

# Modern Slavery Act Statement

Geofabrics Australasia Pty Ltd (“Geofabrics”) has a corporate responsibility to take an active role to address and mitigate potential risks arising from modern slavery in accordance with the Australian *Modern Day Slavery Act 2018*.

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, and
- child labour

## **About our Company**

Geofabrics is an Australian Private Company that manufactures and distributes a variety of products used in the infrastructure and civil engineering industries. The company has two manufacturing sites based in Australia supported by sales branches throughout Australia and New Zealand. It’s wholly owned subsidiary company, Plascorp Holdings Pty Ltd, also manufactures and distributes a variety of products used in the infrastructure and building industries. The company has three manufacturing sites based in Australia supported by sales branches throughout Australia.

The majority of Geofabrics’ suppliers are located in Australia and New Zealand and our domestic supply chain includes the purchase of products and services required for the day-to-day operations including office supplies, utilities, cleaning, property services, logistics, travel, employment and training of staff, external legal advice, IT infrastructure and print and promotional goods and services. Raw material and key finished goods suppliers are based in Asia, Europe, UK, South Africa and the USA.

## **Risks of modern slavery in our operations**

As a manufacturer and distributor of geosynthetic and other products used in civil engineering projects and with a professional workforce, Geofabrics considers the risk of modern slavery within our direct business operations to be low. However, we recognize that through our international supply chain and customers, Geofabrics may be indirectly exposed to the risk of modern slavery.

### **Actions to manage modern slavery risks**

Geofabrics is committed to operating our business lawfully and ethically and only working with suppliers that are aligned to our values. We manage modern slavery risk by:

- Relying on positive and open relationships with our suppliers so we can continue to monitor and enhance our practices. These relationships will provide our suppliers with the opportunity to disclose challenges they may be facing and provide us the opportunity to ask questions in relation to their operations
- Where applicable, we will visit suppliers to further enhance working relationships
- We will work directly and closely with our suppliers to ensure they understand the expectations we have on them to operate in accordance with all applicable modern slavery laws. Geofabrics values and observes all laws regarding corporate social responsibility, environmental and workplace safety protection, staff inclusion and diversity
- In 2023-2024 we will continue to educate and remind our suppliers of our commitment and expectation of compliance to the act. We will do so by annually issuing our current Modern Slavery Statement to new and existing suppliers.
- We will continue to develop the appropriate policies and procedures as required. For example, our Whistle Blowing process is outlined in our Anti-bribery & Corruption Policy (HR007)
- We will continue to educate our employees on the risks associated with Modern Slavery

Geofabrics Australasia Pty Ltd has 100% owned subsidiary companies in Australia (Plascorp Holdings Pty Ltd and its controlled entities) and in New Zealand (Geofabrics New Zealand Ltd and Plascorp New Zealand Ltd) and the principles applied by Geofabrics in Australia regarding our obligations and commitments under the the *Australian Modern Day Slavery Act 2018* are applied also in our Australian and New Zealand businesses. Hence, we consulted our controlled entities in Australia and New Zealand in the development of this statement.

### **Measuring effectiveness of these actions:**

Geofabrics apply the following measures to ensure our actions are effective:

- Suppliers are contacted frequently to discuss general business as well as open discussion regarding workforce operations. With travel restrictions no longer in place, this at times includes site visits.
- The Modern Slavery Statement is to be issued to all suppliers annually and compliance will be measured via a questionnaire
- Online training and assessment for all applicable employees to ensure they understand their responsibility under the act

The business recognises that there needs to be a deeper and ongoing understanding of the risks that we may encounter in our supply chain. As we adapt to and introduce new ways to measure the effectiveness of actions that we introduce, we will continue to develop and constantly review our framework and processes to ensure that we have a robust way to assess any slavery risks in our operations and supply chain.

**Commitment from our CEO & Managing Director – Geofabrics & Plascorp Group of Companies**

*Geofabrics remain committed to preventing and addressing the risks associated with modern slavery. We are committed to meeting and indeed exceeding our obligations under the Australian Modern Day Slavery Act 2018 and therefore ensuring our strong corporate and social responsibility is discharged openly and in good faith.*



Dennis Grech  
**CEO & Managing Director**  
**Geofabrics & Plascorp Group of Companies**  
**Wednesday, 18<sup>th</sup> October 2023**