

## MODERN SLAVERY STATEMENT June 2024



## COMPANY ARRANGEMENTS

**Triple M Tray Bodies** is a privately-owned company, established in 1967, that is regarded as a market leader in service and design. Our track record for supplying innovative, quality products at the right price extends beyond our local area to both national and international markets. Triple M products have always been well received when introduced to new markets and are currently distributed in all states of Australia and can be found overseas in countries including: New Zealand, United States, South Africa, Thailand, Japan, New Caledonia and several other Pacific Rim nations.

### Production Facilities

The company has a manufacturing and administrative base at Stapylton in Queensland. Our premises are equipped with modern machinery and equipment to facilitate the production of superior quality products, in high quantities, to meet the demand of any market. We specialise in truck bodies, ute trays, alloy & steel tray bodies and other vehicle accessories. All company operations are carried out in Australia.

### Distribution Network

Triple M has a network of warehouses throughout Australia. Stock holding facilities exist in all of these locations and are replenished on a regular basis to ensure continuity of supply. From these sites, product is either assembled and installed at metropolitan dealerships / POE, or Flat packs are shipped to rural locations.

### Supply Chain

Our valued supply chain membership extends to around twenty (20) regular contributors, nationally. Each provides valuable input items for different elements of our manufacturing processes and general business operations. An overwhelming proportion of this associated purchasing is linked to domestic companies, engaged with relevant supply expectations and agreements.

### Quality

Our motto "**Quality First at the Right Price**" refers to our ongoing commitment to providing the highest quality product and service at the lowest possible price. Our team are clearly focused on continual improvement and cost reduction activities, as key parts of ongoing relationships with our broad customer base.

Triple M Holdings is a Quality Assured company to ISO 9001, ISO 14001 and ISO 45001 standards. We operate a detailed Quality Management System that provides the confidence to extend to our Original Equipment (OE) clients a product warranty period to match that of the vehicle.

## Environment

**Triple M Tray Bodies** is committed to reducing our environmental impact and continually improving our environmental performance as a fundamental part of our business strategy. We will achieve this by complying with relevant government policy and environmental legislation within the scope of our certification to the management standard ISO 14001.

## People

The strength of our company is best exemplified in the efforts each day of our team. **Triple M Tray Bodies** endeavours to provide staff with a **safe, happy and healthy** workplace that is **open and transparent** at all times. Particular emphasis is placed on personal well-being including: alternative health services, counselling support and the promotion of training, skills development, role advancement from within (wherever possible) and invitations to consider global initiatives such as "*Non-Violent Communication*", "*Heart Math*" and "*The Conscious Company*".

Our commitment to **fair, respectful and equitable** dealings with our valued team members, extends far beyond the payment of on-time, competitive wages. By offering a broad range of staff benefits and services, we believe we best demonstrate our care towards our valued individuals and work sections. All human beings deserve this same care and respect – we are committed to only doing business with other like-minded organisations.

## STATEMENT OF VALUES

The Directors and Management of Triple M Tray Bodies take ownership of the values expressed in this Statement; along with any reviews required to maintain compliance.

### As a company:

We are committed to **lawful** and **ethical** business operations, while also only working with suppliers that understand and accept our values in this area.

We acknowledge our staff members operate under **relevant Commonwealth workplace laws** and are entitled to general workplace protections. The *Fair Work Act 2009 (FW Act)* provides

protections of certain rights, including: workplace rights, the right to engage in lawful industrial activities, the right to be free from unlawful discrimination, the right to be free from undue influence or pressure in negotiating individual arrangements.

We require all suppliers to operate in accordance with applicable Commonwealth Modern Slavery legislation; **prohibiting human slavery, forced marriage and/or servitude, human trafficking, debt bondage and child labour.**

We endeavour to create a **positive** and **self-responsible** internal culture; considering any impact on local communities, the environment, workplace health/safety and staff diversity, equality and inclusion.

We have in place, for use at any time, several key company policies – with resources to assist our people in the reporting of serious allegations, whistle-blower protections or any other concerns:

- **Ethics Escalation Policy**
- **Anti-Bribery and Corruption**
- **Employee Code of Conduct**
- **Modern Slavery Policy**

## THE YEAR IN REVIEW

<u>FOCUS AREA</u>	<u>POTENTIAL RISK/s</u>	<u>2023-24 CONSIDERATIONS</u>
<b>Requests from key customers, suppliers, other stake holders, to complete MS Questionnaires</b>	<ul style="list-style-type: none"> <li>• Identifying potential MS risks/"blind spots" in our business dealings</li> <li>• Strain on business relationships, if compliance is not mutually confirmed</li> </ul>	<ul style="list-style-type: none"> <li>• Duly completed and returned to requesting parties</li> <li>• No issues highlighted on this occasion</li> </ul>
<b>Ongoing monitoring and review of suppliers (existing and prospective tendering) for MS awareness and compliance</b>	<ul style="list-style-type: none"> <li>• Reinforcing key MS legislative intentions</li> <li>• Checking partner MS compliance</li> <li>• Querying any area of uncertainty, if required</li> </ul>	<ul style="list-style-type: none"> <li>• See below – Company MS Statement shared</li> <li>• No issues highlighted on this occasion</li> <li>• Ongoing vigilance reinforced, by Directors</li> </ul>
<b>Inclusion of Company MS Statement, in</b>	<ul style="list-style-type: none"> <li>• Reinforcing key MS legislative intentions</li> </ul>	<ul style="list-style-type: none"> <li>• 2023-24 Compliance acknowledged</li> </ul>

<p><b>communications with external auditing parties</b></p>	<ul style="list-style-type: none"> <li>• Confirming Triple M Tray Bodies' compliance with relevant legislation</li> </ul>	<ul style="list-style-type: none"> <li>• Company MS Statement published online</li> <li>• 2024-25 Review completed and new draft confirmed by Directors</li> </ul>
<p><b>Confirmation of other MS compliance requests, further to above, from key customers</b></p>	<ul style="list-style-type: none"> <li>• ID'ing potential MS risks/"blind spots" in our business dealings</li> <li>• Strain on business relationships, if compliance is not mutually confirmed</li> </ul>	<ul style="list-style-type: none"> <li>• Confirmation of satisfaction from auditing parties</li> <li>• No issues highlighted on this occasion</li> </ul>
<p><b>Making Company MS Statement fully accessible to all Triple M Tray Bodies staff members, nationally</b></p>	<ul style="list-style-type: none"> <li>• Assistance and safety to raise any MS concerns in our workplaces</li> <li>• Ethics Escalation policies to protect potential whistle-blowers</li> <li>• Robust company policies and resources to investigate any allegation put forward</li> </ul>	<ul style="list-style-type: none"> <li>• Accessibility – checked and confirmed</li> <li>• No reported instances in the previous period</li> </ul>

This Modern Slavery Statement has been approved by the Board of Directors on the 25<sup>th</sup> June, 2024.



**Michael Fletcher**

General Manager / Director

25 June 2024