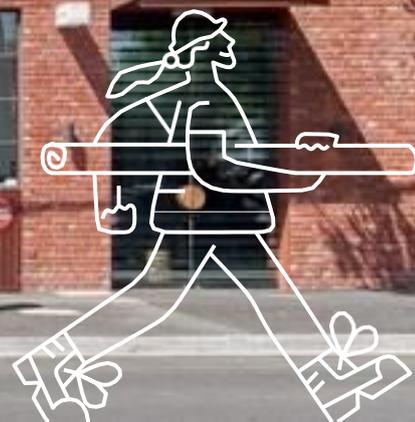


COBUILD™

**Modern Slavery
Statement
2022**

OTHER BUILDERS



About us

Cobild is a big picture construction specialist, being the builder of choice for many Australian developers and architects. Established in 1995, Cobild are not your typical builder.

Cobild are involved with many projects across Melbourne. We pride ourselves on taking a holistic, client-focused approach to each new collaboration – exploring not only what you want to build but why you want to build it. Using this methodology, Cobild bring every new venture to life. We challenge the status quo and pioneer better ways to go about our work with a minimum of fuss, never stopping until we've delivered a project we can all be proud of.

Over the past 27 years we've cultivated an uncommon obsession with design detail and craftsmanship. We're renowned for our input to early design detailing and documentation, which sees us engage with a new project in the early planning stages, providing skillful solutions to potential problems before they arise. We also find opportunities for efficiencies that add value to projects.

Award Winning Culture

Cobild appeared in the Great Places to Work list in 2016, 2017, 2018, 2019 (#5 - WOW), 2020, 2021 and 2022 and scored in the top 3 in the WorkSafe Awards 2018. A healthy, happy team has an increased capacity for good decision-making, creative problem-solving and lateral thinking.

This is good for us, but even better for you. We're more engaged, more productive and more likely to remain consistent and committed to a project until it's completed.

Our Values

Relationships for Life

We look at things differently. Genuine relationships is what makes Cobild successful. We want to enrich the lives of our Team and Collaborators each and every day. This philosophy is the core of Cobild and is all about building genuine connections and having fun. It is our responsibility to make ourselves and Cobild memorable for building Relationships for Life.

Say What You Mean & Do What You Say

Sounds simple right? It is! If it's not true we won't say it and if it's not right, we won't do it.

We're anything but typical in our industry, and we like it that way. As a business, and as a team, we have genuine heart and soul with a no BS approach. We are accountable for our actions, and we don't shy away from promises.

Fun Is Energy

We have fun and we believe this contagious energy fuels our team and helps us continue to strive for excellence. Every day. On every project. With each person we work. We find that 1% and go out of our way to make someone smile, we think we're pretty funny - so this isn't hard.

Not Your Typical

We build, but we're not your typical builders. We're big-picture construction specialists with an eye for detail. We have boundless vision, energy and expertise and we challenge.

Cobild’s statement

This statement is made under the *Modern Slavery Act 2018* (Cth) (**Act**). The purpose of this modern slavery statement is to meet the mandatory reporting criteria as set out in the Act. The table below identifies where each criterion of the Act is set out in the sections of this statement:

Criteria required under the Act	Reference in this statement
Identify the reporting entity	p. 3
Describe the reporting entity’s structure, operations, and supply chain	p. 3 – 4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns and controls	p. 4
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	p. 4 – 5
Describe how the reporting entity assess the effectiveness of these actions	p. 5
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	p. 5
Provide any other relevant information	p. 5

This statement covers Cobild Pty Ltd (ABN 91 071 656 883) (**Cobild, we or our**) (a reporting entity under the Act) (**reporting entity**) over the financial year ending 30 June 2022 (**reporting period**). We do not own or control any other entities.

Our structure, operations and supply chains

Cobild is an Australian owned entity specialising in the construction of high-end apartments, commercial and residential buildings. Cobild employs approximately 100 direct employees across Victoria in corporate and building construction roles. Our head office is located in Cremorne, Melbourne, Australia.

The labour force, products and services that contribute to our operations include construction workers, designers and consultants, building materials, constructional plant and equipment, delivery and freight services, electricity, water and fuel used in the ordinary course of construction works.

During the reporting period, Cobild engaged directly with approximately 1,800 suppliers. Our Australian based suppliers will procure from various overseas based supply chains. Our top five largest categories of spend during the reporting period were:

- wages and salaries (we only employ Australian employees directly);
- concrete structure and formworks;
- steel frames;
- hydraulic systems; and
- mechanical systems.

One of the risks facing Cobild is the potential for modern slavery to exist in its supply chain, as Cobild engages, predominately indirectly through its Australian based suppliers and subcontractors, with a global supply chain, although the risk of modern slavery exists in every supply chain, including domestic supply chains. Through Cobild’s due diligence and risk assessment practices, Cobild ensures that it and its

business partners (including joint venture partners, consultants, subcontractors and suppliers) are not involved with Modern Slavery.

Modern slavery risks in our operations and supply chains

As a leading construction business, Cobild has a mature and complex supply chain that has evolved over the 27 years we have been in business. Modern slavery risks are present in every supply chain, whether international or domestically.

While the majority of our products and services are procured from or through Australian based suppliers and subcontractors (approximately 99%), Cobild and our supply chain does procure from overseas, including from China, Germany, Italy, Turkey, Spain, Vietnam and the USA, among others. The types of goods that are procured from overseas may include, software, glazing, tools, lifts, car stackers, stone, tiling, fixtures and fittings (without limitation).

Risks of modern slavery are present in our supply chain, and we are committed to ensuring our supply chain is not engaged in Modern Slavery.

Cobild's Actions

This section explores the actions taken by Cobild during the reporting period to assess, and address and remediate the modern slavery risks identified above.

Cobild provides a safe and fair working conditions for all its employees, in accordance with applicable awards and the fair work legislation. Cobild has an award-winning culture, having appeared in the Great Places to Work list in 2016, 2017, 2018, 2019 (#5 - WOW), 2020, 2021 and 2022 and scored in the top 3 in the WorkSafe Awards 2018.

Policies

Cobild has policies which embed the importance of the right to expect to be able to work in a place that is inclusive, respectful and fair, including (but not limited to):

- Cobild's Grievance Handling Policy;
- Workplace Harassment & Bullying Policy;
- Whistleblower Policy;
- Occupational Health & Safety Policy;
- Equal Employment Opportunity & Discrimination Policy; and
- Code of Conduct.

Cobild strives to create a work environment which is inclusive of all people regardless of gender, age, race, disability, sexual orientation, cultural background, religion, family responsibilities or other areas of potential difference. Cobild expects the same standards from all its subcontractors, suppliers and other business partners.

Cobild has a number of mechanisms for employees and third parties to anonymously report suspected or actual illegal activity or breaches of Cobild's Policies, including Cobild's Code of Conduct and Modern Slavery Policy. Employees and third parties are able to utilize Cobild's Whistleblower Policy to ensure protected disclosure, this can be done by phone or email. Each Whistleblower disclosure is received and investigated in accordance with Cobild's investigation policies.

Contractual & Statutory Declaration Compliance

Cobild requires that all suppliers and business partners comply with all applicable laws, including but not limited to Fair Work Legislation and applicable awards, through its contracts and agreements and undertakes a thorough due diligence of subcontractors and suppliers, prior to engaging them.

On-site Audits

Where Cobild directly engages high value goods from overseas suppliers, Cobild has where possible (noting COVID-19 restrictions and limitations) inspected relevant factories overseas to ensure Cobild's requirements are being met.

Assessment of the effectiveness of Cobild's Actions

The effectiveness of the measures Cobild takes to address the risks of Modern Slavery is assessed by way regularly assessing our processes and due diligence process and carrying out internal audits.

Cobild is committed to continuous improvement and recognises it is on a journey to improve modern slavery risk identification and mitigation. Cobild will track and report on progress annually in its management reports.

Future Actions

Cobild is committed to continuous improvement and plans to implement further modern slavery measures in FY23. Cobild's focus will be to:

- **Establish and implement a specific Modern Slavery Questionnaire.** This questionnaire will be distributed to Cobild's higher risk suppliers to gather information in relation to the modern slavery processes and practices it has in place. Cobild will then assess these questionnaires to identify the 'gaps' in our suppliers' business procedures to confirm if its suppliers align with Cobild's ethical and responsible business approach;
- **Enhanced contractual protection on modern slavery:** Cobild will add modern slavery clauses into its standard supplier agreements and subcontracts. Through enhanced contractual arrangements and procurement principles, Cobild's subcontractors and suppliers will be required to comply with Cobild's Code of Conduct and Modern Slavery Policy. Additionally, Cobild will require statutory declarations (or equivalent) from subcontractors and suppliers, confirming that they have not engaged in modern slavery acts, representing an additional commitment to work with Cobild on preventing the risks of modern slavery;
- **Modern Slavery training:** Cobild will carry out modern slavery training for all relevant employees;
- **Enhance Modern Slavery Due Diligence:** Cobild will add modern slavery risk assessment as a key part of its due diligence and on boarding process for new suppliers and subcontractors; and
- **Policy Update:** Cobild will review and update its Policies to specifically address Modern Slavery.

Process of consultation

Cobild will continue to collaborate with internal and external stakeholders to enhance our ability to identify and address modern slavery risks if and when they arise.

Signed,



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ROTEM ROTENBERG, Sole Director and Company Secretary

Wednesday, 14 December 2022