

Modern Slavery Statement

Mesh & Bar Pty Ltd

1. Introduction

This statement sets out the steps taken by Mesh & Bar Pty Ltd ACN 084 464 746 (**Mesh & Bar**) to address modern slavery risks in the business operations and supply chains of Mesh & Bar during the FY20 financial year.

Mesh & Bar is committed to ensuring that there are secure management systems and procedures in place to prevent exploitations of human rights within Mesh & Bar itself and its supply chain.

2. Structure and operations

Mesh & Bar is an Australian manufacturer of reinforcing steel and mesh products. Mesh & Bar supplies reinforcing steel bars from both long bar and coil products that are manufactured from recycled material. Its reinforcing mesh is suitable for use in a variety of applications including concrete footpaths, industrial and commercial ground slabs, precast panel construction and residential slabs and footings.

Mesh & Bar has an expansive and diverse customer base who are predominantly wholesale customers. Mesh & Bar is a national brand with major offices in Sydney, Brisbane and Melbourne and regional sites across New South Wales, Queensland and Victoria.

3. Supply chain

The raw materials, consumables, human resourcing agencies and other businesses utilised by Mesh & Bar in the course of its operations are primarily companies incorporated in Australia.

Mesh & Bar strives to engage suppliers with a good reputation, ethics and reliable business practices. Mesh & Bar does not knowingly contract with or engage any businesses that are involved in modern slavery or human trafficking, but Mesh & Bar acknowledges that there is always some risk that may contribute to modern slavery practices by virtue of contracting with third parties and being part of a supply chain.

Generally, supply contracts are entered into on the basis of Mesh & Bar's standard terms and conditions or negotiated contractual terms depending on the type of product or service and Mesh & Bar's affiliation with the third party. Mesh & Bar requires its suppliers to comply with all relevant laws and regulations and ensures that due diligence checks are carried out prior to engagement of third parties.

4. Assessing and addressing modern slavery risks

At Mesh & Bar, we understand the importance of raising awareness to aid the ending of modern slavery practices. To that effect, Mesh & Bar has implemented the following processes and tools to assist in the detection and prevention of modern slavery risks:

- a) **Supply chain mapping:** Mesh & Bar undertakes due diligence in respect of its key suppliers to ensure that these parties are aligned with Mesh & Bar's policies, codes and values. Supply chain mapping involves categorising suppliers by risks associated with their geographic location, size and industry.
- b) **Follow up questionnaire:** Mesh & Bar requires suppliers identified as "high risk" during the supply chain mapping exercise to complete a modern slavery risk questionnaire to ensure compliance with modern slavery laws and to identify any issues. Significant issues are escalated to senior management.

- c) **Training:** Awareness of modern slavery risks in the workplace are communicated to Mesh & Bar employees through toolbox talks and information sheets. Senior management and procurement personnel briefings are also carried out to raise awareness of modern slavery risks.
- d) **Supplier Code of Conduct:** Mesh & Bar has a Supplier Code of Conduct applicable to all of Mesh & Bar's suppliers. The Supplier Code of Conduct contains provisions specifically relating to anti-bribery and corruption, human rights including modern slavery, work health and safety and the environment.
- e) **Anti-Slavery Policy:** Mesh & Bar has adopted an Anti-Slavery Policy which affirms Mesh & Bar's commitment to upholding its responsibility to comply with all modern slavery laws and regulations.
- f) **Whistleblower Policy:** The Whistleblower Policy applicable to Mesh & Bar protects employees, service providers and suppliers who voice their concerns about certain events or conduct in the business that may be unlawful or unethical. The policy validates Mesh & Bar's efforts in safeguarding the confidentiality, wellbeing and career of any individual who asserts any issues that affect the integrity of Mesh & Bar's business operations.

5. Assessing effectiveness

Mesh & Bar is focused on continuously strengthening its procedures and processes to combat modern slavery practices and ensuring the protection of human rights. Mesh & Bar will continue to monitor, evaluate and assess the effectiveness of its established procedures by:

- a) monitoring existing suppliers and undertaking risk assessments in relation to new suppliers to ascertain whether they pose a modern slavery risk and, if they do, to reduce that risk to the maximum extent possible;
- b) reviewing and updating training material to ensure that it is up to date, relevant and effective;
- c) reviewing Mesh & Bar's policies and Supplier Code of Conduct to ensure they remain relevant and in compliance with all applicable laws; and
- d) engaging with suppliers and key customers to verify they are following through with any modern slavery actions they have committed to undertaking.

This statement was approved by the Directors of Mesh & Bar Pty Ltd, in their role as principal governing body of Mesh & Bar Pty Ltd on 30 March 2021.



Ken Broadfoot, Director