

Forest One Group Pty Ltd (FY24)

Background

Modern slavery includes the most severe forms of employment exploitation. It is defined as an umbrella term to encompass situations where employees are not free to leave their employment due to a real fear of reprisals, be they economic, physical, or mental.

Modern slavery describes 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
- The worst forms of child labour

Modern slavery is a term used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers, though these practices are also harmful and may be present in some situations of modern slavery.

The Commonwealth Modern Slavery Act 2018 (the Act) entered into force on 1 January 2019. The Act established a national Modern Slavery Reporting Requirement (Reporting Requirement).

This Reporting Requirement applies to large businesses and other entities in the Australian market with annual consolidated revenue of at least AUD\$100 million.

Entities required to comply with the Reporting Requirement must prepare annual Modern Slavery Statements.

These statements must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains. The Australian Government publishes these statements through an online central register.

Modern Slavery and Human Trafficking Disclosure Statement

The Reporting Entity (Mandatory Criteria 1)

This Modern Slavery and Human Trafficking Policy and Disclosure Statement (Statement) is made pursuant to the Modern Slavery Act 2018 (Cth) (the Act) by the **Forest One Group** (ForestOne) comprising Global Wood Pty Ltd (ACN 632 960 206) and its wholly owned subsidiaries:

- Forest One Group Pty Ltd (ACN 004 560 605)
- Forest One Australia Pty Ltd (ACN 004 051 003)
- Crown Timber Australia Pty Ltd (ACN 609 154 592)
- Forest One International Pte Ltd (UEN 201532174R)
- Monsbent Pty Ltd (ACN 002 820 117)
- D&R Henderson Pty Ltd (ACN 000 449 392)

About ForestOne: Structure, Operations and Supply Chains (Mandatory Criteria 2)

ForestOne is an Australian, privately-owned wholesale distributor and manufacturer of wood panel, timber, and decorative surface materials. The business is located in all major Australian capital cities including Melbourne, Sydney, Brisbane, Perth and Adelaide, as well as Cairns and Townsville. The Group's presence extends internationally with wholly owned ForestOne International satellite offices in Singapore, Kuala Lumpur and London servicing wholesale companies throughout Asia and Europe.

The supply chain for ForestOne includes the forestry industry within the areas of harvest across the globe and within the global timber manufacturing industry in countries where the materials are transformed into construction materials. The operation of ForestOne's offices, manufacturing and warehouses involves supply from various building maintenance industries and office consumable businesses. ForestOne's supply chain includes the purchase of international transportation and customs services for its products.

ForestOne meets the reporting criteria under the Australian Commonwealth's Modern Slavery Act 2018.

Risks of Modern Slavery Practises in Operations and Supply Chains (Mandatory Criteria 3)

ForestOne recognises that Modern Slavery concerns everyone. It can be found in all industries and across all countries. ForestOne recognises that its entities may incur some risk of contributing to Modern Slavery within the global construction materials industry, within the countries where it source materials and within the manufacturing industries where the forestry and construction products are transformed. ForestOne also notes there may be a risk involved in the supply chains associated with Forest One's operating branches and warehouses in relation to maintenance and consumables.

Assessing effectiveness of modern slavery risk management (Mandatory Criteria 5)

ForestOne is committed to constantly improving our understanding of modern slavery risks. We also understand the importance of regularly evaluating our efforts to address these risks. To achieve this, we will keep doing the following:

- Reviewing our Modern Slavery Policy every year to ensure that it clearly outlines our responsibilities and strong commitment to managing the risk of Modern Slavery.
- Conducting annual reviews of our Modern Slavery training for our Supply Chain, Purchasing, and Recruitment teams.
- Continuing to perform audits and spot checks in our supply chain and with our suppliers.

ForestOne will also keep a close watch on changes and advancements in the modern slavery rules, trends in the industry, and the main modern slavery risks that affect our business.

Process of Consultation with Owned Entities on Preparing a Joint Statement

(Mandatory Criteria 6)

All owned entities share the same business operations and supply chains, so the actions undertaken at ForestOne will apply to all owned entities.

The latest update on Modern Slavery will be shared with our employees and senior management across our organisation. ForestOne will continue to provide relevant teams throughout the company with training. This ensures that employees understand their responsibilities according to this policy and can recognise modern slavery risks within ForestOne and its supply chain.

We will review this statement and our efforts to assess and tackle Modern Slavery risks in our supply chain annually.

During the reporting period this statement covers, we actively engaged and consulted with all companies we own or control in the development of this statement (entity's outlined in mandatory criteria 1). We discussed details of the Modern Slavery Act 2018's reporting requirements; information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates.

Other Relevant Information (Mandatory Criteria 7)

This statement was approved by the board of Forest One Group Pty Ltd in their capacity as principal governing body of Forest One Group Pty Ltd on 15 May 2024.



Ian Fankhanel
Managing Director
15 May 2024