

Uplifting Solutions Human Rights and Modern Slavery Statement

In accordance with the United Nations Universal Declaration of Human Rights, adopted by the United Nations on 10 December 1948, Uplifting Solutions Pty Ltd and its employees are committed to respect for all people, regardless of their country of origin, race or religious beliefs. Uplifting follows and upholds all laws and regulations in all countries in which we operate.

While Uplifting is only a relatively small company by global standards, we recognize responsibility to respect human rights in our operations, to promote an appropriate example and make a positive global impact. We recognize that even small companies can make a difference. In addition, being aware of human rights helps Uplifting to better manage business risks.

Specific areas in which Uplifting can make a positive contribution include.

1. Child Labour

1.1 Uplifting does not engage in or condone the unlawful employment of children in the workplace.

1.2 Wherever possible Uplifting inspects the premises of its suppliers to ensure humane labour practices are applied. To this extent we have visited supplier factories in Taiwan, Indonesia, China and the USA.

2. Human Trafficking, Modern Slavery and Voluntary Labour

2.1. Uplifting respects the free choice of all persons to supply their labour.

2.2 Uplifting will not do business with, tolerate, or associate with organizations that condone or are engaged in the practice of coercing work without freedom of choice.

2.3 Uplifting seeks to ensure transparency with our employees, clients and suppliers regarding our commitment and intent to eliminate the risk of modern slavery in our operations and supply chain.

3. Freedom Against Prejudice and Discrimination

3.1. Uplifting strives to maintain an inclusive workplace free of harassment and discrimination, based on a person's status, including ethnic background, religion, sexual orientation, gender identity, age, or disability.

4. Business Investment Decisions

4.1 Uplifting always seeks to highlight human and environmental risks before technical or investment decisions are made.

5. Safe Workplace and Fair Wages

5.1. Uplifting is dedicated to providing a safe and healthy workplace and preventing accidents to employees, customers, and visitors.

5.2. Uplifting has full compliance with Australian Federal Workplace Relations System – the Fair Work Act 2009.

5.3 Australian Army Reserve. Uplifting supports veterans and employee participation in ADF reserve activities.



David Parker

Managing Director