



Statement 1 July 2019 – 30 June 2020 (Amended)

- **Modern Slavery**
- **Human Rights**
- **Ethical Sourcing**
- **Employment Conditions**

This is a statement for the entity 'Falbury Pty Ltd' known as 'ETS'.

ETS is subject to the Modern Slavery Act 2018 that commenced operation on 1 January 2019 and this statement is pursuant to the Act and a position that ETS holds to end Modern Slavery worldwide.

ETS is committed to:

- *The detection, exposure, and remediation of Modern Slavery*
- *Ending Modern Slavery, human trafficking, slavery, debt bondage, forced labour, child labour and slavery-like practices*
- *Upholding human rights to end human rights abuse*
- *Ethical, sustainable and socially responsible sourcing*
- *Eliminating fraud and corruption*
- *Fair employment conditions*
- *Abolishing anti-harassment, discrimination, and bullying*

ETS BACKGROUND

ETS is a privately owned Australian company which commenced operations in Victoria in 1981 as a specialist power line tree clearing service. In July 1999, operations expanded to Queensland followed by Tasmania in 2006, New South Wales and Western Australia in 2009. The business has grown significantly over the last few years and currently employs over 700 staff and subcontractors and has contracts with all of the major utilities across all Australian states.

Since 1981, ETS has focused on delivering effective, efficient, and sustainable vegetation management. Customers include power companies, local, state and Federal Government, National Parks, large developers, property managers and private property owners.

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ETS VALUES

Stand Tall – Doing the right thing always, acting with honesty & integrity and being proud of what we do

Grow Strong – Always improving on what we do, but never forgetting our roots

Canopy of Trust – Working together, supporting and encouraging each other, and being accountable for our actions

Branch Out – Seeking opportunities, embracing change and delivering on our promises

ETS OPERATIONS

ETS - HEAD OFFICE

62 Industrial Park Drive, Lilydale, Victoria 3140

ETS - NEW SOUTH WALES

Albury, Ballina, Coffs Harbour, Murwillumbah, Newcastle, Penrith, Port Macquarie, Deniliquin, Kempsey, Lismore

ETS - QUEENSLAND

Brisbane, Cairns, Atherton, Coolum, Cooroy, Gatton, Mackay, Maryborough, Bundaberg, Narangba, Riverview, Yandina, Toowoomba, Townsville

ETS - SOUTH AUSTRALIA

Golden Grove

ETS - TASMANIA

Devonport, Launceston, Hobart

ETS - VICTORIA

Bayswater, Lilydale

ETS - WESTERN AUSTRALIA

Perth, Albany, Esperance

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MODERN SLAVERY STANCE

ETS is committed to conducting its business legally, responsibly, and ethically and to ensuring that all aspects of our business practices, including our supply chains, are free from any form of slavery.

ETS does not partake of any forms of Modern Slavery within its operations including: forced labour, child labour, gender inequality, unfair trade practices or slavery of any kind.

ETS is committed to implementing effective systems and controls to ensure that it does not take place within our own business or through any of our supply chains or business partners.

ETS OPERATIONS

We assess and continue to assess the risk of modern slavery taking place in our business by identifying and managing any areas of concern within our business operations and manage and update all our operations on a regular basis.

As a services organisation, compliant with all laws and regulations, there is no risk of modern slavery occurring within our business operations.

ETS PROCUREMENT & SUPPLY CHAIN

We recognise we could be indirectly exposed to the risk of modern slavery and human trafficking through our supply chains.

We have a relatively simple supply chain that includes the purchase of products and services needed for the business's day-to-day operations.

ETS has a central procurement function, and uses third parties to support high quality, effective and efficient delivery of our services.

Due to the nature of our business, we do not make use of high-risk supply chains, which are susceptible to modern slavery risks.

How will we mitigate the risk?

A risk-based approach will be used in identifying suppliers who will be asked to agree to a Supplier Code of Conduct and answer the Supplier Self-Assessment Questionnaire.

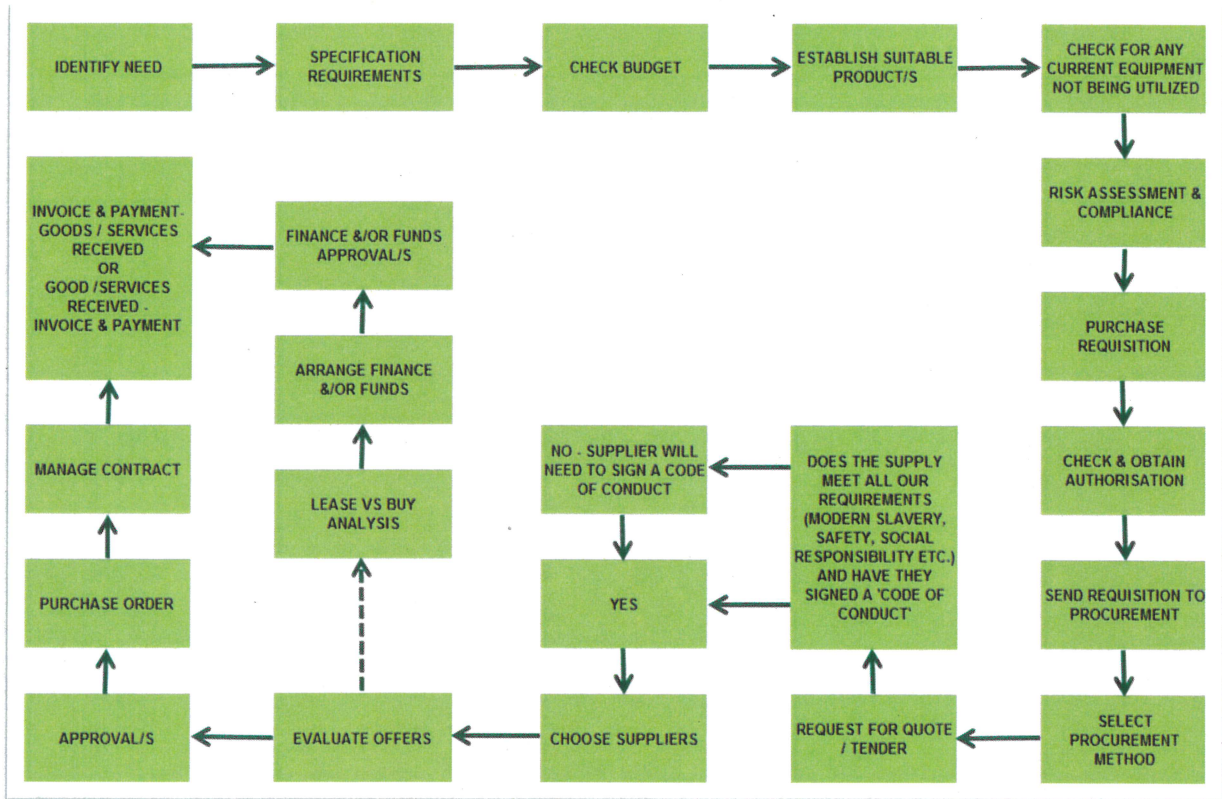
Answers to this questionnaire will provide a greater understanding of the risk of modern slavery within a supplier's supply chains or operations and enable us to work with a supplier to reduce the risks identified. We will actively and progressively improve our understanding and oversight of all tiers of our supply chains.

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Purchases will only be made from suppliers where there is no suspicion of Modern Slavery practices as determined by answers to the questionnaire.

SUPPLY CHAIN PROCESS



ETS will

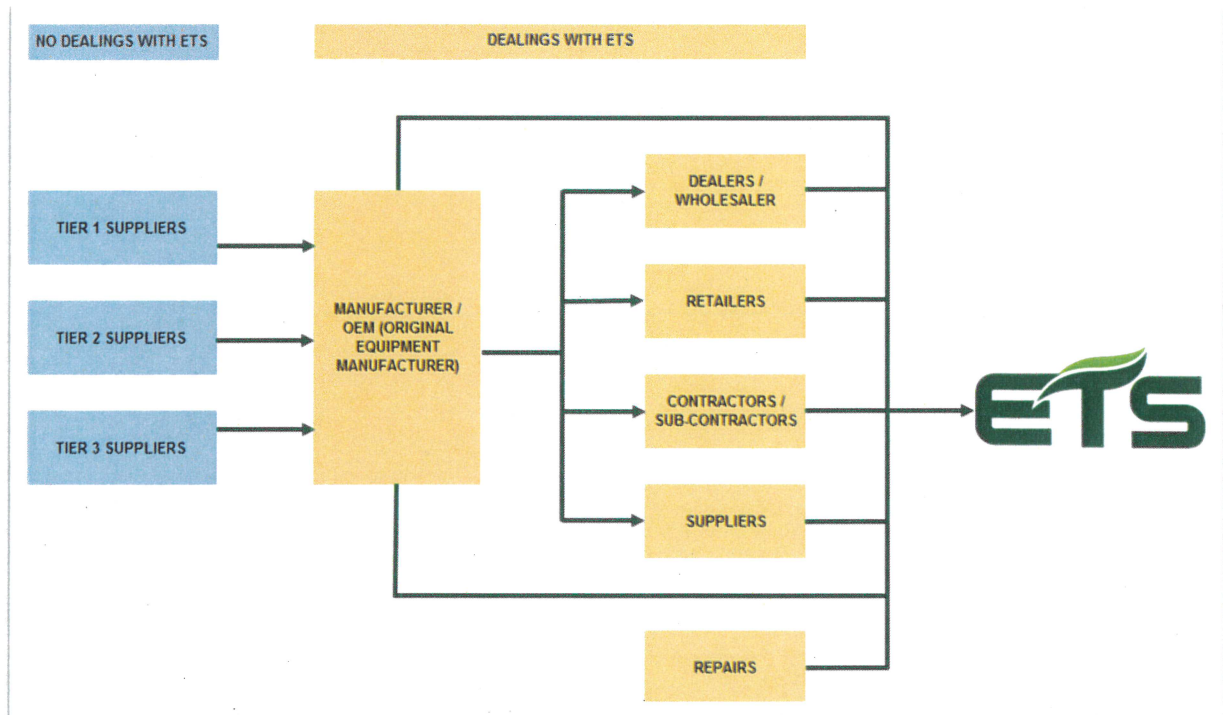
- Purchase, where possible, from Australian based suppliers
- Conducting due diligence on third party service providers; and
- Partnering with suppliers who share our stance on modern slavery.

We are committed to undertaking our due diligence processes when contracting with external suppliers and to identifying and assessing any indications of suppliers being of high risk. We will not work with high-risk suppliers unless we have conducted the appropriate assessment that our standards will not be compromised.

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SUPPLY CHAIN MAPPING



What action will be taken if Modern Slavery practices are suspected?

ETS employees will be directed to report any suspicions of modern slavery to their manager, HR Department or directly to the Australian Federal Police and/or Anti-Slavery Australia.

ETS will be careful not to put the victim or survivor of modern slavery in danger, and not disclose any personal information without informed consent.

Where there is an emergency, or if a child is concerned, dial 000

If we become aware of, or suspect someone has been trafficked, this will be reported to the Australian Federal Police on **131 237**. There is a **Human Trafficking, Sexual Servitude and Slavery Information Report Form** on the Australian Federal Police website. Contact with the AFP can be anonymous.

For assistance and help you can contact **Anti-Slavery Australia** on 02 9514 8115.

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ETS PEOPLE

Workforce, recruitment, and labour hire

The ETS does not engage in or support the following:

- Any forced labour (exception being working within the Justice system)
- Child Labour as defined in the Modern Slavery Act 2018 Australia
- Holding workers and/or employees identity papers as security
- Request or insist that workers and/or employees providing money deposits as security
- Slavery, bonded, or indentured labour
- The arms trade
- Any unfair trade practices
- Pornography
- We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.
- We are committed to training our employees and ensuring they have a healthy understanding and respect for how their choices can have far-reaching impacts upon basic human rights across the globe.

CONCLUSION

ETS is committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour.

We will continue to identify and evaluate risks relating to Modern Slavery, continually develop our policies, procedures, and training to help combat these and other injustices of Modern Slavery and Human Rights.

APPROVAL

This statement was approved by Kevin John Wallace as sole director of Falbury Pty Ltd.

Name: Kevin John Wallace

Title: Sole Director

Date: 26/04/2021

Signed:

A handwritten signature in blue ink, appearing to read 'Kevin John Wallace', is written over the 'Signed:' label.

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