

# Modern Slavery Statement

## 2022 - 2023

This statement has been published in accordance with the Modern Slavery Act 2018. It sets out the steps taken by Quickway Group during the financial year ending 30 June 2023 to prevent modern slavery in our business operations and supply chain.

### Introduction

**Name of Company** Quickway Group Pty Ltd  
**ABN** 25 627 274 435  
**ACN** 627 274 435  
**Address** 40/2 Slough Avenue, Silverwater, NSW, 2128

**Type of Business** Construction specialising in transport and utilities infrastructure, providing services in roads and bridges, concrete structures, tunnels, rail, communications, electrical, water, and traffic management

**Area of operation** Head Office in Sydney with short term project bases throughout Australia

Quickway is committed to conducting business with honesty and integrity; in treating all people with dignity and respect and in complying with applicable laws, regulations and treaties. Quickway is committed to protecting and promoting human rights throughout its businesses. Quickway does not tolerate human trafficking, slavery, servitude, forced labour (including prison labour), debt bondage, deceptive recruitment for labour or services, the worst forms of child labour, and forced marriage, or any use of force or other forms of coercion, fraud, deception, abuse of power or other means to achieve control over another person for exploitation.

The statement has been prepared in consultation with the group businesses consisting of the following operating entities:

- Quickway Group Pty Ltd
- Quickway Constructions Pty Ltd
- Quickway Solutions Pty Ltd
- Quickway Water Pty Ltd
- Quickway Construction Services Pty Ltd

### Our Supply Chains

Supply Chain	How Managed
Staff – Internal Employed	Staff are engaged via Individual Employment Agreements with ongoing monitoring of overtime
Project delivery staff involved in construction work and associated activities – Internal Employed	Staff are engaged via Fair Work Commission-approved Enterprise Agreement
Project delivery staff involved in construction work and associated activities – Subcontracted	Subcontractors are required to provide details of Industrial Instrument (e.g. Fair Work Commission-approved Enterprise Agreement, Modern Award, etc.), and Subcontract Agreements require our subcontractors to comply with relevant laws and regulations relating to modern slavery.
Suppliers of materials, plant, and equipment	Supplier requirements are communicated through Supply Chain Policy, and Supply Agreements require our suppliers to comply with relevant laws and regulations relating to modern slavery.
Consultants	Consultant requirements are communicated through Supply Chain Policy, and Consultancy Agreements require our suppliers to comply with relevant laws and regulations relating to modern slavery.

### **Areas of potential risk of modern slavery**

The construction industry is considered to pose a relatively high risk of modern slavery. The reasons for this include the prevalence of multi-layered supply chains and business models based on subcontracting and outsourcing. Construction materials and equipment, although sourced in Australia from local suppliers, may draw on labour and materials from other parts of the world with poor regulation which can result in worker exploitation and modern slavery. Further, a high proportion of construction workers within Australia are low-skilled migrant workers who are inherently at a higher risk of modern slavery practices.

Additional risks of modern slavery within the construction supply chain include those products and services which are ancillary to construction-specific activity, materials, and equipment. These include information technology (specifically IT hardware such as laptops and mobile phones imported into Australia), clothing (such as office uniforms and hi-visibility site wear), and personal protective equipment. We procure these products from reputable Australian suppliers, but the products are generally produced in countries outside of Australia which may have high risks of modern slavery.

### **Related policies**

We have in place several policies which contribute to our aim of combating modern slavery, all of which are available to employees via our Company Management Systems.:

- SYS-POL-07 Equal Employment Opportunity Policy sets out our approach to equal opportunities and the avoidance of discrimination in all our working practices
- SYS-POL-06 Code of Conduct & Confidentiality Policy reiterates our ethical code of conduct in relation to suppliers and outlines our commitment to operating in a socially and environmentally responsible way. This policy includes Anti-Bribery & Corruption which demonstrates our commitment to preventing and prohibiting bribery and corruption in all areas of the organisation.
- SYS-POL-14 Supply Chain Policy sets out our expectations of suppliers in preventing modern slavery and human trafficking. This policy is communicated during Supplier onboarding.
- SYS-POL-16 Whistle Blower policy set out guidelines for reporting and investigation of any activity that is contrary to company or legal guidelines. Anyone can submit an anonymous report via the company website.

### **Supplier Adherence to our Values and Ethics**

To ensure all those in our supply chain and contractors comply with our values, we expect our suppliers to have a natural respect for our ethical standards in the context of their own culture. We specifically expect our suppliers to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, subcontractors and other third parties as set out in our Supply Chain Policy. All of our suppliers of goods, services and materials must sign up to our Terms and Conditions prior to their engagement.

### **Training of Management**

Quickway ensures relevant modern slavery training, provided by Anti-Slavery Australia, is undertaken by the staff responsible for the procurement of goods and services and for the engagement of employees. These staff members include National Commercial / Contracts Manager, Resource Manager, National Pre-Contracts Manager, People and Culture Manager, Office Manager, and Human Resources Advisor.

### **Assessing Effectiveness**

During this reporting period we have been at the developmental stage of frameworks and processes to help us to identify, assess, and address the risks of modern slavery within our business operations and supply chain. This will continue to be an ongoing and evolving process which we aim to improve on through the introduction of mechanisms of measuring tangible outcomes and introducing mitigation measures as far as is reasonably practical.

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This Statement is made pursuant to the Modern Slavery Act 2018 and constitutes our Group's Modern Slavery Statement for the financial year ending 2023 and applies to all operating entities within the Quickway Group.

This statement was approved by the board of the Quickway Group in their capacity as principal governing body of the Quickway Group on 20<sup>th</sup> December 2023.



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Derek Mullally,  
Managing Director

20<sup>th</sup> December 2023