



erilyan

Modern Slavery Statement

FY23



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■ Introduction

Erilyan Group (the Company) recognises and values human rights and is committed to maintaining and improving systems and processes according to ethical, professional and legal standards to avoid complicity in modern slavery or human rights violations related to the Company's operations, services and supply chain.

The Company operates in a fair, honest and open manner and is committed to managing our responsibilities in relation to modern slavery within the Company and in our dealings with external stakeholders and does not tolerate any forms of slavery and human trafficking.

The Company acknowledges that modern slavery severely exploits and diminishes people's basic human rights.

We are completely against all forms of modern slavery and endeavour to ensure that no practices or situations are in place that might allow any form of modern slavery to develop within our business. This includes not only the Company, but any supplier, external stakeholder or other entity that we work with or for.

This is Erilyan's inaugural Modern Slavery Statement and covers the reporting period 1 July 2022 to 30 June 2023. This statement has been developed in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and confirms the approach taken by Erilyan to review, assess and address the risk of modern slavery in our business operations and supply chain.



■ Structure, Business Operations and Supply Chain

Overview

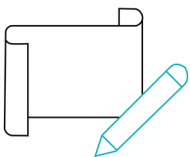
Erilyan is a privately owned Australian construction company that delivers end-to-end construction solutions across New South Wales, Victoria and Queensland. At the time of completing this statement Erilyan employs 78 people who work within our construction consultancy, commercial construction, and asset improvement divisions.

Since our beginning in 2011, Erilyan has taken a 'what you see is what you get' approach that builds ongoing partnerships with strong results. 93% of our clients re-engage us which speaks volumes about our track record in completing contracts on-time, within-budget and to the highest standards of quality and safety.

At Erilyan, we are committed to operating transparently and with integrity and our model of construction delivery enables us to work pro actively with our supply chain to have a positive impact on our clients, our people, and our trade partners.

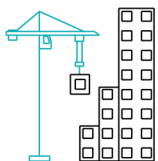
We recognise that modern slavery is a global issue, and the construction sector has a significant risk due to the reliance on subcontractors and complex supply chains used to deliver construction projects. As a business operating in this sector, we are committed to understanding our risks and working with our supply chain partners to eliminate modern slavery in our business operations.

Erilyan's business activities are supported by offices in Sydney and Melbourne. The company operates in the non-residential construction industry and provides services across three main areas:



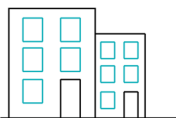
Construction Consulting

Delivering end-to-end integrated development and project solutions for clients



Commercial Construction

New build projects focusing on health and data centres.



Asset Improvements & Modifications

Delivering upgrades of assets, remedial repairs and small works projects.

The Erilyan Way

Our true partnership model starts at the conceptual stage and continues through design and approvals to construction and completion. Our commitment to, open communication, transparency and honesty, aligns with the aims of the modern slavery legislation and our business value:



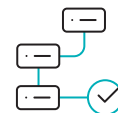
Genuine

By being genuine and up-front we offer real authenticity and reliability building trust and forming ongoing partnerships.



Progressive

Our focus on quality and innovation has seen us stand out within the construction industry, thinking outside-the-box to solve complex technical challenges.



Efficacious

Highly skilled, seasoned, and focused on delivering outstanding results, we prioritise efficiency in managing each project – ensuring completion on-time and within-budget.

Our People

At 30 June 2023, Erilyan employed 78 staff nearly all of whom are direct employees through permanent full and part time, maximum term, and casual contracts.

Our contractual arrangements, documentation and employee policies have been confirmed as compliant with the Fair Work Act and related employment legislation and standards.

Our diverse workforce consists of construction professionals, including project-based contract administrators, engineers and project managers. This core workforce is supported by a range of professional services that include accounting, marketing, estimating, information technology and general management.

Our workforce is supplemented by skilled independent contractors or temporary agency and labour hire arrangements where we work with pre-qualified organisations that provide these services.

We are committed to providing an inclusive and diverse workplace where employees, contractors and consultants feel supported and are treated equitably, fairly and with respect.

To do this, Erilyan ensures that the contracts with recruitment agencies and labour hire employers meet the minimum requirements of the Fair Work Act and other State and Federal employment legislation and standards.



Our Supply Chain

In addition to our direct employees, Erilyan engages subcontractors, suppliers, consultants, and service providers to deliver packages of works for our projects. We manage a significant number of subcontractor business at any one time and through this supply chain, Erilyan directly and indirectly procures product, materials, and services for projects and broader business operations.

Erilyan's supply chains include:

- Manufacturing, production, supply, and transportation of construction materials
- Services that support the delivery of business operations such as security, cleaning, labour hire, professional services
- Trade partners and supply chains of our clients, subcontractors, consultants and suppliers.

Erilyan engages organisations to provide professional services such as engineering, design, cost analysis and HR consultants. However, the largest exposure to modern slavery risk in our supply chain is through subcontractors who deliver packages of work on our projects and who typically represent about 80% of total project delivery cost. Subcontractors generally provide labour and materials, and, in many instances, these subcontractors engage their own subcontractors and materials suppliers.



Procurement Process

Erilyan have procurement processes that require subcontractors and suppliers to comply with specific contractual conditions and policies, including modern slavery that aims to educate our employees, contractors, trade partners and suppliers about the risks of modern slavery, how to spot them and what to do about them.

In the reporting year, Erilyan sourced materials and services from suppliers and subcontractors for project delivery and to ensure the efficient running of business operations. These included:

- Construction materials and services.
- Labour hire and temporary staff supplied by recruitment agencies.
- Technology: computer hardware and software, cloud services, printers, video conferencing equipment.
- Office and project services: office maintenance services, utilities, cleaning and security and office consumables, hospitality and catering for events and projects.
- Professional services: external legal support, insurance, banking, and financial services (accountancy, bonding), design and engineering consultancy, HR and strategy consulting, marketing and branding and training providers.
- Erilyan branded merchandise for staff.
- Personal protective equipment, including work boots, hard hats, safety glasses, ear protection, gloves, high visibility vests.

Most materials and services are sourced from Australian-based businesses. However, there is a need to use overseas based suppliers for specialist materials or equipment, or when there is not enough capacity in the local supply chain to meet the project program or cost requirements.

■ Identifying and Assessing Modern Slavery Risks

With the inherent risk of modern slavery in the construction and property sectors, it was critical to undertake a review of Erilyan's business operations and supply chain.

The focus during this inaugural reporting period was to develop and implement a structured approach for identifying modern slavery risk in the supply chain and to ensure that the systems and processes in place are effective in lessening or eradicating the risk of modern slavery.

This review identified specific modern slavery risks that could impact the business through the supply chain.

Labour Hire / Construction Workers: exploitation of migrant workers (especially those on temporary visas) and those workers for whom language barriers exist, through underpayments, indentured workers and coercion to use sham contracting arrangements to avoid paying employment benefits.

Branded Merchandise: Sourcing of clothing and other company merchandise are often sources from high-risk overseas geographies that have weak labour legislation, low wages, poor safety record and history of child labour.

Materials: procuring raw materials such as bricks, tiles, cement, stone and timber from high-risk geographies heightens the risk with potential for child and forced labour.

Product and Equipment: The sourcing and use of manufactured products, such as HVAC and electrical products with the need for multiple components and mechanical products such as lifts, provides an additional supply chain risk.

High Risk Trades / Subcontractors / Suppliers: Specific suppliers of services such as cleaning and security have been identified as high-risk. Trades who experience significant variations in labour requirements, or who have low skilled workers, are at higher risk.



■ Preventing Risk

During the reporting period, Erilyan has taken the following actions to lessen the risk of modern slavery happening in our business operations and supply chain.

Category	Detail
Policy and Process	We developed a Modern Slavery Policy that is provided to employees, suppliers, consultants and subcontractors which aims to educate them on the risks of Modern Slavery and to require compliance with the policy.
Contractual Arrangements	<p>Reviewed the standard terms and conditions for suppliers, consultants and subcontractors to include provisions which require them to:</p> <ul style="list-style-type: none">• Confirm that modern slavery does not exist in their supply chain.• Provide statutory declarations that employment legislation and national employment standards and complied with to mitigate the risk of underpayments.• Provide confirmation that all their workers have the right to work in Australia.
Procurement Process	Updated the tender review process to include mandatory questions to address Modern Slavery concerns that can be assessed by the Commercial team through the tender assessment process.
Risk Management	Added a specific section for modern slavery in our risk register that is part of our management system. The business wide risk register is used to assess future risk and allocate an impact rating of low/medium/high and describes mitigation factors to reduce risk. The register is reviewed with the Senior Leadership team annually and actions delegated to relevant team members.

■ Action Plan 2023 – 2024

Over the next 12 months we will build on the work done to date with some specific actions that will engage and educate our teams, our subcontractors, consultants, and suppliers about Modern Slavery.

Key Actions	Detail
Supply Chain	<p>Map the key subcontractors in each State that have contracted with Erilyan during the reporting period to assess the risk of Modern Slavery:</p> <ul style="list-style-type: none"> • Identify Subcontractors and suppliers that are at the greatest risk of modern slavery practices based on location, trade (eg formwork as high vs traffic control which is medium); • Assess risks against each subcontractor; and • Engage with the subcontractors to ensure they are aware of the risks, and they act to mitigate them.
Governance	Review the governance structure for Modern Slavery and other related matters and nominate responsible people, teams and / or leaders to identify opportunities to develop processes and systems in relation to Modern Slavery.
Governance	Engage an external expert to advise Erilyan and advise on best practice to manage the risks of modern slavery and to review the processes and undertake a gap analysis.
Reporting	To further strengthen governance and controls, ensure regular reporting on progress of the action plan to the executive team and advisory board.
Training	Ensure that new employees are inducted into the modern slavery policy and relevant processes for their role
Policy and Process Review	Reviewing the Modern Slavery policy and business processes annually and undertake benchmarking against industry standards to maintain knowledge and ensure the business is up to date.

Measuring Effectiveness of the Actions

We will track progress against these actions throughout the reporting period. We will share regular updates on these actions, including any barriers, challenges and issues and those we have completed or progressed as part of the reporting for the senior leadership team.

We will report on each of these actions in the 2023–2024 reporting period.

■ Consultation and Approval

This is the first statement prepared by Erilyan and we recognise that we will need to focus on embedding these processes into our business operations. We are focused on developing our awareness, understanding and response to the risk of modern slavery and the impact on our business operations and supply chain.

This statement has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth). It describes how Erilyan has addressed modern slavery risks for the reporting period 1 July 2022 to 30 June 2023.

This statement has been prepared and issued by Erilyan Group Pty Ltd [ACN 664 334 767] and covers Erilyan Pty Ltd [ACN 152 249 548] and Erilyan Projects Pty Ltd [ACN 605 502 261]. Each are a reporting entity for the purposes of this Statement and references to 'Erilyan', 'Company', 'we', 'our' are references to the reporting entities and the entities they own and control.

This statement has been approved by Karl Mayoh, Joint CEO and Founding Director and Tim Curtin, Joint CEO and Founding Director, the responsible person(s) as defined by the Act.



Karl Mayoh

Joint CEO | Founding Director

13 December 2023



Tim Curtin

Joint CEO | Founding Director

13 December 2023



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