

Modern Slavery Statement 2024

Introduction

Middy's has grown from a door-to-door sales business to a network of 110+ branches across Australia to be Australia's largest independent electrical wholesaler through our dedication and attention to customer and industry needs within the electrical industry.

Founded in 1928 by Petrus Cornelis Nicholaas Middendorp, the company remains 100% Australian owned, independent, and family run.

With National Branch Support Centre based at 357 Ferntree Gully Road, Mount Waverley, Middy's employees over 700 staff Australia wide.

Identification, Operations, and Supply Chain:

This modern slavery statement is made under the Modern Slavery Act 2018 (Cth) and sets out the actions we have taken to assess and address modern slavery risks in our operations and supply chains.

Middy's acknowledges its responsibility to combat modern slavery and human trafficking in all aspects of its operations and supply chain. As a leading provider in the electrical industry, we recognise the potential risks associated with our operations and are committed to ensuring that our business practices uphold the highest ethical standards.

Risk of Modern Slavery:

We have identified that modern slavery and human trafficking pose significant risks within our operations and supply chain. These risks may manifest in various forms, including forced labour, debt bondage, and exploitation of vulnerable workers. We understand the importance of proactive measures to mitigate these risks and prevent their occurrence. Along with this Modern Slavery Statement, Middy's has a comprehensive suite of company policies including a Company Code of Conduct, a Whistle Blowing Policy, and an Anti-Bribery and Corruption Policy.

Operational Risks:

Within our own operations, we recognise the potential for modern slavery to occur, particularly in sectors where labour-intensive work is prevalent. We are vigilant in monitoring our recruitment practices, employment conditions, and workplace environments to ensure compliance with applicable laws and regulations.

Supplier Risks:

Our supply chain extends globally, exposing us to diverse supplier networks. While we strive to partner with reputable suppliers, we acknowledge the possibility of modern slavery occurring within their operations or those of their sub-contractors. We understand the importance of assessing and addressing these risks throughout our supply chain.

Actions to Assess and Address Modern Slavery:

Middy's is committed to taking decisive actions to assess and address modern slavery within our operations and supply chain. These actions include:

- Conducting regular risk assessments to identify potential areas of vulnerability.
- Implementing robust due diligence processes for new suppliers and subcontractors.
- Engaging with suppliers to promote awareness of modern slavery risks and expectations for ethical conduct.
- Providing training and resources to employees to recognise and report instances of modern slavery.
- Monitoring and evaluating the effectiveness of our policies and procedures in preventing modern slavery.

Effectiveness:

The oversight of Modern Slavery risk assessment, management and control at Middy's has been delegated by the Board to the Senior Leadership Team. This team reports to the Board on a regular basis through the CEO. We recognise that combating modern slavery is an ongoing effort that requires continuous evaluation and improvement. We are committed to measuring the effectiveness of our actions through key performance indicators, stakeholder feedback, and independent audits.

Operational Actions:

Internally, we have implemented policies and procedures to safeguard against modern slavery, including strict recruitment practices, employee welfare programs, and grievance mechanisms.

We always prioritise the well-being and rights of our employees.

Supply Chain Actions:

Externally, we work closely with our suppliers to promote transparency and accountability throughout our supply chain. Through collaborative initiatives, we strive to address modern slavery risks collectively and foster sustainable practices across our industry.

Consultation and Note from Our Principle Governing Body:

This statement has been made by Middendorp Electric Co Pty Ltd in consultation with key stakeholders with approval from the Board of Directors for the financial year ending 30 June 2024

It reflects our firm commitment to combatting modern slavery and upholding human rights principles in all aspects of our business.



Nick Collins

Chief Executive Officer
MIDDENDORP ELECTRIC CO PTY LTD

14th November 2024