning contracts the company conducts thorough screening to ensure there are no outstanding issues with Fair Trading, ASIC, Fair Work Australia, and Criminal Checks. Further checks are made of sub-contractors' customers to evaluate their cleaning performances and these remain for the duration of the contract.

SKG Services engages with 'CM3' which requires all subcontractors to lodge full details of their management, operations and staffing and these are uploaded onto the company business system which then gives the subcontractor certification to be engaged by SKG Services. Finally, prior to commencement all subcontractor cleaning staff is inducted and trained in line with SKG Services Site Manual requirements.