



OASIS CAMP ANTI-SLAVERY POLICY

Oasis Camp takes a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery is not supported anywhere in our sub-contracting or supply chains, in accordance with our disclosure obligations under the Modern Slavery Act.

This policy applies to all individuals who work for us or on our behalf in any capacity, including employees at all levels, management and governing board, contractors, and suppliers.

Oasis Camp has a strong commitment to social responsibility. In formulating and delivering our services we consider our responsibility to the community, environment, our staff, and our clients.

The purpose of this policy is to:

- (a) ensure that the goods and services purchased through our supply and value chains are ethical and minimise or eradicate Modern Slavery risks.
- (b) set out the responsibilities of the Oasis Camp Inc, our employees, sub-contractors, and suppliers in observing and upholding Oasis Camp's position on Modern Slavery; and
- (c) provide information and guidance to our employees on how to recognise and deal with Modern Slavery issues.

This policy is endorsed by the Camp's board and management, who have ultimate responsibility for its implementation.

SCOPE

This policy applies to all members of the Board, management, staff, and contractors engaged and undertaking work on behalf of the Oasis Camp.

This policy applies to our operations, activities, and all our dealings with third parties whether they be with private organisations, individuals or any representatives of such persons. Compliance with this policy is the responsibility of all Oasis personnel (irrespective of an individual's particular role or responsibilities).

Oasis Camp expects our suppliers to uphold the same standards, including in dealings with their suppliers, and we commit to working in partnership with our suppliers to implement this policy.

MEANING OF MODERN SLAVERY

The Modern Slavery Act 2018 requires all Australian entities or foreign entities carrying on business in Australia that have a consolidated revenue of \$100 million or more, to publicly report on, amongst other things, risks of Modern Slavery in their operations (including investments and financial lending) and supply chains. Oasis Camp defines Modern Slavery in accordance with the definitions provided in the Modern Slavery Act 2018, that is, including slavery; servitude; forced labour; deceptive recruiting; forced marriage; debt bondage; trafficking in persons; and child labour.

ETHICAL STANDARDS

Oasis endeavours to ensure that we, and our personnel, comply with all laws related to Modern Slavery or Prohibited Business Practices (as described in paragraph 5 below), within our operations, activities, and supply chains, endeavouring to ensure:

- (a) employment is freely chosen.
- (b) child labour is not used.
- (c) a living wage is paid to all individuals.
- (d) individuals are not required to work excessive hours.
- (e) entities promote a no tolerance discrimination policy; and
- (f) there is freedom of association and collective bargaining.

The principle of ethical behaviour also governs the conduct of all our procurement activities. All personnel who procure goods, services, consultancy, and capital work must comply with the standards of integrity, professional conduct and ethical behaviour including:

- (a) to deal fairly, impartially, and consistently with all suppliers.
- (b) to maintain the confidentiality of confidential and sensitive information obtained as part of the procurement process.
- (c) to formally declare any actual, potential, or perceived conflicts of interest prior to the commitment of the procurement activity and abstain from any procurement activity where it has been deemed that an actual potential or perceived conflict of interest exists.
- (d) to examine and consider the integrity of the potential supplier, including the original source (where possible) of the product and whether there is the risk of any harmful labour practices or human exploitation (of any kind) based on the industry, location of the supplier or other factors; and
- (e) to ensure that the documentation is maintained to be able to reasonably demonstrate that procurement decisions and purchases were made in accordance with relevant procurement procedures and all other Company policies and applicable laws.

PROHIBITED BUSINESS PRACTICES

Our zero-tolerance stance to modern slavery must be conveyed to all suppliers, contractors, and business partners from the beginning of our commercial engagement with them and reinforced as needed subsequently.

SUB-CONTRACTORS AND SUPPLIERS

We ensure to the best of our ability that all our suppliers and sub-contractors follow the following requirements related to risks of Modern Slavery before entering any supplier contracts.

Oasis engaged suppliers & sub-contractors must adhere to the following:

(a) must not employ children under the legal age of employment in any country or local jurisdiction. Workers under the age of 18 must only perform work in accordance with legal requirements (e.g. with regards to working time, wages and working conditions) and subject to any requirement regarding education or training.

(b) must not use any form of forced, bonded or involuntary labour. All labour must be voluntary. Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits or any other personal legal documents).

(c) must comply with all applicable national laws and mandatory industry standards regarding working hours, overtime, wages, and benefits. Suppliers must pay workers in a timely manner and clearly convey the basis on which workers are being paid.

(d) The workers of the supplier/sub-contractor must be free to join or not to join a union/employee representation of their choice, free from threat or intimidation.

(e) Suppliers must promote an inclusive work environment valuing the diversity of its workers. The supplier must not discriminate or tolerate discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin, or any other characteristic protected under applicable laws.

(f) to strive to implement the standards of occupational health and safety at a high level by applying a health and safety management approach appropriate to their business.

TRAINING AND COMMUNICATION

Our employees who are likely to be exposed to modern slavery practices or risk factors will receive relevant training at appropriate intervals on how to implement and adhere to this policy.

WHO IS RESPONSIBLE FOR THE POLICY?

The Oasis Camp Board has overall responsibility for ensuring this policy complies with Oasis Camp's legal and ethical obligations, and that all those under our control comply with it.

The Oasis Camp Manager has primary and day-to-day responsibility for implementing this policy and will ensure those reporting to him are made aware of

and understand this policy. This policy and Oasis Camp's internal contracting and procurement systems will be subject to regular reviews to provide assurance that they are effective in countering Modern Slavery.

HOW TO RAISE A CONCERN

Oasis Camp supports and encourages personnel to raise any genuine concerns about Modern Slavery matters with the Manager or Board. We encourage our personnel and suppliers to report any instances that suggest that there is a risk, potential or actual, of Modern Slavery occurring in the supply chain, activities or operations of Oasis Camp or its contractors.