

BILD GROUP PTY LTD MODERN SLAVERY STATEMENT FY2022

1. Introduction

Bild Group Pty Ltd (**Bild Group**) is committed to acting ethically and with integrity and transparency in all business dealings and in its supply chains.

This Statement sets out the actions taken by Bild Group and its related entities to address the modern slavery risks and efforts taken to maintain responsible and transparent supply chains.

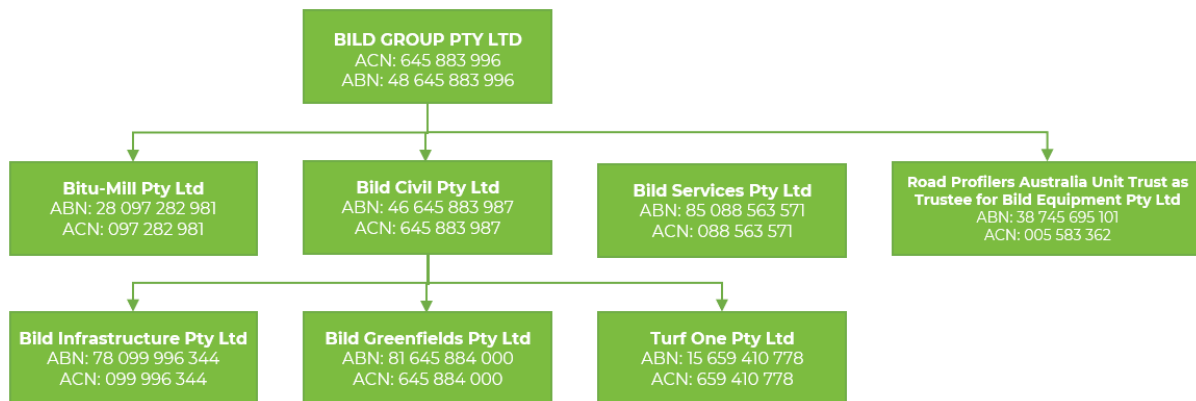
Bild Group recognises that modern slavery can take many forms but fundamentally, it is a range of exploitive practices including human trafficking, slavery, forced labour and child labour which deprive a person of their liberty in order to exploit them for commercial or personal gain.

2. Our structure

Bild Group is a privately owned Australian company with more than 40 years’ experience in the road profiling and civil construction sectors. Bild Group was founded in 1979 under the original company of Road Profilers Australia Pty Ltd.

Bild Group’s head office is located at 133 Metrolink Circuit, Campbellfield in the State of Victoria. We also provide localised client service with offices in Ballarat, Bendigo, Geelong, Sydney, Echuca, Brisbane and Adelaide.

The following entities form the Bild Group:



3. Our operations

Our work spans from major road construction projects to intricate inner-city infrastructure upgrades and we are able to deliver work on the following:

- Road construction: new roads, freeways and duplications, repairs and upgrades.
- Profiling: all types of roads/ pavements, airports, recycled reused materials.
- Intersections: signal installation, slip and turn lanes, roundabouts.
- Subdivisions: residential, commercial, industrial.
- Stabilisation: regional roads – repairs and upgrades, material removed is re-used, increased load capacity.
- Landscaping: soft & hard landscapes, streetscaping, bike and shared used paths.
- Wetlands: watercourses, wetlands and retarding basins.
- Bridges: new, duplications, upgrades, repairs and modernisation.
- Bulk earthworks: cut and fill, shaping, remediation.
- Asphalt paving: roads, carparks, wharves – new and upgrades, government, education, transport, industrial.
- Microstabilisation: regional road repairs.
- Sports facilities: parks, playgrounds, playing fields.
- Rail: car parks, bus/ rail interchanges, underpasses and overpasses.
- Drainage: stormwater/ sewers, culverts/ GPTs, watercourses.
- Road reconstruction: total rebuild, pavement rehabilitation, shoulder reconstruction.

- Airports: runway profiling, air & ground side works.

We have 590 employees across the Bild Group ranging from administration employees, construction workers through to our high-level executive team.

4. Our supply chains

Broadly speaking, Bild Group engages with a number of contractors and suppliers in its day to day operations.

Bild Group had over 30 contractors and suppliers engaged in its civil infrastructure, asphalt paving and road profiling divisions during the FY22 reporting year.

On any given day, across Bild Group's active projects, there are approximately 460 workers on our sites, 400 are Bild Group's direct employees and approximately 60 contractors or suppliers.

Bild Group engages with Australian contractors and suppliers, many of whom source materials from overseas sources, including USA, Europe and Indonesia. These materials come from customer nominated suppliers.

In addition, Bild Group regularly engages with recruitment and labour hire agencies to fill vacant positions within its offices and on its projects.

Bild Group's supply chains also include services ancillary to its operations such as the cleaning and security companies that service Bild Group's offices.

5. Risks of modern slavery in operations and supply chains

Operating in the construction industry, we are aware of Bild Group's potential to cause, contribute to or be linked to modern slavery through our operations and supply chains.

There is a risk of causing or contributing to modern slavery through the use of labour in vulnerable populations or through the engagement of recruitment agencies and contractors. Bild Group is aware of these potential risks and the need to monitor and address these in an appropriate manner. Such risks include:

- Labour rights, including forced or compulsory labour, wages and benefits, work hours and child labour (including unskilled, temporary, or seasonal labour)
- Health and safety (for workers that Bild Group does not control (or who are otherwise engaged in operations outside of Bild Group's control)).

As a by-product of the industry and sector that Bild Group operates in, certain product and service risks arise. These are explained by the everchanging demand for civil construction works to be undertaken and tendered for. During high demand, Bild Group's services are subject to increased vulnerabilities. For example, cost requirements and delivery timeframes for the services Bild Group provides can increase which may lead to rapidly increased workforces and dangerous cost savings.

6. Actions taken to assess and address our modern slavery risks

During the reporting period, Bild Group's priorities were to better understand the modern slavery risks within its supply chains and operations, and to establish a framework to ensure that modern slavery is considered in all of these relationships.

Steps that Bild Group has taken to assess and mitigate risk within its organisation and its supply chain include:

- Updating its commercial terms including contractor terms to include warranties from its suppliers as to their own modern slavery liability within their organisation and supply chain.
- Undertaking a legal review on the following relevant policies and contracts to ensure compliance with its anti-modern slavery obligations:
 - Employment agreements
 - Enterprise agreements
 - Independent contractor agreements
 - Code of conduct.
- Implementing and circulating a Whistle-blower policy.
- Undertaking workplace training with its employees to ensure they understand their obligations under Bild Group's compliance policies.

- Working with legal advisors to develop a modern slavery policy which requires all of Bild Group's employees, including its directors, agents, contractors and any other parties that represent its business to adhere to and support Bild Group's commitment to human rights and eliminating modern slavery practices within its supply chain.

7. Assessment & effectiveness of our actions

Bild Group recognises the importance of monitoring how effective its anti-modern slavery processes are, and it has actively taken steps to put plans in place regarding its approach to assess and address modern slavery risks.

Bild Group ensures compliance across all entities within the Bild Group because the compliance measures are passed onto each entity through the management team of Bild Group who are the officers across each entity within the Bild Group.

At Bild Group, we have utilised our network of employees to oversee the effectiveness of the relevant actions taken to address modern slavery. We intend to build upon this with the establishment of a working group from key areas of Bild Group such as Procurement, People & Culture and Personnel. It is our intention that this working group will meet regularly to discuss actions taken in accordance with this Statement and their effectiveness.

For our supply chain partners, we are currently working to better assess the effectiveness of our actions to address modern slavery. We are looking to establish processes and procedures for:

- Scheduled internal audits of our suppliers;
- Regular review and assessment of our actions by key personnel of Bild Group;
- Annual review of supplier declarations; and
- Efficiently acknowledging and addressing any cases reported through grievance mechanisms including (but not limited to) through Bild Group's Grievance Policy and Whistle-blower Policy.

8. Future Plans

Bild Group recognises the need to continuously build on its understanding and management of modern slavery risks in its operations and supply chains and aims to continue to:

- Build on its work from this financial year by ensuring all employees, directors, contractors and suppliers are aware of this Statement- and their obligations in relation to modern slavery;
- Review the US Department of Labour List of Goods Produced by Child or Forced Labour to identify any goods used by Bild Group that may have a high risk of modern slavery;
- Review the Fair Work Ombudsman website to ensure contract arrangements are managed and monitored in accordance with Australian employment law;
- Provide training to our employees regarding their obligations under any compliance policies.

Bild Group will also seek to work alongside non-government organisations to ensure that it is constantly aware of modern slavery risks in its supply chain, and so as to avoid inadvertent engagement with modern slavery practices.

This statement was approved by the governing body for Bild Group, the Board of Bild Group Pty Ltd on 20 December 2022.

Signed



Matthew Graham
Executive Chairman / Director



Stephen Hill
Chief Executive Officer / Director