



Modern Slavery Policy

Koala For Work Ltd | Effective 28 September 2026

Koala For Work Ltd opposes slavery, forced labour, servitude and human trafficking. This policy sets the standards we expect in our own work and from the suppliers and contractors who help us provide digital software.

Our standards

Work must be voluntary. No person may be made to work through threats, coercion, debt, withheld pay or retention of identity documents. Koala does not tolerate child labour, trafficking or exploitative recruitment fees. People working for Koala must receive clear terms, lawful pay and a way to leave their work in line with their agreement and the law.

Suppliers and contractors

Koala will use proportionate checks when selecting suppliers and contractors, with closer review where the service, geography or labour model creates greater risk. We will communicate our standards, ask questions where there are warning signs and avoid or end relationships when serious concerns are not resolved. We will keep records of the checks and decisions we make.

Warning signs and response

Warning signs may include withheld identity documents, restricted movement, unexplained recruitment fees, wages paid to someone else, unsafe working conditions or a worker who appears unable to speak freely. Anyone who notices a concern should report it to Valerie Oyiki at valerie@koalaforwork.com. Do not investigate by confronting a suspected exploiter or put a potential victim at further risk. Where a person is in immediate danger, contact emergency services. Koala will assess the concern, seek specialist advice where needed, cooperate with relevant authorities and prioritise the safety of affected people.

Communication and accountability

The Director will make this policy available to people working for Koala and relevant suppliers. People may raise concerns in good faith without retaliation. Koala will review any reported incident, record the action taken and improve its checks when a gap is found.

Ownership and review

The Director owns this policy, will communicate it to people working for Koala, and will review it at least annually and after a material change in the business or a reported concern. This policy is effective from 28 September 2026.

Approved by

Valerie Oyiki
Founder, Koala For Work Ltd

Signature: _____

Date: 28 September 2026