

PEOPLE FIRST

**Modern
Slavery
Statement
2023**

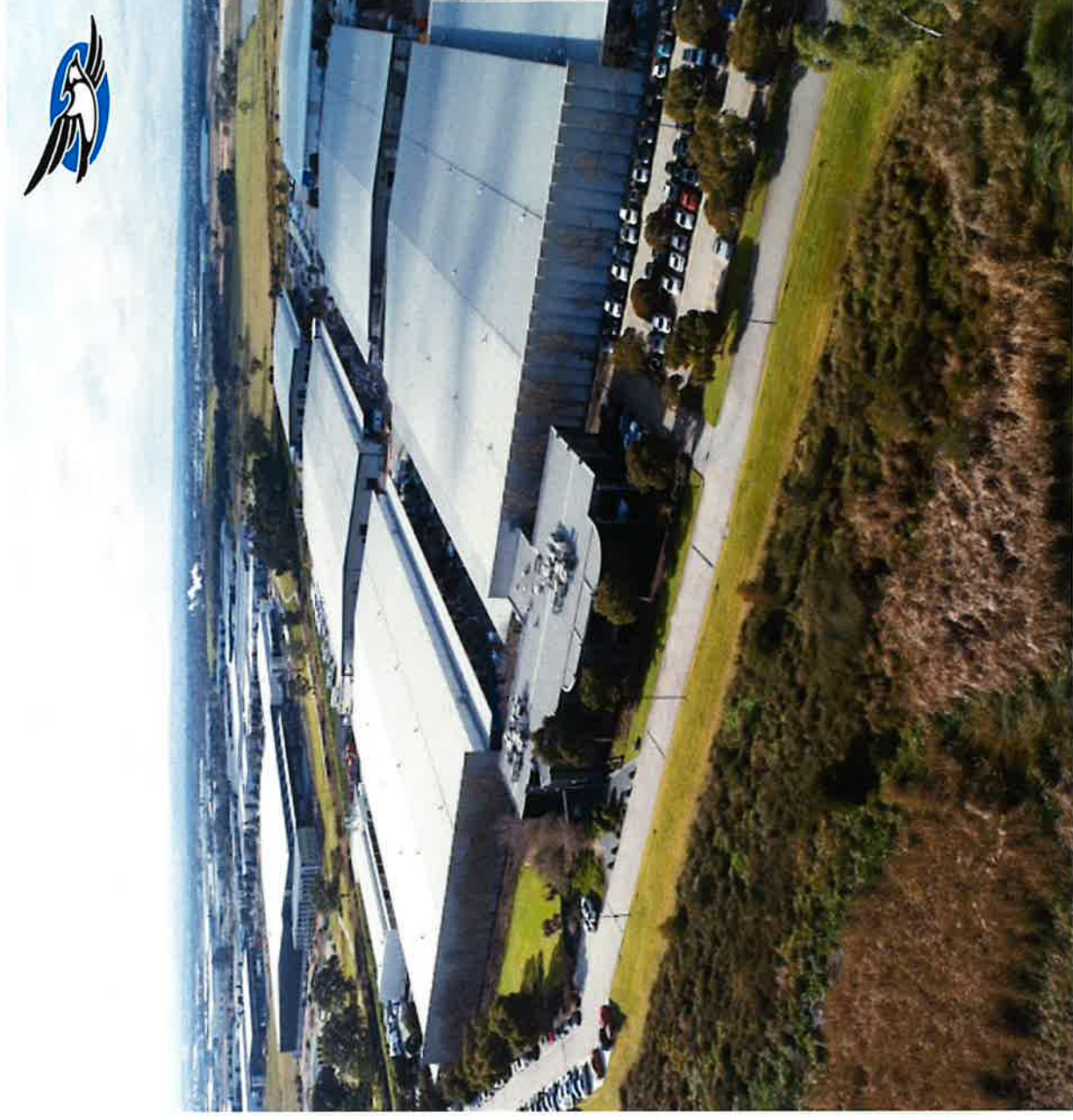


ABOUT US

- Jayco Corporation Pty Ltd (Jayco) has operated in the Australian and New Zealand markets for over 45 years, we are the leading brand in the recreational vehicle market.
- We are committed to providing our customers with innovative, quality products that are built to last. Our vehicles are backed by one of the largest after sales support and dealer networks throughout Australia and New Zealand.
- A family-owned business, employing over a 1140 staff at our manufacturing sites in South Dandenong and Laverton North VIC, Jayco proudly continues to support local manufacturing.

CONTACT US

1 Jayco drive, Dandenong South,
Melbourne Victoria, Australia 3175.
(03) 8792 2000



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 Corporation Pty Ltd As Trustee For Jayco Unit Trust ABN: 79 301 936 497 and its associated fiberglass supplier Tricomposite Pty Ltd ABN: 54 153 650 901 to assess, identify and address modern slavery in our operations and supply chain.

At Jayco, our values and behaviours are collectively known as **PART or Progress, Aligned, Respect and Trust**. These set of values are at the heart of our dealings, be it internally as an organisation, or externally when dealing with third 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 Supplychain and we are committed to ensuring that all business is conducted according to ethical, professional and legal standards and is fair, honest and open. We acknowledge that 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 engaging with our supply chain partners through various means to identify, mitigate and eliminate to use of slavery in all forms within our supplier network.

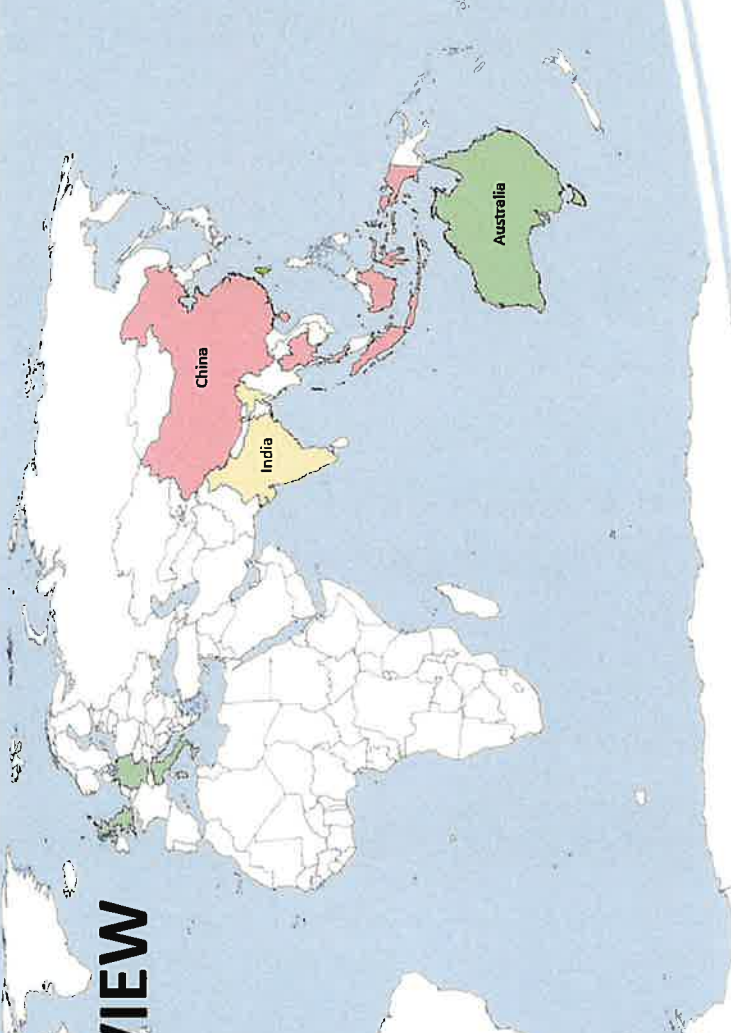


Suppliers	Products	Dealer Network	Service Agents	People
330	5K	29	99	1140+



SUPPLY CHAIN RISK OVERVIEW

Risk Rating	% Split	Suppliers
Low	61%	50
High	28%	19
Medium	1%	1



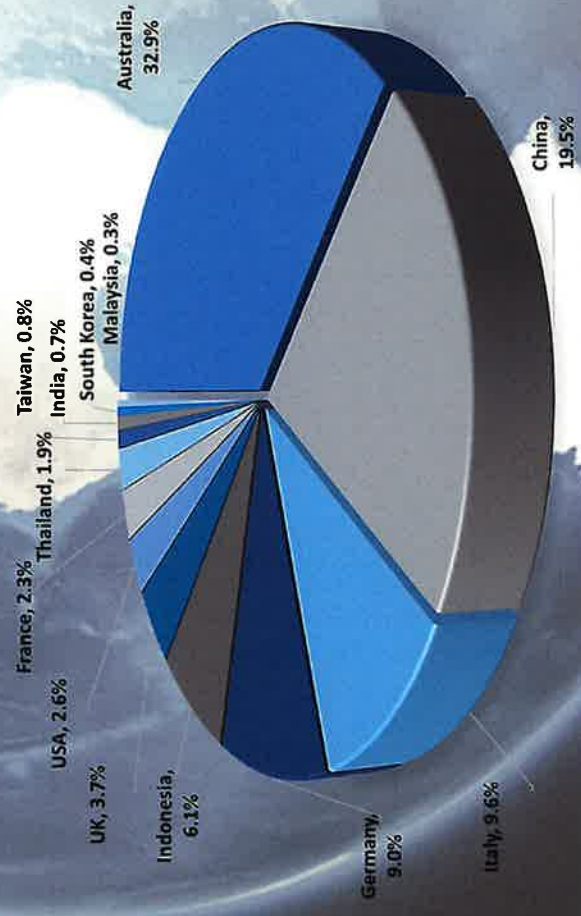
- Given the complexities and scale of our business and our supply chain it can be challenging to specifically identify all potential risks that may exist. By focusing on those suppliers making up over 90% of our annual purchases, our Tier 1 suppliers, we are working with them to better understand and identify any risk in their network. We prioritize our risk assessment process with these suppliers by applying an internationally recognized risk/vulnerability rating to each source country.
- Main Categories and commodities sourced for our components used in the manufacturing process are timber, steel, aluminum, plastics, fiberglass and chemicals.
- Jayco has consulted internally and its associated fiberglass supplier Tricomposite as part of our Modern Slavery response. This engagement has involved completion of an internal Modern Slavery audit together with appointing a key Modern Slavery Business Representative.

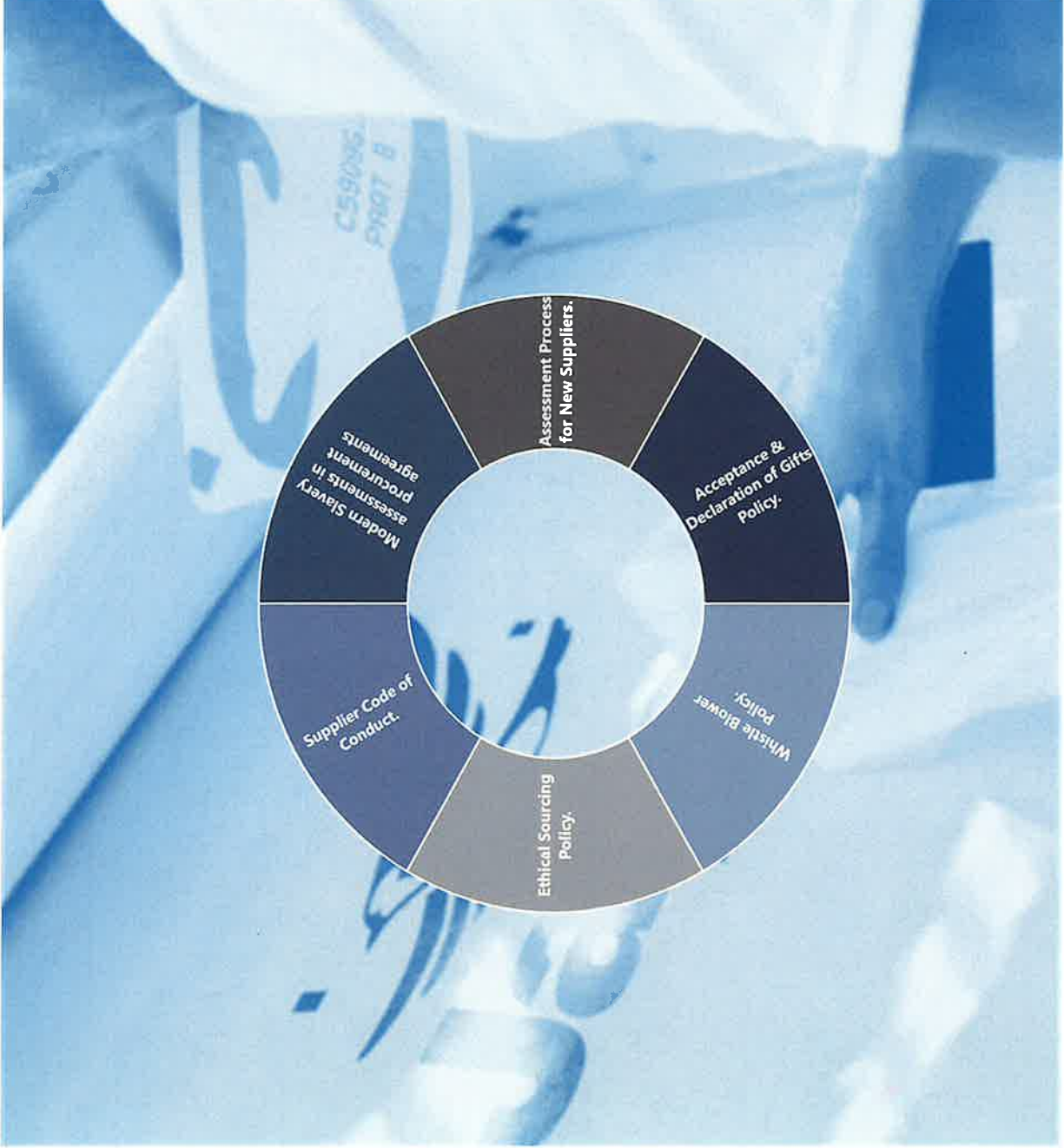


COUNTRY OF ORIGIN

- The vast majority of our purchased goods are sourced from 70 suppliers making up over 90% of our spend, with 32 based in Australia, followed by China with 15 suppliers, Italy with 5, Germany with 6, Indonesia with 1, UK with 2 and USA with 2.
- The remainder of our source countries is made up of 1 supplier in France, 2 in Thailand, 1 in Taiwan, 1 in India, 1 in South Korea and 1 in Malaysia.
- At Jayco we not only consider the country the supplier operates in rather take a deeper look into their supply chain to understand where their products are sourced/manufactured.
- Based on our FY23 spend we determined that Australian sourced product made up 32.9%, China 19.5%, Italy 9.6%, Germany 9% with the remaining countries of origin each representing the remaining of 20% of spend.
- We continue to work with our supply partners to improve the accuracy of our country-of-origin data for future reporting periods in order to better understand the risks of modern slavery.
- Now that a risk profile is near completion, for our supply partners a process of validation will begin via a series of follow-up surveys and in some cases site visits to ensure compliance.

Top Countries of 90% Spent	Country Risk Category	Number of Suppliers	% of Spend
Australia	Low	32	32.9%
China	High	15	19.5%
Italy	Low	5	9.6%
Germany	Low	6	9.0%
Indonesia	High	1	6.1%
UK	Low	2	3.7%
USA	Low	2	2.6%
France	Low	1	2.3%
Thailand	High	2	1.9%
Taiwan	Low	1	0.8%
India	Medium	1	0.7%
South Korea	Low	1	0.4%
Malaysia	High	1	0.3%



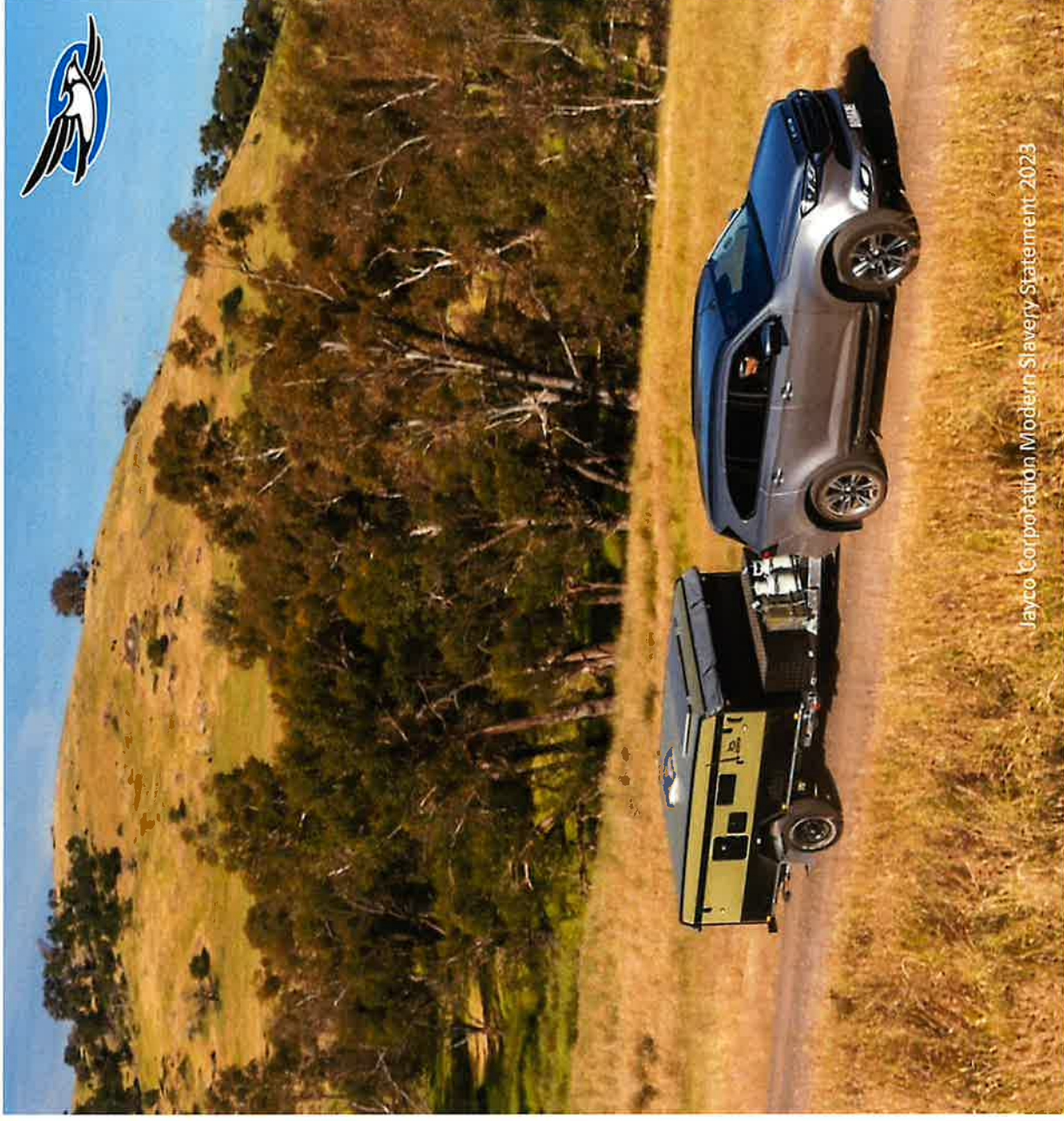


MANAGING MODERN SLAVERY RISKS

- As part of our commitment to mitigating the risk of Modern Slavery, we continue to maintain and execute internal policies and procedures to reflect our position.
- Our conditions of tendering and our standard contract terms and conditions require our suppliers to not knowingly contribute directly, or indirectly, towards Modern Slavery in any form.
- We have contacted the top 90% of our supplier base requesting they complete our Modern Slavery Supplier Self-Assessment questionnaires, to understand the maturity of their Modern Slavery risk mitigation strategies. The main areas covered by this questionnaire include:
 - Slavery
 - Labour standards
 - Health and Safety
 - Discrimination
 - Ethics
 - Environment

ACCOUNTABILITY

- Jayco's Board and senior management have been briefed on the actions being undertaken by Jayco's Modern Slavery Working Group.
- Employee Training will continue including an awareness communication program involving Marketing and Communications.
- We have received feedback from 40 of responders out of the 70 suppliers invited to complete our Modern Slavery Supplier Self-Assessment. Of the suppliers that were identified in the high-risk category, 86% have responded of which close to 80.4% have achieved a high compliance level.
- Those suppliers deemed to have not met the threshold of compliance will be subject to follow up survey questions and site audits. Our aim over the next accounting period will be to work those deemed in the high-risk and medium category that did not meet the compliance level with the aim of improving their rating.



THE FUTURE

- While our actions to date form solid ground in our efforts to curtail modern slavery, we acknowledge that more can be done.
- We recognize 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.
- Over the next reporting period we plan to further strengthen our supply chain accountability in the following areas:
 - Continue developing a robust supplier management framework that incorporates the principles of Ethical sourcing at its heart.
 - Perform supplier audits to assess those partners that require remediation
 - Target 100% coverage on our supplier base rated with high and medium risk categories.
 - Further training for our Procurement team to empower them to identify risks relating to Modern slavery breaches and provide them with the tools to take action.





Declaration

Pursuant to Section 14 of the Modern Slavery Act 2018, this statement was approved by Jayco Corporation Pty Ltd As Trustee For the Jayco Unit Trust on 21st December 2023. Tricomposite Pty Ltd approved this statement on 21st December 2023

Signature

Name: Andrew Hadjikakou

Position: Chief Executive Officer

Dated 21st of December 2023