



PATTERSONS  
INSURERBUILD

# 2021 MODERN SLAVERY STATEMENT



## Introduction

Pattersons Insurerbuild is committed to reducing the risk of modern slavery within Pattersons Insurerbuild and its supply chain in accordance with its obligations under the Modern Slavery Act 2018 (Cth). This statement sets out the actions taken by Pattersons Insurerbuild to address modern slavery risks across our business operations and supply chains.

## Our Position on Modern Slavery

We reject any form of modern slavery such as servitude, human trafficking, forced labour and marriage, child labour and debt bondage. We respect the human rights of our employees, clients and those of our suppliers and business partners. We aim to identify and manage risks related to human rights across our business and through our supply chain management. Our position is set out in our Modern Slavery Policy.

## Our business, structure & operations

Established in 1996, Pattersons Insurerbuild has been servicing the insurance industry for 25 years, providing specialised insurance building repairs across Australia and New Zealand following an insurable event such as fire, flood, impact, storm and malicious damage. Pattersons provides restorations and repairs of damaged properties for every major insurance company within Australia.

Our company has organically grown from a single branch in Victoria into now being one of the most reputable insurance builders operating in every state of Australia with approximately 117 employees and a contractor base of 1000. Pattersons has a significant client base inclusive of major insurance companies, insurance brokers, loss adjusters, and local and state governments.



## Policies and Procedures

Pattersons are committed to conducting its business in accordance with all applicable laws and regulations and in accordance with the highest standards of ethical behaviour in relation to modern slavery.

Pattersons Insurerbuild notes that we have included our rejection of modern slavery practices within the Modern Slavery, Corporate Social Responsibility, Recruitment, Gender Equality, Discrimination and Bullying, Anti-Bribery and Corruption, Health and Safety, and Whistle-blower policies, which are easily accessible through our company intranet for all employees.

Our Whistle Blower Policy has been developed to ensure ethical and honest dealings in our business activities, by creating an environment where employees who suspect improper conduct involving Pattersons business, including concerns about risks of modern slavery practices can openly report such conduct.

## Ethics & Conduct

Pattersons employees must perform their duties in an ethical, responsible, honest, diligent, careful and respectful manner. Our expectations on modern slavery apply to every individual who is employed by Pattersons Insurerbuild.

## Our Workplace

Pattersons is committed to providing a safe and healthy workforce for everyone, where discrimination, bullying, harassment is not tolerated.

## Training & Awareness

The Modern Slavery Policy is provided to all staff during their induction process to provide them with the knowledge to understand what modern slavery is, and the requirements and expectations of its suppliers. It also sets out actions undertaken by Pattersons Insurerbuild to reduce the risk of Modern Slavery.

Pattersons Insurerbuild will provide training on the Act on an annual basis for staff who are involved in selection and management of suppliers, including any supporting process applicable to their role.

Pattersons Insurerbuild provides a modern slavery e-learning module to all senior management within the company that includes:

- The different types of modern slavery;
- The implications of the Modern Slavery Act for our supply chains;
- How modern slavery affects our organisation;
- The potential risk of modern slavery to our organisation.

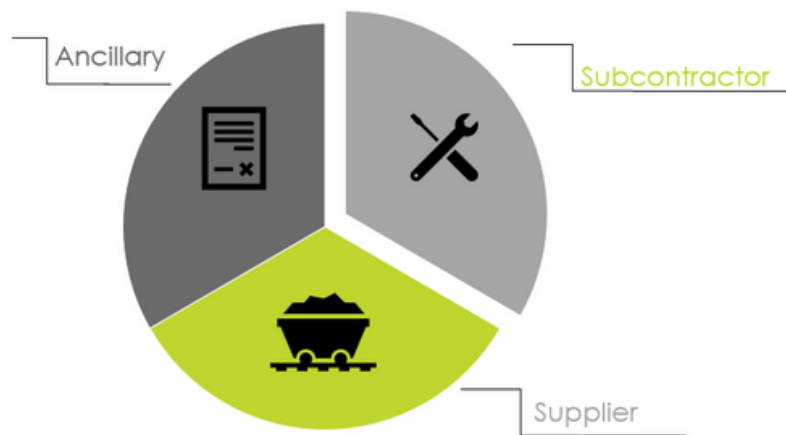
# 'National Strength, Local Service'

## Our Supply Chain

Pattersons Insurerbuild suppliers and contractors are based within Australia. Pattersons have built our supply chain and has based our growth as a company on using local services. While some suppliers may import materials, our services are secured within Australia which drastically reduces the potential of modern slavery practices in our supply chain.

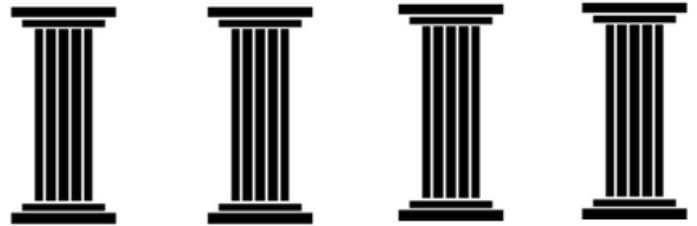
Our supply chain includes the following categories:

- Subcontractor
- Suppliers
- Ancillary



## Risk Management and Due Diligence

Pattersons Insurerbuild manages modern slavery risks by applying a due diligent framework consisting of four pillars.



Identifying    Taking Action    Tracking    Communicating

We incorporate due diligence in our recruiting processes, as we comply with Equal Opportunity and Minimum working age requirements and do not support child labour.

Pattersons recognises the potential risks of **forced labour** for subcontractors who are being paid under minimum wage standards and forced into labour. However, we have ensured fair and reasonable rates for our supply chain to avoid exploitation of labour for our trade based services. We have minimal commercial risks associated with our business as we are locally based and sourced.

## Remediation Process

Pattersons Insurerbuild are committed to a remediation process, on a case by case basis.

We anticipate minimal cases arising due to the processes and procedures that we currently have in place. We are mitigating the risk of modern slavery practices in our supply chain and business operations.

## Continuous Improvement

Pattersons Insurerbuild aims to implement the following to increase awareness surrounding modern slavery practices:

- Developing questions when inducting trades and requiring sub contractors to complete a questionnaire based on their modern slavery practices to ensure that they do not use any form of forced labour. Example of the questions our subcontractors will be asked in their trade induction process:  
"Do you act ethically, legally and responsibility in your employee relations and agree that you abide by the fair work act and do not engage in modern slavery practices?"
- Review the modern slavery e-learning module annually, ensuring the course has the most recent and relevant information. All senior managers will be required to complete the course annually;
- Increasing staff awareness on modern slavery practices and risks;
- Improving relevant policies and procedures in relation to modern slavery;

This Modern Slavery Statement was approved by Stuart Patterson, the Sole Director of Pattersons Insurerbuild Pty Ltd on December 23rd 2021.

Signed by Stuart Patterson, the Sole Director/Managing Director of Pattersons Insurerbuild Pty Ltd on December 23rd 2021.

A handwritten signature in black ink, appearing to be 'Stuart Patterson', written in a cursive style.

**Stuart Patterson**

Sole Director/Managing Director  
Pattersons Insurerbuild Pty Ltd  
23rd December 2021