



**MODERN
SLAVERY
STATEMENT**

Hansen Yuncken was founded in 1918 and is a major privately owned construction company operating in Victoria, New South Wales, Tasmania, South Australia and Queensland.

Our corporate values form part of who we are and where we want to be. They are simple, relevant and are integral to our future growth.

- Inclusive** Think and act respectfully with an open, inclusive and National mindset.

- Rigour** Our continued process of evaluation and growth contributes to evolving process, company culture and industry.

- Responsibility** Through integrity and care, we can make a difference.

- Accomplished** Our commitment to excellence through collaboration, allows us to take pride in our achievements.

The purpose of this statement is to document the steps taken and continues to take to ultimately eliminate modern slavery within the business and the supply chain.

This policy should be read in conjunction with our Vision Statement, Code of Conduct and Company Culture policies.



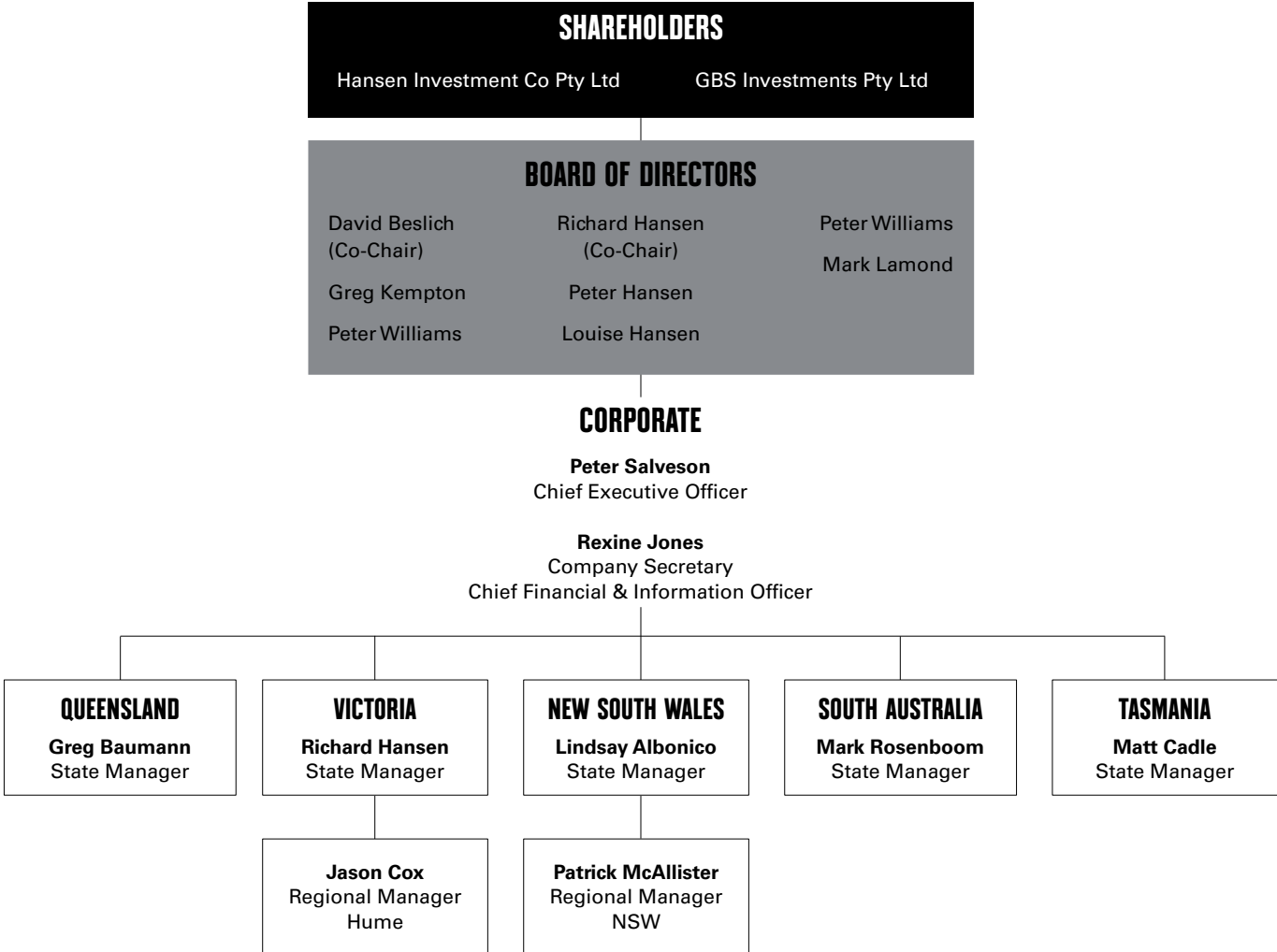
STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Hansen Yuncken Pty Ltd is owned by GBS Investments Pty Ltd and Hansen Investments Co Pty Ltd and operates in five states of Australia.

Hansen Yuncken does not own or control any other entities and as such, there is no further consultation required under s.16(1)(f) of the Modern Slavery Act 2018 (Cth).

Our operations are such that the Chief Executive Office reviews and endorses policies and statements annually, to ensure these remain consistent with current business and industry activity.

The supply chain will be contracted through a variety of forms via the five branches or through corporate itself. Each state branch will have an obligation to report on a bi-annual basis the status of actions undertaken by the branch to minimise the risk of modern slavery.



RISKS OF MODERN SLAVERY PRACTICES

In 2016, there was an estimated 40.3 million people subjected to modern slavery around the world and there could be as many as 15,000 victims in Australia. This may represent itself in Australia as unfair payment practices, inappropriate accommodation, passports being removed and threats of violence. We need to be vigilant on site if we suspect that workers are at risk of modern slavery.

“Modern slavery is not something that happens ‘over there’ that we don’t have to think about. If we care about the people who make our products we can make a difference.”

_Walk Free Co-founder, Grace Forrest

99% of our purchases through our supply chain are direct with Australian businesses but through this process we will endeavour to focus on those trades or materials which could pose a risk of modern slavery.

Diligence Exercise

We have a supply chain of over 15,000 businesses across Australia registered on HYway and these have been sorted into 95 categories or trades.

We have now introduced measures into all contracts and mandate compliance for all new subcontractors and suppliers.

Some construction materials are procured internationally, with extensive supply chains that inhibit transparency.

ACTIONS TAKEN TO ADDRESS RISK

This financial year we plan to undertake the following actions identified in the 2020 Modern Slavery Workshop.

Training

Each year we will endeavour to conduct a general awareness seminar in each of our areas of operation to provide awareness to Hansen Yuncken employees of our obligations and seek their input as to where, as a company, we should target our attention either immediately or during the next financial year.

Survey

As a result of our previous survey of high labour content companies and following our Modern Slavery Risk Workshop, we propose to survey:

- Ceiling and partition companies
- Scaffolding companies
- Reinforcement fixing companies

Poster

Following the Modern Slavery Workshop conducted in 2020, we propose a modern slavery poster be displayed at each construction site to encourage reporting via the Hansen Yuncken Whistleblower Policy.

General Induction

Hansen Yuncken requires all workers on their sites to undertake a General Induction, primarily relating to WHS issues and awareness. We propose to include a section outlining and highlighting modern slavery risks and encourage reporting via the Hansen Yuncken Whistleblower Policy.

Modern Slavery Risk Workshop

We will again undertake a workshop to identify high risk categories of our supply chain to target another subset of organisations which may present a risk to Hansen Yuncken and modern slavery.

ASSESSMENT OF EFFECTIVENESS

Training

Employees have undertaken internal training utilising the [e-Learning module](#) located on the Modern Slavery Register website. We understand this is an ongoing process, requiring a refresher training every year.

Contracts

Hansen Yuncken contracts contain special conditions advising our supply chain of our commitment and expectations we have of them as supply partners. This integration has been a seamless process with minimal challenges.

Temporary Labour Agencies

We surveyed 74 businesses engaged by Hansen Yuncken across all states that Hansen Yuncken operate in with very high labour content. Organisations include the following:

- Labour hire companies
- Final clean
- Security
- Traffic control

The results are as follows:

- 96% were aware of the Modern Slavery Act and its purpose
- Only one company had recruited employees from overseas
- 16% of respondents use short term contracts
- Only one company provides accommodation as part of their employment contracts
- 54% have taken measures to identify modern slavery in their supply chain

Overall, we believe it was an effective exercise to raise awareness throughout our supply chain and understand and identify potential risks.

New Supply Chain Organisations

All new suppliers and subcontractors commit to compliance with the Modern Slavery Act.

Modern Slavery Workshop

A workshop was undertaken to identify all high labour content subcontractors engaged by Hansen Yuncken which allowed the aforementioned survey to be conducted.

We also identified the following trades to undertake a similar survey:

- Ceiling and partitions
- Scaffolding
- Reinforcement fix

We proposed that an engaging, informative poster be displayed on each site to encourage reporting of modern slavery issues.

We also proposed the inclusion of a modern slavery section in the Hansen Yuncken General Induction.

Approval of the Board

This statement is made pursuant to s.13 of the Modern Slavery Act 2018 (Cth) and s.24(2) of the Modern Slavery Act 2018 (NSW) and constitutes our Modern Slavery Statement. The statement has been approved by the Board of Directors who will review and update it as necessary on an annual basis.



Peter Salveson
Chief Executive Officer
September 2023