

## About Carter Grange Homes:

This is a Modern Slavery Statement for Carter Grange Homes Pty Ltd (ABN 58 143 426 779) for the period between the 31<sup>st</sup> of December 2020 and the 30<sup>th</sup> of June 2021, in accordance with section 13 and 16 of the Commonwealth Modern Slavery Act of 2018.

Carter Grange Homes Pty Ltd is a privately owned construction and design company, specialising in residential home builds. With over 1000 homes built across the wider city of Melbourne, Victoria since its creation in 2010 and garnering over 130 employees, there are many facets of supply chains in use across the expanse of our business and construction scope. Covering aspects such as design, marketing, sales, construction, maintenance and administrative roles, we use a variety of supply chains and services including but not limited to:

- Construction supplies, tools, materials and general goods
- Trades and labour; both specialised and broad
- Business support services including Human Resources, technology, marketing, document design and printing, business strategy, finance and sales.



## Risks of Modern Slavery in our Supply Chains:

Carter Grange Homes engages with numerous supply networks and chains that span across the Australian continent and across the globe. Whilst the companies that we associate with are Australian based they may source their goods and materials from abroad they are governed by Australian law and legislation.

After undertaking substantial research and performing assessment of suppliers and contractors, and their line of ethical regard across the production of their business, we determine that they have a little to no negative links or exposure to slave trades.

The physical goods in which we source our raw building materials from, are sourced via an extended connection between our supplier and their subcontractor supply chains which Carter Grange Homes have no interactions or dealings with. We acknowledge that, despite our best efforts, the likeliest brush with modern day slavery may be indirectly of Carter Grange Homes and external dealings of our supplier's contractors. This may particularly be the case if our suppliers source their materials through sub-contracting, with the potential that they are based/operate outside of Australia.

Regarding labour and services undertaken by employees, contractors and those in our line of supply chains, we stand to advocate for the rights of our employees and the rights of internal and external stakeholders no matter their presence inside or outside of our company. We only engage business relationships with reputable suppliers who have been shown to have no allegations of misconduct, ethical fallacies or deception on a corporate responsibility scale and a lawful scale.

## Actions taken to assess and address Modern Day Slavery risks

Carter Grange Homes upholds itself strongly in a lawful and diligent approach to our own ethical practices and associations surrounding our business relating to work rights, internal and external public safety, and abiding by legal parameters and legislation put into place to ensure the necessary

steps are taken to minimise the industry of slavery. We as a business hold our suppliers to the same code of conduct and legal obligation to ensure the above conditions are followed.

We outline these expectations explicitly to our contractors and suppliers before and during any dealings are finalised. Upon request, our suppliers must supply sufficient evidence of their conduct regarding their sub-contractor dealings, supply chains and their own operations, to assure that they are following modern day slavery laws in an upfront and honest manner.

Carter Grange Homes conduct consistent meetings with our suppliers to examine the current workflow and reiterate an understanding of our ethical values and ensure our suppliers are both continuing to adhere to our code of conduct and legal conduct.

We as a company choose our suppliers with the expectation that they are working with subcontractors with the same levels of efficacy and will discontinue our relationship if evidence of unlawful or unethical conduct has become known.

## Assessing our Effectiveness

To maintain our effectiveness in maintaining a consistent handle on our supply chain coordination to act against any contact of slavery via Carter Grange Homes or our supplies, we strive to:

- Meet consistently with contractors and suppliers to assess potential risks and compile solutions towards minimising any compromise of slavery or unethical practices within any facet of our supply chains.
- Undertake any necessary checks of evidence that the Australian Government's legal conduct in regard to slavery and fair work are upheld by our contracts and suppliers.
- Ensure that training is offered to all staff members on the legislation of modern-day slavery and provide avenues of learning and discussion on this matter are encouraged.
- Maintaining that we remain open and honest about our relationships with suppliers and that all information be transparent.

## Our Business Core

Carter Grange Homes has emplaced many policies and procedures regarding human rights and the support of them. These policies are centred around preventing issues in the workplace including:

- Bullying, harassment, discrimination and prejudice
- Human Resources abuse and toxic work cultures
- Sexual and identity discrimination
- Unfair and unjust work and life balances
- Unethical supply chain and contractor connections

## We aim to offer:

- A fair and supportive environment
- Liveable and satisfactory wages
- Assurance of human rights to anyone directly or indirectly associated with our company
- Performance management discipline
- Privacy

Carter Grange Homes promise to review production and supply chains to ensure that all aspects meet this ethical and lawful conduct and promote business practices to meet all requirements surrounding eliminating slavery and encouraging worker rights.


We stand against any acts of slavery or relation thereof in all forms and are committed against procuring and endorsing suppliers who have/had any form of action in modern day slavery. Carter Grange Homes stand to maintain our due diligence in this issue and are committed to minimising any risk of interception between our business and the issue of modern-day slavery by any means possible.

## Approval:

This statement has been approved by the board of Directors of Carter Grange Homes Pty Ltd on the 14<sup>th</sup> of June 2022.

X   
David Walsh  
Director

X   
Gerald Stutterford  
Director

X   
Rohan Forrest  
Director

