

Modern Slavery Statement



Equal Assurance (EA) is a global confederation of independent practices and accredited partners, sharing ideas, resources, and networks, with a vision to facilitate business confidence through the provision of assurance and certification services.

Since 1994, Equal Group enterprises, including EA, have been helping organizations from around the world to improve business performance. The core strength for Equal Assurance is that of the relationships between the people, partners, practices and clients; based on common goals, shared values, and mutual respect.

EA's extensive and proven track record is seen in all industry sectors, including mining, manufacturing, construction, transport, finance and insurance, public administration, education, health and recreation. EA partners also maintain accreditations that are recognised through multi-lateral agreements by the International Accreditation Forum.

The network of partners, practices and people who work for, with and represent EA consists of a range of technical, management and business support activities and personnel.

Each Practice abides by EA's Code of Conduct. It should be noted that, in accordance with ISO 17021, EA partners do not outsource audits to management system consultancy organizations, as this poses an unacceptable threat to the possibility of modern slavery risks.

Consistent with its values, EA is committed to the prevention of modern slavery in all aspects of the business. EA has a clear expectation that EA partners, practices and people will not participate in the practice of modern slavery and intently work to prevent the risk of Modern Slavery in business operations. EA is determined in ensuring that all associated within the business comply with the principles and conduct expected of them and thus far is confident that the risk of modern slavery is zero.

EA has processes, policies and procedures in place which assist in ensuring that all work conducted is ethical and honourable and that the exploitation of workers is unacceptable. EA's documented arrangements with its people, and all on-boarding documentation, clearly identify conditions of engagement, safety, whistleblowing and complaints procedures.

EA is committed to conducting business in a responsible and ethical manner, and does so through various undertakings. EA partners conduct internal audits on at least an annual basis where all areas of the business are evaluated to ensure compliance in high standards including for any potential risks of modern slavery.

EA is committed to assessing and responding to the potential risk of modern slavery by:

- using modern slavery risk assessment criteria and taking a risk-based approach to management of identified risks;
- conducting comprehensive reviews of the processes around sourcing, engaging, and on-boarding of new people to further build awareness and commitment to modern slavery risk identification;
- continuing to develop and regularly educate people on modern slavery risks; and
- raising awareness of modern slavery within the business to build greater capability within its people in identifying modern slavery risks and increasing EA's overall effectiveness in addressing and mitigating modern slavery risks.

EA people and practices are encouraged to report any concerns they may have, including situations of possible modern slavery. Any allegations brought forward to EA are thoroughly reviewed and investigated.

The EA Code of Conduct:

- applies to all EA partners, practices and people;
- outlines our zero tolerance for discrimination, harassment, workplace violence, bullying, and forced labour within the business;
- promotes a culture of integrity;
- establishes principles of ethical guidelines in relating to all others within the business;
- encourages a safe, healthy, and productive workplace; and
- is publicly available at the EA website.

Any queries should be directed to EA through www.equalassurance.com.

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