

ICDC Group Pty Ltd - Modern Slavery Policy

Introduction

ICDC Group Pty Ltd is committed to addressing modern slavery in all its forms. We recognize the importance of ethical practices and the responsibility we have to ensure that our operations and supply chains are free from modern slavery.

Policy Statement

Modern slavery is a grave violation of human rights. ICDC Group Pty Ltd is dedicated to taking proactive measures to identify, prevent, and address modern slavery risks within our business operations and supply chains. We are committed to upholding the highest standards of integrity and transparency.

Objectives

Our objectives in addressing modern slavery include:

- Ensuring compliance with all relevant laws and regulations.
- Promoting ethical practices across our operations and supply chains.
- Raising awareness about modern slavery among employees and stakeholders.
- Implementing effective due diligence processes to identify and mitigate risks.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders of ICDC Group Pty Ltd. It encompasses all aspects of our operations and supply chains.

Responsibilities

The responsibilities under this policy include:

- Management: Ensuring the implementation and monitoring of this policy.
- Employees: Adhering to the principles outlined in this policy.
- Suppliers: Complying with our ethical standards and due diligence requirements.

Due Diligence

ICDC Group Pty Ltd conducts regular due diligence to identify and address modern slavery risks. This includes supplier assessments, audits, and engagement with stakeholders to ensure compliance with our ethical standards.

Training and Awareness

We provide training and resources to our employees and stakeholders to raise awareness about modern slavery. This ensures that everyone involved in our operations understands their role in preventing and addressing modern slavery.

Reporting and Monitoring

ICDC Group Pty Ltd encourages employees and stakeholders to report any concerns related to modern slavery. We have established mechanisms to ensure that all reports are handled confidentially and appropriately. Regular monitoring and reviews are conducted to assess the effectiveness of our policy and practices.

Conclusion

ICDC Group Pty Ltd is committed to combating modern slavery and promoting ethical practices. We will continue to review and improve our policies and practices to ensure that we uphold our commitment to human rights and social responsibility.

**Signed for and on behalf of ICDC Group Pty)
Ltd T/a Magna-Power Electronics ANZ by its)
authorised representative:)**

Brian Chapman

Signature of authorised representative

Director

Position held

Brian Chapman

Name of authorised representative
(BLOCK LETTERS)

- Please note that our policy is currently under review and has not yet been officially published on the Register.