

	Modern Slavery Statement			
	Policy Date:	25 August 2020		
	Policy No:	BIO-POL-005	Revision No:	1
	Approved By:	Gordon Ogborne, CFO/COO		

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 12 of the Modern Slavery Act 2018 and constitutes Bioaction's response to dealing with the issue of Modern Slavery and Human Trafficking.

Organisational Background

We are a provider of odour and corrosion control systems and maintenance services, based in Tuggerah, NSW and predominantly service the water and wastewater industry. Bioaction has been supplying solutions to the wastewater and industrial markets exclusively for over 12 years. Over that time the company has developed a broad technology portfolio to deliver solutions to many of the major water authorities and regional councils throughout Australia. The business is not wedded to only one technological solution but is able to utilise its multiple technology options (biological, adsorption and catalytic) to arrive at the optimum outcome for our clients.

The company is 100% Australian owned and manufactures all its systems domestically at its main facility in Tuggerah, NSW. Our quality compliancy systems and rigorous factory acceptance testing regime ensure we meet the quality and workmanship standards expected by our clients. Bioaction's solution encompasses a whole of project process commencing at the site assessment and solution scoping phase, through design, construction, installation and commissioning to ongoing service and maintenance.

Our supply chain

We source and procure all products locally from respected brands and are committed to ensuring our supply chain maintains ethical processes.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff. We also may require our business partners to provide training to their staff and suppliers and providers.

Our effectiveness in combating slavery and human trafficking

Following a review of the effectiveness of the steps to ensure that there is no slavery or human trafficking in our supply chains we intend to regularly monitor our supply chain to ensure the ongoing effectiveness.



Larry Botham
Chief Executive



Peter Botham
Managing Director