



ABOUT US

Jayco Unit Trust trading as Jayco Caravan Manufacturing (Jayco) has been in operation for 45 years and is the leading brand in the Australian and New Zealand recreational vehicle market.

We are committed to providing our customers with innovative and quality-built products at the most competitive prices. Jayco is also devoted to supporting customers after-market requirements through our Customer Service Centre, Spare Parts Division, extensive dealer network (27) and 110 approved service agents across Australia and New Zealand. Jayco is and has always been committed to continual improvement while providing quality products at a competitive price.



CONTACT US

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MODERN SLAVERY STATEMENT YEAR REPORTING 2019/2020



ABOUT THIS STATEMENT

This statement has been prepared in accordance with s16(1) of the Australian Modern Slavery Act 2018. This statement sets out the actions taken by Jayco Unit Trust trading as Jayco Caravan Manufacturing ABN 79301936497 to assess, identify and address modern slavery in our operations and supply chain.



INTRODUCTION

Jayco's primary activities are the manufacture and distribution of recreational vehicles that are affordable, reliable and have a high quality of standard by design.

At Jayco, our values and behaviours are collectively known as PART or Progress, Aligned, Respect and Trust. PART is innate in all aspects of our dealings either internally as an organisation, or externally when dealing with other parties.

Our values, by their nature, reflect our position on human rights infringements and modern slavery. We seek to mitigate the risk of modern slavery within our operations and supply chain. Modern slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking. We understand that this is a process of continual improvement and we will continue to identify, mitigate, and correct modern slavery in all its forms within our supplier network.

These actions have consequences for the economy, society, and the environment, and we will continue to do our part to be upstanding corporate citizens.



Jayco manufactures products which are distributed through our local and overseas (New Zealand) dealership network, with products being sold to Australian consumers. Jayco operates in one region with manufacturing and distribution facilities located in Melbourne.

Jayco has approximately 700 suppliers, of which 63% provide products or services used in the manufacture of our recreational vehicles and equate to approximately \$264M annual spend. Of the remaining 37% of indirect purchases, the majority are services that are based in Australia.

The primary areas in which Jayco procures categories and commodities are as follows:

- Raw materials for manufacturing process – timber, steel, aluminium, plastics, and chemicals.
- Capital expenditure for plant and equipment.
- Components for assembly processes.
- Energy and utility services.



KEY POLICIES AND DOCUMENTS

As part of our commitment to mitigating the risk of Modern Slavery, we maintain and execute the following internal policies and procedures to reflect our position:

- Supplier code of conduct.
- Ethical sourcing policy.
- Whistle Blower Protection Policy.
- Acceptance & Declaration of Gifts Policy.
- Assessment process for new suppliers.



MODERN SLAVERY STEPS TAKEN AND KEY HIGHLIGHTS 2019/2020



- Developed a process of effectively identifying high-risk suppliers in our supply chain by determining if a supplier is one of four levels of risk.
- Updated key internal policies and extended the scope of these policies to consider modern slavery risks.
- Developed a training curriculum for modern slavery training in the organisation.
- Dispensed the training curriculum to Jayco Marketing and updated the New Employee Induction Checklist for Supply Chain to include Modern Slavery.
- Dispensed the Supplier Code of Conduct to Jayco's top vendors as part of our Global Compliance Package.
- Developed a Modern Slavery working group.
- Dispensed the Modern Slavery Training to 13 staff within Jayco's Supply Chain Function.
- Incorporated modern slavery into our Supplier Code of Conduct.
- Developed an Ethical Sourcing Policy.



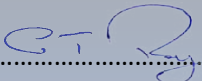
MODERN SLAVERY STEPS TO BE TAKEN 2020/2021

- Of the high-risk suppliers, we will invite 127 to participate in a modern slavery self-assessment survey which will be scored.
- This assessment will evaluate four areas of potential risk of modern slavery: Forced labour (including debt bondage), child labour, human trafficking and forced marriage. This will be performed by using and partly leaning on globally recognised process and procedures to access suppliers of inherent risks.
- The number of employees and supplier spend will be taken into consideration into this assessment to aid in scaling suppliers risk levels, this will help us to focus our attention on identifying and remediating suppliers where modern slavery has been found.
- Suppliers that have a lower awareness of modern slavery will be supported to take further measures in understanding their supply chains.
- We will continue to develop and deliver training to promote awareness of modern slavery risks throughout the Jayco organisation.



While our actions to date form solid ground in our efforts to curtail modern slavery, we acknowledge that more can be done. We recognise that further actions are important to reduce risks of exploitation in our operations and supply chains and we seek to make improvements in the future through further refinement of our due diligence and risk management systems.

Pursuant to Section 13 (2) (d) of the *Modern Slavery Act 2018*, this statement has been approved by the Trustee of Jayco Unit Trust trading as Jayco Caravan Manufacturing (Jayco).

Signature..... Date ..23/04/2021.....

Gerard Ryan



