

## Modern Slavery Act Statement 2024-2025

Jaydo Construction 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**

Jaydo Construction is an Australian Private Company that constructs a variety of water infrastructure including water/sewer/drainage pipelines, pump stations, etc. used in the civil water industry for government and private organisations.

Our Advisory Board is Jaydo's principal governing body. Our senior operational management convene on a quarterly basis with our Chief Executive Officer and Executive Director to report and consult on business performance and compliance. Our principal governing body monitors our modern slavery processes for effectiveness and reviews future plans to measure and improve processes to protect all parties within the Jaydo supply chain from modern slavery.

The majority of Jaydo Construction's suppliers are located in Australia 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 sourced in Australia where possible, on a limited basis some materials are sourced overseas via an Australian supplier/contact.

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

As a water infrastructure construction provider predominately operating in civil engineering projects and with a professional workforce, Jaydo Construction 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, Jaydo Construction may be indirectly exposed to the risk of modern slavery.

## Actions to manage modern slavery risks

Jaydo Construction 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. Jaydo Construction values and observes all laws regarding corporate social responsibility, environmental and workplace safety protection, staff inclusion and diversity.
- In 2024-2025 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.
- We will continue to educate our employees on the risks associated with Modern Slavery.
- Suppliers are contacted to discuss general business as well as open discussion regarding workforce operations.
- The Modern Slavery Statement is to be issued to all suppliers upon engagement 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 and Approval from our Director

Jaydo Construction 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 company and social responsibility is accepted and undertaken with good intention.

This statement has been approved by our Principal Governing Body of Jaydo Construction Pty Ltd on the 1st April 2024.

**Approved:**

**Dirk de Haan**



Executive Director – Jaydo Construction