



**MEYER TIMBER PTY LTD  
FY25  
MODERN SLAVERY STATEMENT**

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## **MESSAGE FROM THE MANAGING DIRECTOR**

Meyer Timber is a family-owned timber wholesaler in Australia with a history dating back to 1975. We value people and human rights and are therefore pleased to present this statement in accordance with the Australian Modern Slavery Act 2018 (Cth).

Modern slavery includes criminal practices such as human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and child labour. The 2023 Global Slavery Index estimates that 50 million people were living in modern slavery in 2021, an increase of 10 million since 2018. Australia ranks second globally for government response to this issue. At Meyer Timber, we are committed to supporting these efforts by continuously enhancing our processes to align with the Modern Slavery Act 2018.

In FY25, our primary focus was on developing comprehensive documentation for our Modern Slavery Risk Management Framework. These tools will complement the data gathered from forensic supply chain mapping and latent risk assessments conducted in the previous year, providing a foundation for our ongoing efforts to mitigate modern slavery risks.

We at Meyer Timber oppose modern slavery in all forms, and understand this process will be ever ongoing. FY26 will focus on implementing the next steps from our road map to reduce residual risk.

**David Meyer, CEO, Meyer Timber**

A handwritten signature in black ink, appearing to be 'D Meyer', with a long, wavy horizontal line extending to the right.

## **OUR COMMITMENT**

This Statement outlines Meyer Timber Pty Ltd's (Meyer Timber) commitment to preventing modern slavery across all business operations and supply chains.

It details the measures we have implemented to ensure compliance with the Modern Slavery Act 2018 (Cth) (MSA).

This Statement applies to Meyer Timber Pty Ltd (ACN: 005 314 321) and its related entities, including Meyer Timber NSW Pty Ltd, Meyer Timber QLD Pty Ltd as Trustee for Meyer Timber QLD Trust, Newcastle Timber Trading Company Pty Ltd, and Timber Building Systems Pty Ltd, for the financial year commencing 1 July 2024 and ending 30 June 2025 (FY25 Statement Period).

## **OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS**

Established in 1975, Meyer Timber is a timber wholesaler supplying a range of Australian and imported timber to retail and manufacturing customers. During the FY25 Statement Period, Meyer Timber operated six offices and eight warehouse distribution centres across Victoria, New South Wales, Queensland, and Tasmania.

Our head office is located at 15–45 Dana Court, Dandenong, Victoria 3175. Over the FY25 Statement Period, we employed approximately 200–250 people across our operations. The company's core business is timber wholesale, serving both retail and manufacturing sectors with a mix of Australian and imported timber products.

For the purposes of this Statement, the reporting entity is Meyer Timber, whose operations and associated supply chains are relevant to the FY25 Statement Period. Meyer Timber is affiliated with the following entities through its Managing Director, David Meyer, and Executive Management Board, who oversee operations across all entities (see table below).



Meyer Timber N.S.W Pty Ltd as Trustee for Structalam Trust ACN: 126 515 606	Meyer Timber QLD Pty Ltd as Trustee for Meyer Timber Qld Trust ACN: 628 233 518	Timber Building Systems Pty Ltd ACN: 602 614 808	Meyer Timber Pty Ltd ACN: 005 314 321	Newcastle Timber Trading Company Pty Ltd ACN: 673 438 018
Warehouse distribution centre and office	Warehouse distribution centre and office	Manufacturing centre and office	Warehouse distribution centres and offices	Warehouse distribution centre and office

Meyer Timber operates across eight sites including 4 in Melbourne.

David Meyer serves as the Managing Director of all entities, providing oversight and ensuring transparency across their operations and management. In this role, he oversees all policies and business activities and is actively involved in the company’s day-to-day operations, including enhancing governance transparency and coordinating initiatives to mitigate modern slavery risks.

This Statement has been prepared in consultation with the reporting entities through the guidance of the Managing Director and the Executive Management Committee.

**Trade supply chain**

Our trade supply chain primarily comprises both domestic and imported timber.

**Structure of supply chain arrangements**

Meyer Timber has always prioritised long-term relationships with its direct suppliers. This commitment extends to overseas suppliers, with regular visits to their production facilities at least once a year. International procurement is managed by a small, dedicated team of purchasers to enhance supply chain visibility. Recognising that this represents one step toward greater operational transparency, Meyer Timber continued the ongoing process of mapping its supply chains during FY25.

**Supply chain**

An analysis of our trade supply chain showed us on a product level in which countries the majority of our products originate from. The top five countries of origin are:

- Australia
- China
- Germany
- Malaysia
- New Zealand

Our non-trade supply chain consists of service providers and contractors across a number of industries including:

- Professional services
- Recruitment
- Insurance
- Repairs and maintenance
- Information Technology, software and telecommunications
- Administration and office support
- Property leasing
- Research and development
- Utility providers
- Construction services

### **Governance for Modern Slavery**

As part of our ongoing commitment to strong governance, we continuously review and enhance our processes to proactively mitigate risks and strengthen organizational accountability. During the FY25 Statement Period, we updated, published, and distributed our Modern Slavery Policy, as well as revised and shared the Supplier Code of Conduct with both local and overseas suppliers.

Meyer Timber recognises the importance of operational transparency and is committed to conducting regular visits to overseas suppliers' production facilities. These visits serve to improve supply chain visibility and support the development and maintenance of long-term supplier relationships. Numerous visits were conducted throughout FY25 by staff across the organisation.

### **POTENTIAL RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN**

We recognise that modern slavery presents a potential risk for all businesses, arising from extended global supply chains and our own operations. Our focus is on understanding, minimising, and mitigating these risks to the workers involved in our supply chains wherever possible.

Latent risk scores developed through earlier supplier and spend analysis identify varying levels of risk across modern slavery, country, and product categories.

These risk areas and categories will guide the focus of our FY26 risk mitigation efforts.

### **OPERATIONAL RISKS**

During the FY25 Statement Period and prior, Meyer Timber has recognised the importance of robust recruitment and onboarding processes. We continue to enhance these processes to ensure compliance with all relevant legislation.

In January 2025, Meyer Timber established an in-house position for 'Head of Hiring'. This role works closely with the external recruitment company we have partnered with for over 20 years, allowing us greater oversight and governance of the recruitment process. Direct control of onboarding enables consistency in hiring practices across the organisation.

All employees are informed that their employment is governed by the relevant Award (either the Timber Industry Award or the Manufacturing Award). As part of our onboarding process, employees complete an Occupational Health & Safety Induction, which provides clarity on behavioural expectations and workplace standards.

## **SUPPLY CHAIN RISKS**

Based on the Modern Slavery Risk Assessment conducted in FY24, the most likely Modern Slavery Act (MSA) risks within our supply chains have been identified as:

- Child labour
- Forced labour

The assessment was also used to analyse our supply chains and identify the top three countries where these risks may be present:

- China
- Indonesia
- Malaysia

Furthermore, the assessment highlighted the highest-risk product categories sourced from these regions.

Meyer Timber recognises that risks are inherent in its industry and supply chains. By identifying the countries and products with the highest potential risk through detailed supply chain mapping, we are able to focus our mitigation efforts on the areas of greatest concern.

### **ACTIONS WE HAVE TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN**

Meyer Timber is committed to understanding and mitigating the environmental and social impacts of its operations and supply chains. During this reporting period, we have continued mapping our supply chain and implementing policies and initiatives to identify and address modern slavery risks within our operations and supplier network.

The Board approved an updated Modern Slavery Policy, which has been published on our website and distributed to all local and overseas suppliers. Signed copies have been returned and are retained on file.

Similarly, the Board approved an updated Supplier Code of Conduct, which has been distributed to all suppliers, both domestic and international, with returned signed copies maintained on file.

The Modern Slavery Supply Chain Questionnaire (MS Self-Assessment Questionnaire) has been approved and is now ready for distribution to suppliers identified as higher risk.

In response to the high-risk countries identified in our assessments, we significantly and strategically reduced our supplier base throughout China, Indonesia and Malaysia during early 2025. We phased out smaller suppliers, consolidating our sourcing with those who have well-established relationships with Meyer Timber.

## **ASSESSING THE EFFECTIVENESS OF OUR ACTIONS**

The Modern Slavery risk mitigation roadmap, together with the initial latent risk scores covering approximately 95% of our expenditure base, provides a framework for tracking progress. Our effectiveness will be measured by reductions in residual risk scores for high-risk suppliers, which will be updated as mitigation activities are implemented.

At the end of each year, we will review new suppliers and areas of highest concern, refocusing our efforts to ensure continuous improvement in risk management.

During FY25, we focused on developing the documentation that underpins future steps on our risk mitigation roadmap. These tools will guide ongoing actions, with effectiveness monitored through changes in latent risk scores over time.

## **OUR FY26 COMMITMENTS**

For the FY26 reporting period, Meyer Timber will continue implementing the risk mitigation roadmap developed in FY24.

Our key focus areas over the next year will include:

- Distributing the Self-Assessment Questionnaire to all high-risk suppliers;
- Collaborating with local sustainability consultants to calculate updated latent risk scores based on questionnaire responses;
- Establishing a Modern Slavery mitigation roadmap with suppliers that remain high-risk following the questionnaire and submission of supporting documentation;
- Ensuring that recently onboarded suppliers have received, reviewed, and accepted the Modern Slavery Policy and Supplier Code of Conduct.

## PROCESS OF CONSULTATION AND APPROVAL

In order to prepare this joint statement, we engaged with each of the reporting entities covered by this statement and consulted the entities we own or control.

This statement was resolved as approved by the Management Board and is signed off by the sole director of Meyer Timber on 18th December 2025.

**David Meyer**  
**Managing Director**

## Appendix A

The following table summarises how this statement meets the reporting obligations under the Commonwealth Modern Slavery Act 2018.

Modern Slavery Act reporting requirement	Addressed in Section
1. Identify the reporting entity	Section 1: Our structure, operations and supply chain. Page 4-6
2. Describe the reporting entity's structure, operations and supply chains	Section 2: Our structure, operations and supply chain. Pages 4-6
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Section 3: Risks of modern slavery to people in our operations and supply chains. Pages 6-7
4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Section 4: Actions taken to assess and address our risks. Pages 7-8
5. Describe how the reporting entity assesses the effectiveness of such actions.	Section 5: Assessing effectiveness. Page 8
6. Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement	Section 7: Describe consultation. Page 9