

Modern Slavery - Policy

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, in order to exploit them for personal or commercial gain.

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

Organisational structure

We are a manufacturer and supplier of interconnect and RF components for the in the Defence, telecommunication, Mining and Transport sector. Rojone's administration, manufacturing and distribution facilities are co-located in Ingleburn NSW, Australia. In December 2018, our employee number is 62.

Our supply chains

Our Intranational supply chains include the following companies:

- Time Microwave Systems
- Pasternack Enterprises
- L-Com
- SATEL
- Global Invacom Waveguide
- Spinner
- RFS
- Commscope
- Astro Tools
- COJOT
- Coopers Antennas
- Insulated Wire
- Mobile Mark Antenna
- Nexus
- Optical Zuno
- Shirren
- Sinclair
- SmartAnt
- Tajimi Electronics

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 we have put in place a designated Modern Slavery and Human Trafficking Policy.

Our Modern Slavery and Human Trafficking Policy 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.

Certifications

- ISO9001:20015
- CAGE No: Z2D12



General Information

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Rojone's policies

One of Rojone's key values is 'respect for people'. As stated in its Human Rights Policy, Rojone does not tolerate slavery, human trafficking, forced or child labour or child exploitation. In addition to the Human Rights Policy, Rojone has various other policies which assist in managing human rights, including the following:

- Code of Conduct
- Compliance and Ethics
- Work health and Safety
- Training
- Vendor Management

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. The General Manager of Rojone has the responsibility for ensuring that this policy is enforced, and that the companies measures actively combat slavery and human trafficking.

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 provide intend to provide training to our staff. We also require require] our business partners to provide training to their staff and suppliers and providers.

John Brady, CSC
General Manger

17 December 2018