

## Modern Slavery Statement

This Modern Slavery Statement is made voluntarily in accordance with Australian Commonwealth Modern Slavery Act 2018

The Australian Government describes Modern Slavery as situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute Modern Slavery can include:

- human trafficking
- slavery
- servitude
- forced labour
- debt bondage
- forced marriage; and
- the worst forms of child labour

Modern Slavery can occur in every industry and sector and has severe consequences for victims. Modern Slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities.

Better Build Constructions Pty Ltd is not required by Commonwealth law to submit a Modern Slavery Statement. This statement is voluntary only.

### **About Us**

Better Build Constructions Pty Ltd conducts commercial construction, fit out & refurbishment services for clients across the majority of Australia. Our business and administrative center operates from Brisbane, Queensland.

### **Our People**

Our direct workforce is predominantly made up of qualified and skilled staff and we consider the risk of Modern Slavery occurring amongst our staff to be low. We are a living wage employer and have committed to meeting the living wage for all our workers and where applicable, we expect our suppliers to adopt the same principle. All new staff must comply with our company policies by adhering to the highest standards of ethics, integrity, and clarity that we oppose all forms of unfair discrimination or victimisation.



### **Our Supply Chain**

Our supply chain is varied and includes local and national consultants, subcontractors, labour agencies, product and material suppliers, ranging from highly skilled professionals to semi-skilled labour and includes both large and small businesses.

### **Our Stance Against Modern Slavery**

We are committed to maintaining and continually improving our systems and processes to avoid any involuntary involvement in any human rights violations pertaining to our operations, our supply chain or services. We reject any and all forms of Modern Slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour.

All our staff are appropriately remunerated for their work and all apprenticeships are undertaken in accordance with government guidelines to ensure they are not exploitative. We do not employ child labour.

### **Training on Modern Slavery**

Better Build Constructions Pty Ltd has an open channel of communication with their staff, subcontractors and suppliers and the matter of Modern Slavery is discussed in our monthly office meetings, the Managing Director discusses the risks of Modern Slavery and encourages their staff to be aware and constantly have an open discussion with Better Build Constructions Pty Ltd Suppliers and Subcontractors.

### **Our risk assessment and due diligence**

We assess the risk of Modern Slavery taking place in our business by identifying and managing any areas of concern within our business operations, any external suppliers and contractors.

<b><i>Potential Modern Slavery Risk</i></b>	<b><i>Actions To Mitigate</i></b>
Non-compliance with our labour standards in the supply chain including health and safety, working hours, wages, forced labour and child labour, and freedom of association	Before we contract with a new supplier/sub-contractor we assess a risk against our criteria. Our standard is incorporated in our purchasing agreements. We aim to build long-term direct relationships with supplies/sub-contractors to work with them to safeguard human rights. We keep our Project Management team up to date on our ethical sourcing and human rights commitments and how their actions may impact workers' rights.
Non-compliance with broader human rights which can be connected to or indicative of Modern Slavery risk, including employee rights to equality, fair pay, safety and privacy.	<p>We have taken the following actions to manage the risk and have several documents and processes in place which supports our efforts to ensure Modern Slavery does not exist in Tier 1 suppliers:</p> <ul style="list-style-type: none"> <li>• Corporate &amp; Social Responsibility &amp; Sustainability Policy</li> <li>• Ethics Policy</li> <li>• Industrial Relations Policy</li> <li>• Subcontractor Agreement (including Purchase Order)</li> <li>• Annual external accreditation against ISO Standards AS/NZS 4801:2018 Health and Safety; AS/NZS ISO 9001:2015 Quality and AS/NZS ISO 14001:2015 Environment</li> </ul>

### **Grievance Mechanism**

Grievance mechanisms help businesses to identify adverse human rights impacts in operations and supply chains and enable their remediation. Better Build Constructions Pty Ltd encourages their staff to report any act of Modern Slavery to the Managing Director who will then assess and take the appropriate action. Better Build Constructions Pty Ltd is committed to taking appropriate action to cease or prevent the impact from any grievance reported that would have an adverse impact as a result of Modern Slavery acts.

**Responding to reports on Modern Slavery and Whistle Blowing.**

The following steps are to be taken in case of any Modern Slavery signs. The steps show the process to be followed should there be a suspected case of Modern Slavery. Any suspected instances of Modern Slavery are to be reported to the Managing Director in the first instance who will investigate further and might seek appropriate advice from the Modern Slavery Helpline (02 9514 8115).

**Step 1**

When a worker detects issues or concerns of Modern Slavery from within the work site environment, the foreman must report this directly to the Project Manager regardless of the knowledge, fact or information.

**Step 2**

The Project Manager will provide the information directly to the managing Director. Details of the information will include date, time, when and who was on site. The subcontractor supplying the labor must also be noted.

**Step 3**

The Managing Director will then seek further help from Modern Slavery Helpline to ensure whatever action taken will not affect the worker. The Managing Director will also discuss these issues with the subcontractor or worker involved.

A review of the actions and the effectiveness of this policy will be completed at the Better Build Constructions Pty Ltd Management Review Meetings and the Monthly Office Meetings.

Approved



Angelo Galano  
(Managing Director)

Date: 01/07/2023