



# GOLDWIND AUSTRALIA

## GWA-CO-POL-0022 Modern Slavery Policy

### Document Approvals

Version	Date	Reason for Issue	Author	Checked	Approved
1.0	20/10/21	Compliance with Modern Slavery Act	C. Lin	C. Williamson	J.Titchen
1.1	13/10/22	Update to new version template	BS		NC
2.0	2/12/22	Refresh policy	Noel Lean	Charlie Williamson	Ning Chen
2.1	19/07/23	Inclusion of Your Call disclosure contact details	Noel Lean	Charlie Williamson	Ning Chen



## 1. Terms and Definitions

GWA – Goldwind Australia

## 2. Policy statement

Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, whether adults or children, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Goldwind Australia is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or in any of its supply chains.

Goldwind Australia is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with its disclosure obligations under Australian modern slavery legislation. Goldwind Australia expects the same high standards from all of its contractors, suppliers and other business partners.

Goldwind Australia is committed to:

- a) monitoring, consulting and auditing internal controls and procedures to identify risks of modern slavery practices in Goldwind Australia's operations under Australian modern slavery legislation, including in any of its subsidiary organisations;
- b) monitoring and consulting with its suppliers, contractors and business partners to identify risks of modern slavery practices in its supply chains;
- c) developing measures to assess and address any risks of modern slavery practices, including through due diligence in its contractual relations;
- d) monitoring the effectiveness of those measures;
- e) developing appropriate training materials and programs for its employees to comply with this policy; and
- f) preparing its annual modern slavery statement in accordance with its disclosure obligations under Australian modern slavery legislation.

## 3. Scope and coverage

This policy applies to all persons working for Goldwind Australia or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners (each a Stakeholder). This policy does not form part of any Goldwind Australia employee's contract of employment and Goldwind Australia may amend this policy at any time.



## 4. Purpose and intended outcomes

This policy is designed to assist Goldwind Australia to comply with its legal obligations under the Modern Slavery Act 2018 (Cth) and to prevent modern slavery in its businesses and supply chains.

## 5. Responsibilities

The prevention, detection and reporting of modern slavery in any part of Goldwind Australia's business or supply chains is the responsibility of all those working for Goldwind Australia or under its control. Every person working for Goldwind Australia (or on its behalf in any capacity) must ensure that they read, understand and comply with the terms of this policy and must avoid any activity that might lead to, or suggest, a breach of this policy.

Managers at all levels in Goldwind Australia are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

The Head of ESG and Government Engagement and the General Manager – Legal & Corporate Services has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it.

The Chief Executive Officer of Goldwind Australia has overall responsibility for ensuring this policy complies with Goldwind Australia's legal and ethical obligations, and that all those under its control comply with it. The Chief Executive Officer of Goldwind Australia is also responsible for approving Goldwind Australia's annual modern slavery statement and ensuring that it complies with Goldwind Australia's disclosure obligations under Australian modern slavery legislation.

## 6. Evaluation

This policy will be reviewed by the Head of ESG and Government Engagement and the General Manager – Legal & Corporate Services at least every two years to determine if any changes are required to ensure this policy achieves its intended outcomes.

## 7. Breaches & Reporting

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of Goldwind Australia's business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must



notify the Head of ESG and Government Engagement, the General Manager – Legal & Corporate Services or a General Manager of Goldwind Australia, or through our independent external disclosure service (details below) as soon as possible.

Goldwind has an independent external disclosure service (Your Call) where you can report any modern slavery breaches, wrongdoing or complaints confidentially through;

- A 24/7 website and disclosure service portal:

<https://www.yourcall.com.au/report>

(You will be required to enter the Goldwind Australia unique identifier code: **GOLDWIND**)

- Contacting Your Call directly on 1300 790 228 (7am to 12am AEST on business days).  
You can also leave a message outside of these hours for a call-back.

Remember, you can choose to make a report through Your Call anonymously or choose to identify yourself to Your Call only – Your Call will ensure your identity is kept confidential. In this instance, Your Call remains the intermediary at all times, receiving and forwarding communication between all parties.

If you do choose to identify yourself, Goldwind Australia will support and protect anyone who makes a report – you will not be disadvantaged or prejudiced as a result of reporting wrongdoing.

If using the website to make a disclosure, you will be provided with a unique Disclosure Identification Number (DIN) and access to a secure online Message Board. The online portal also allows you to securely upload any relevant documentation and/or material relevant to your disclosure if needed. Your Call remains the intermediary at all times, receiving and forwarding communication between all parties. The Message Board can be used to receive updates, share further information/evidence and request support or report retaliation. If you cannot access the Message Board, you can contact Your Call via phone (above) for verbal updates.

Your Call is also available through the National Relay Service for those who require support from this service. Simply choose your contact method at [www.relayservice.gov.au](http://www.relayservice.gov.au) and request Your Call's hotline 1300 790 228. If you have difficulty speaking or understanding English, contact us through the Translating and Interpreting Service (TIS) on 131 450 and ask for Your Call on 1300 790 228.

If you are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of Goldwind Australia's supply chains constitutes any of the various forms of modern slavery, raise it with the Head of ESG and Government Engagement, the General Manager – Legal & Corporate Services or a General Manager of



Goldwind Australia or through the Your Call external disclosure service.

Goldwind Australia aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Goldwind Australia is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of Goldwind Australia's business or in any of its supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Head of People and Culture or the General Manager – Legal & Corporate Services, or make a confidential report through the Your Call external disclosure service immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Whistleblower Policy, a copy of which can be found on our intranet and our external website.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or serious misconduct. Goldwind Australia may terminate its relationship with any other individuals or organisations working on its behalf if they breach this policy. If there are any questions around this policy or around modern slavery, please contact the Head of ESG and Government Engagement or email [operations@goldwindaustralia.com](mailto:operations@goldwindaustralia.com)

Signature:



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Ning Chen  
CEO

Effective Date: Sep 5, 2023