

BIS MODERN SLAVERY STATEMENT FY 2021

Reporting Entity and Purpose of this Statement

This statement is made in accordance with the Australian *Modern Slavery Act 2018* for the period 1 July 2020 – 30 June 2021. This is a joint statement made on behalf of Bis Industries Holdings Limited (ARBN 622 481 752), as well as its wholly owned subsidiaries including Bis Finance Pty Limited and Bis Industries Limited who are also reporting entities and who have been consulted in preparing this statement.

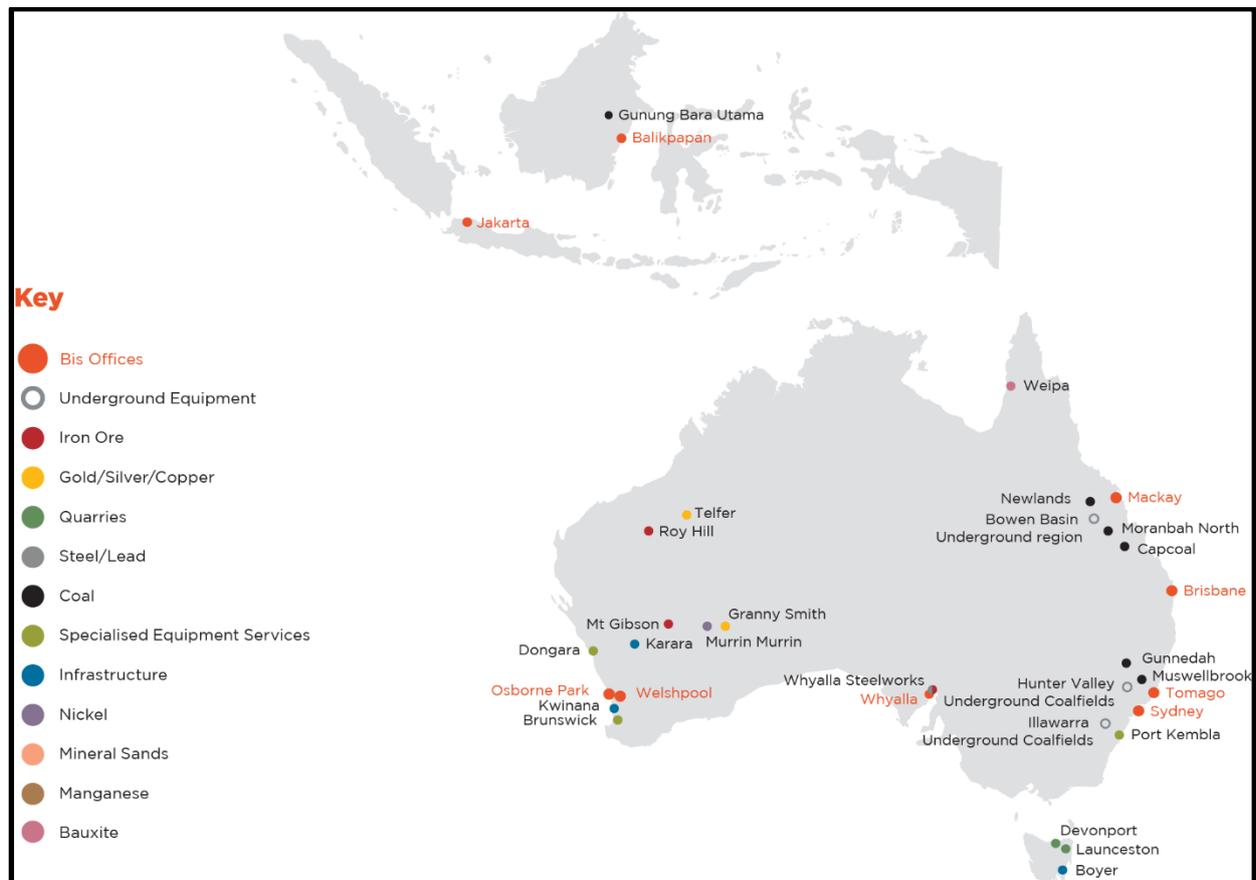
Throughout the remainder of this statement, the aforementioned entities will be collectively referred to as **Bis**.

About Bis, its Operations and Supply Chain

From its origins in 1915, Bis has grown into one of Australia's leading privately owned resources logistics companies. Bis is headquartered in Perth, Western Australia.

Bis currently employs 1600 people across approximately 50 operations in Australia and Indonesia. Our business operations cover: haulage, underground services, materials handling, automation and consulting.

Bis has over 2,000 suppliers across a diverse range of products and services. Key products we procure include trucks, spare parts, diesel fuel, specialised mining equipment, IT equipment and personal protective equipment for use in our operations. Our supply chain also includes services such as labour hire providers, diesel fitters and mechanics.



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Acknowledging the Risks of Modern Slavery

The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Bis recognises the importance of protecting human rights and opposes slavery in all its forms.

Actions Taken to Assess and Address Risks of Modern Slavery

In 2020, Bis established a modern slavery working group ('Working Group') to raise awareness of the issue of modern slavery and to develop a plan to assess modern slavery risks in our business and supply chain.

Governance

In 2021, our **Procurement and Purchasing Standards of Ethical Behaviour Policy** (Purchasing Policy) was updated to include an expectation that all employees involved in purchasing will ensure that suppliers comply with modern slavery laws and regulations including the *Modern Slavery Act 2018* (Cth).

Our **Code of Business Conduct** has been updated to include our commitment to opposing modern slavery in all forms.

Update to Contractual Requirements

To support our Purchasing Policy, all new supply contracts include clauses requiring compliance with anti-slavery laws including the *Modern Slavery Act 2018* (Cth).

Update to New Supplier Process

Bis' process for approving new suppliers has been updated to include modern slavery due diligence and allocates a risk weighting to the supplier depending on the jurisdiction they operate in and the type of good or service being purchased.

Modern Slavery Questionnaire

The Working Group created a Modern Slavery "Deep Dive" Questionnaire which is designed to provide further insight into our supplier practices and potential risks. This will be issued to all our suppliers of goods or services in high-risk categories or geographic areas in 2022.

Addressing Risk in Tyre Supply

Our 2020 statement identified that through the regular purchase of rubber-based products (predominantly tyres)¹ Bis could potentially be linked to modern slavery practices.

Being in the haulage business means that Bis' requirement for tyres will be ongoing. However, the number of suppliers (currently circa 30) has meant that our understanding of their practices is limited.

In 2021, the Bis Executive Team approved a strategy for reducing the number of tyre suppliers.

¹ Tyre purchases account for approximately 4% of Bis' annual procurement spend.

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All current tyre suppliers were offered the opportunity to tender for a supply contract. As part of the tender process, suppliers were required to confirm their compliance with anti-slavery laws including the *Modern Slavery Act 2018* (Cth).

Bis decided that providing all tender requirements are met, up to 10 suppliers would be retained. This number balances the need for reliable and timely supply whilst making it more practicable to diligence suppliers' practises.

The tender process is currently underway and we anticipate the process will be complete in FY2022.

Labour shortages – new risks identified

The labour shortages experienced in Western Australia as a result of **Covid-19 border restrictions** has made recruitment of employees in 2021 highly competitive.

Bis is currently exploring the opportunity of recruiting workers from overseas. Bis has identified that this is a potential Modern Slavery risk because of differing employment rights in other countries. We are working through a process to assess the risks involved and are continuing to engage with our potential suppliers to obtain more information in an attempt to mitigate any risks and ensure compliance with the Modern Slavery Act.

Increasing Awareness

A Modern Slavery Awareness campaign has been drafted for launch in 2022.

The campaign is targeted towards all Bis employees and offers the opportunity for concerns to be reported.

Actions for the 2022 Financial Year

- Our Modern Slavery Awareness Campaign will be launched using a range of communication and engagement tools including the Bis employee social media application, BeeKeeper.
- Commencing in 2022, a strategy similar to that employed with tyre suppliers will be applied to labour hire providers, with all providers being required to confirm adherence to Modern Slavery laws.
- Bis's Modern Slavery Deep Dive Questionnaire will be circulated to all our suppliers of goods or services in high-risk categories or geographic areas in 2022.
- Indonesia represents under 6% of the total expenditure within our supply chain. However, due to the higher prevalence of modern slavery within the country, Bis proposes to undertake more detailed, specialist analysis of its Indonesian supply chains.
- Bis is continuing to collect information regarding the modern slavery risks in its operations and supply chains. In Financial Year 2022, Bis will **assess the effectiveness of its actions** by reviewing our commitments and progress in implementing across our business.

This statement was approved by the Board of Bis Industries Holdings Limited on 29 March 2022



Brad Rogers
Chief Executive Officer
Bis Industries Holdings Limited