



## Modern Slavery Statement

### Modern Slavery Statement Approval

We hereby certify that the Modern Slavery Statement for T.J. & R.F. Fordham Pty Ltd for the financial year ended 30<sup>th</sup> June 2024 was tabled on 5<sup>th</sup> December 2024 and approved.

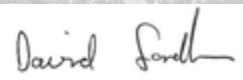
Signed by the Directors of T.J. & R.F. Fordham Pty Ltd, dated 5th December, 2024.



Terence Fordham



Glenn Fordham



David Fordham

**Modern Slavery Statement**  
**For the Financial Year Ended**  
**30 June 2024**





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# Modern Slavery Statement

## INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

**This statement is approved by T.J & R.F Fordham Pty Ltd (Trading as TRN Group) as to ensure compliance to Modern Slavery Act 2018. The principal governing body T J & R F Fordham Pty Ltd approves this statement as of 5 December 2024 and constitutes TRN Group's slavery and human trafficking statement.**

## ORGANISATIONAL BACKGROUND

T.J. & R.F. Fordham Pty Ltd trading as TRN Group ("TRN") is a family-owned company which has been operating in NSW for over 50 years and has grown to incorporate quarrying, civil engineering, bulk earthworks, haulage and plant hire.

TRN is well known and respected for our work on many residential and industrial subdivisions and quarry operations, and highly regarded for our rigorous commitment to delivering quality and reliable service.

This has made us a trusted provider of choice for leading development companies including DartWest Developments, A.V. Jennings, Crownland Developments, Risland Australia, Landcom, Mirvac and Greenfield Developments, to name a few.

Our company has a long tradition of personalised service and fields an extensive fleet of high-specification vehicles, made up of over 400 items of plant and equipment.

These are expertly serviced and maintained by our highly trained and experienced team of mechanics, with the additional resource of an in-house rapid response team available to service onsite plant and equipment in the event of breakdowns.

Staffed by a diverse team of skilled and experienced personnel and offering integrated civil, haulage, quarrying and plant hire businesses, TRN has the capabilities to satisfy the most comprehensive requirements on any project and is a member of the Civil Contractors Federation, the peak body representing Australia's civil construction industry.



## OUR SUPPLY CHAINS

We source and procure the majority of our products locally from respected brands and are committed to ensuring our supply chain maintains ethical processes. Overseas items such as steel grates & pits from China and plant equipment from USA are purchased through suppliers based in Australia, who are committed to maintaining ethical processes. Review of our initial risk assessment in 2022 has not revealed any additional risks associated with modern slavery and our supply chains.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## RISKS OF MODERN SLAVERY PRACTISES

Our operations, primarily in the civil engineering, bulk earthworks, haulage, and plant hire sectors, could be susceptible to risks related to modern slavery, especially in procurement and subcontracting processes. We recognise that products sourced from local suppliers which have originated from international supply chains, present a higher risk of modern slavery practices, as we have less oversight and day-to-day interaction with raw product suppliers. Therefore, we are committed to a continual assessment of these risks and the implementation of appropriate measures to mitigate them. The primary control is to only source products from reputable suppliers selling products that are approved for the Australian market. Strict supplier management processes have been implemented and scrutinised as part of our ISO 9001 certification.

Our risk assessment process has identified the following risks that are assessed and monitored:

- Civil Contracting: Labour exploitation in subcontracting.
- Haulage: Human trafficking and labour exploitation in logistics.
- Technology Utilisation (GPS, UAV): Exploitation in technology supply chains.

TRN meticulously review our subcontractors and suppliers to ensure conditions are safe and workers are compensated in line with relevant industrial relations requirements. Our integrated management system (IMS) is certified to ISO 9001, ISO 14001, and ISO 45001, ensuring processes are implemented for reviewing suppliers' WHS, Environmental and Quality performance. Our IMS ensures that TRN, as well as our suppliers of labour and products, must provide a safe working environment. The criteria for supply of products and services ensures that supply is cut off and action taken, should it be discovered through our monitoring processes that a link in our supply chains is not meeting their obligations.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. TRN has commenced our compliance programme to ensure all those in our supply chain and contractors comply with our values. A Modern Slavery statutory declaration is the baseline of our compliance programme which is complemented by working closely with our clients and key stakeholders.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, TRN have prepared a training module to be rolled out to the required workers in 2025. We also require our business partners to provide training to their staff and suppliers and providers.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

Following a review of the effectiveness of the steps to ensure that there is no slavery or human trafficking in our supply chains we intend to regularly monitor our supply chain to ensure the ongoing effectiveness.

## PROCESS OF CONSULTATION

Consultation involves regular engagement with entities that we own or control, ensuring that our modern slavery policies and practices are aligned and effectively implemented. For the preparation of this statement, we have consulted with key stakeholders and management teams across all entities under our control, seeking their input and ensuring that their practices align with our commitment to combating modern slavery.



Glenn Fordham  
Director

Dated: 5<sup>th</sup> December 2024

