



**HUTCHIES**

2020/21

# Modern Slavery Statement



ENTITY

J Hutchinson Pty Ltd (ABN 52 009 778 330) (Hutchies) is Australia's largest privately-owned construction company. We operate under a single parent entity — J Hutchinson Pty Ltd. In FY2019/20 we had consolidated revenue of \$2.87 billion and a debt-free balance sheet of \$337 million. Our registered address is 584 Milton Road, Toowong QLD 4066.

Annually we construct more than 200 projects throughout Australia, with a presence in many key states and territories. We operate across all sectors of the construction industry.

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STRUCTURE

This statement is for J Hutchinson Pty Ltd and its controlled entities: HB Catering Pty Ltd, Trey Developments Pty Ltd, Weyson Pty Ltd, Hutchinson Modular Pty Ltd and Building Industry Supplies Pty Ltd. Our controlled entities are passive investment entities and do not engage in operating activities.

All building contracts undertaken by the company are entered into by J Hutchinson Pty Ltd. Hutchies has around 1400 direct employees and also interacts with some 10,000 subcontractors and suppliers every year.

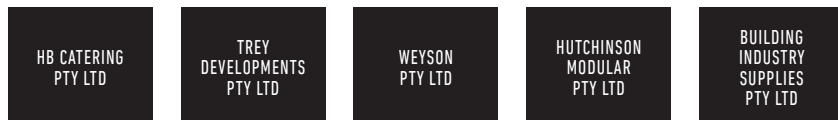
Our supply chains are multi-tiered and complex. Suppliers may be based in Australia or overseas. We source a wide range of goods and services necessary for our operations, and use subcontract arrangements with other businesses.

J. HUTCHINSON PTY LTD

BRANDS



CONTROLLED ENTITIES



## RISKS

Hutchies understands that every entity has modern slavery risks within its operations and supply chains. Construction is considered a high-risk industry due to its reliance on manual work, subcontract arrangements and complex supply chains.

Common high risk raw materials used in the construction industry include timber, bricks, glass, rubber, piping, cement, carpet, steel and tiles. Other areas of risk are electronics, uniforms, labour, security and cleaning services.

We operate solely within Australia and are subject to stringent laws and regulations around labour rights and safety. As a family-owned business, Hutchies' values of giving everyone a 'fair go' and taking care of each other are deeply entrenched in our culture. We believe these factors operate to lower the risk of Hutchies causing modern slavery within our operations.

Hutchies is aware that the COVID-19 pandemic has heightened the risks of modern slavery across the world. This is due to the immense, unique and unprecedented pressure placed on businesses and therefore individuals in those supply chains.

## STRATEGIES

Hutchies has adopted a continuous improvement approach to tackling modern slavery within our operations and supply chains. We endeavour to build upon the steps taken to date into the future.

The human rights of our employees is a serious issue for us and we take concerted steps to ensure we are not contributing to modern slavery within our own operations.

Our Code of Conduct and Whistleblower Policy sets out Hutchies' minimum expectations for ethical and lawful behaviour, as well as reporting avenues. These apply to Hutchies' own people, our subcontractors and suppliers. We contractually require all of our suppliers and subcontractors to comply with all applicable our policies and relevant legislation.

In order to understand the potential for risk within our supply chain we undertook a survey of around 100 of our top suppliers in late 2020. Of those engaged, 30% completed the survey. Over the course of calendar year 2021 we plan to analyse the survey results and use this to highlight areas of further due diligence. This will enable us to better understand the risk of modern slavery in our direct supply chains along with continuous improvement in our engagement.

We will continue to work with our suppliers and subcontractors to build awareness of the risks of modern slavery. We encourage open and transparent conversations with parties working together to resolve potential issues.

In addition, in 2020 we joined the Supply Chain School. This is a not-for-profit initiative that aims to create more sustainable supply chains for the property, construction and infrastructure industries in Australia. Over the course of 2021 we will engage further with the Supply Chain School.



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## EFFECTIVENESS

We acknowledge that we cannot improve our response to modern slavery if we do not review the steps we are taking in this area over time.

Hutchies has been consulting internally and externally regarding our approach in this area in order to refine future strategies. The review of our supplier survey results will no doubt provide opportunities for us to adapt our approach as we better learn where our risks may lie. Our engagement with the Supply Chain School we believe will also lead to refinement of our due diligence and remediation processes.

Where we identify areas of potential risk, either through survey results, country or sector of operation, we will work with our suppliers to ensure they are aware of the risks of modern slavery and Hutchies' expectations and requirements of engaging in ethical, lawful behaviour.

We will continue to engage in conversation around the risk of modern slavery and encourage our suppliers to report areas of concern. Any concerns will be raised ultimately with the Managing Director and treated in confidence.

## CONSULTATION

Hutchies' Board governs the activities of its controlled entities: HB Catering Pty Ltd, Trey Developments Pty Ltd, Weyson Pty Ltd, Hutchinson Modular Pty Ltd and Building Industry Supplies Pty Ltd.

These entities are passive investment entities and do not engage in operating activities, nor do they have supply chains. Hutchies therefore considers that its position on modern slavery reflects the nature of our structure. These entities were considered in relation to Hutchies' overall approach to modern slavery.

## BOARD APPROVAL

The Board of Directors are the principal governing body of J Hutchinson Pty Ltd for the purpose of the Modern Slavery Act 2018 (Cth). This statement has been approved by the Board for the financial year ending 30 June 2020 on 18 February 2021.

**Greg Quinn**  
Managing Director

