

SOCIAL RESPONSIBILITY & PEOPLE

Modern Slavery Statement

Statement | COR-POL-004 | Version 1.0

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Document owner	Rhiannon Frankas, Director
Approver	Daniel Frankas, Managing Director
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Effective date	On management approval
Review date	19 July 2028 or earlier following material change
Status	For approval and website publication

MISCO does not tolerate slavery, servitude, forced labour, debt bondage, deceptive recruitment, trafficking, the worst forms of child labour or related exploitation. MISCO is not represented in this statement as a mandatory reporting entity under the Modern Slavery Act; this is a voluntary commitment unless the statutory threshold or another obligation applies.

1. Purpose

State MISCO's approach to identifying and reducing modern-slavery risk in its operations and supply chains.

2. Scope

Employment, labour hire, purchasing, overseas and domestic suppliers, logistics, contractors and other business relationships.

3. Policy statement and commitment

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4. Mandatory requirements

- Use risk-based supplier due diligence considering country, sector, product, recruitment, labour intensity, subcontracting and transparency risks.
- Expect suppliers to prohibit forced and child labour, provide lawful conditions, respect worker freedom and maintain accurate employment records.
- Avoid purchasing practices that create unreasonable pressure likely to increase exploitation risk.
- Escalate missing origin, labour or ownership information where the risk is material.
- Include appropriate modern-slavery and audit or information rights in higher-risk supplier arrangements.

- Do not terminate or disengage automatically where responsible remediation can better protect affected people; prioritise safety and specialist advice.
- Record actions, findings and improvement opportunities and review the effectiveness of controls.

5. Implementation and operational controls

- Map priority supply categories and higher-risk jurisdictions.
- Integrate ethical sourcing questions into supplier approval and review.
- Train purchasing and management personnel to recognise warning signs.
- Escalate credible concerns to Directors and relevant authorities or specialist services where appropriate.

6. Roles and responsibilities

Role	Responsibility
Directors	Approve the document, provide resources, set the expected standard and review material breaches or exceptions.
Managers and supervisors	Apply the requirements in daily work, communicate expectations, retain required records and escalate concerns.
Employees and contractors	Follow the document, complete required training, protect MISCO interests and promptly report suspected breaches.
Suppliers and business partners	Meet applicable contractual, ethical, safety, quality, security and legal requirements when acting for or supplying MISCO.

7. Reporting, complaints and escalation

Concerns may be raised confidentially under COR-POL-003. Immediate danger or suspected criminal conduct should be referred to emergency services or police as appropriate.

MISCO will assess concerns proportionately, preserve confidentiality as far as lawful and practicable, prevent retaliation, and refer matters to regulators, emergency services, insurers, professional advisers or law enforcement where required.

8. Monitoring and assurance

- The Document Owner will monitor relevant complaints, incidents, nonconformities, legal or standards changes, website accuracy and overdue actions.
- Material findings will be considered through management review, internal review or corrective action as appropriate.
- Public claims and linked downloads will be checked when evidence, certification, licensing, supplier, product, website technology or business practice changes.

9. Records and retention

Approvals, declarations, registers, reports, investigations, training, complaints, correspondence and other records created under this document must be accurate, protected, accessible to authorised personnel and retained under IT-POL-003 and applicable legal, contractual and evidentiary requirements.

10. Related MISCO documents

- PUR-POL-001 Supplier Code of Conduct

- PUR-POL-002 Procurement & Responsible Sourcing Policy
- COR-POL-003 Whistleblower Policy

11. External references

- [Modern Slavery Act 2018 \(Cth\) and Australian Government reporting guidance](#)
- [Corporations Act 2001 \(Cth\), Part 9.4AAA, and ASIC Regulatory Guide 270](#)

References were verified from primary or authoritative sources on 19 July 2026. Standards are identified but not reproduced; current licensed editions and legal advice should be consulted where exact requirements determine a decision.

12. Approval and review

Role	Name	Approval / signature	Date
Document owner	Rhiannon Frankas		
Approver	Daniel Frankas		

Review due 19 July 2028, or earlier following material legislative, regulatory, standards, certification, system, operational or organisational change.

Revision history

Version	Date	Change
1.0	19 July 2026	Initial controlled issue prepared for management approval and website publication.