

MODERN 20 SLAVERY 24 STATEMENT



JOHNS LYNG GROUP LIMITED

ACN 620 466 248



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Modern Slavery Statement FY24

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JOHNS LYNG GROUP

**OUR BRAND IS OUR
PEOPLE AND OUR
CULTURE IS OUR
SUCCESS**



1. INTRODUCTION

Modern Slavery Statement FY24

Johns Lyng Group Ltd (The Group, Johns Lyng) is opposed to slavery in all its forms, including: human trafficking; slavery; servitude; forced labour; deceptive recruiting for labour or services; debt bondage; forced marriage; and all forms of child labour.

This statement has been prepared in accordance with the reporting requirements of Australia's Modern Slavery Act 2018 (Cth) and associated guidelines (see Annexure). It describes the steps taken by Johns Lyng during the financial year ending 30 June 2024 to assess and address the risk of modern slavery occurring in its operations and supply chains.



2. CORPORATE STRUCTURE, OPERATIONS AND SUPPLY CHAINS

A market leading integrated building services group delivering building, restoration and disaster management services.

2.1 Structure

Johns Lyng Group is a market leading integrated building services provider delivering building, restoration and disaster management services nationally and internationally, along with strata management services and essential home services in Australia.

Beginning in 1953 as Johns & Lyng Builders, initially servicing Melbourne and its surrounding areas, the Group has grown into an international business with over 2,300 employees and a Subcontractor and Supplier base in excess of 16,000.

The Group has a diversified client base comprising: major insurance companies, insurance brokers, loss adjusters, commercial enterprises, local and state governments, body corporates/owners' corporations and retail customers.

Johns Lyng is listed on the Australian Stock Exchange (ASX) and has its head office in Melbourne. It has majority control over all entities within the Group. Group revenue in FY24 was \$1,158.9m.

2. CORPORATE STRUCTURE, OPERATIONS AND SUPPLY CHAINS

2.2 Operations

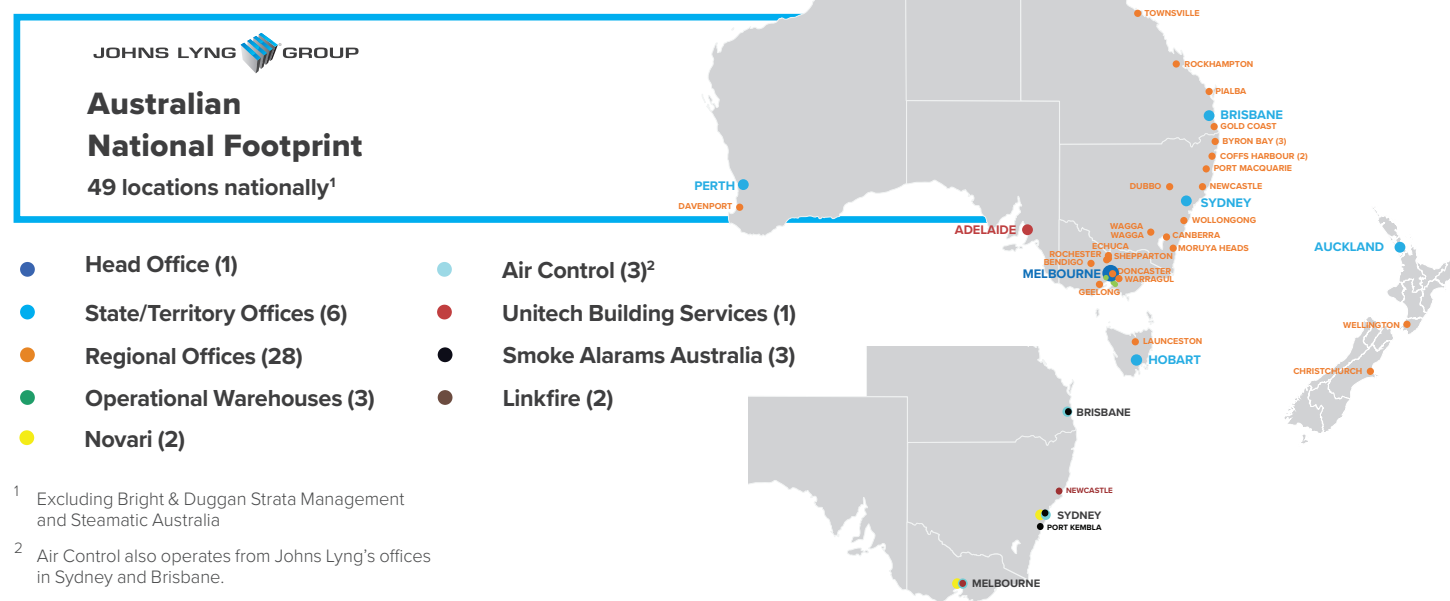
Johns Lyng provides services in four key areas:

1. Insurance Building and Restoration Services
2. Strata Building and Management Services
3. Essential Home Services
4. Disaster Management and Recovery Services

The Group has operations in Australia, New Zealand and the United States.

Australia & New Zealand

Johns Lyng's core business is built on its ability to rebuild and restore a variety of properties and contents after damage by insured events and natural disasters, including impact, weather and fire events. Johns Lyng's footprint in Australia and New Zealand (excluding Bright & Duggan and Steamatic Australia) consists of 49 locations, including the Group's head office in Melbourne, 6 state and territory offices and 28 regional offices.



Bright & Duggan

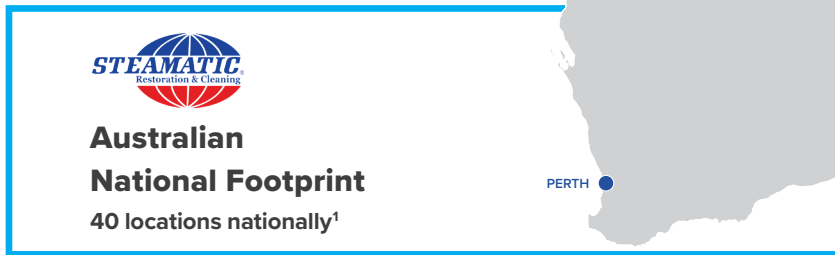
Founded in 1978, Bright & Duggan is a leading strata, facilities and building management business. Following Johns Lyng's initial acquisition in August 2019, Bright & Duggan has made 11 bolt-on strata management brand acquisitions.

Bright & Duggan employs more than 350 staff across 19 Australian offices with a portfolio comprising a total of 101,063 lots under strata and/or building management contracts across 4,099 buildings/strata schemes.



Steamatic Australia

Steamatic Australia is a leading national restoration services company. Established in 1986 under the Steamatic Inc. master franchise, the business currently employs more than 170 staff and operates a total of 40 locations (including 35 regional franchisees and 5 company-owned metro locations).

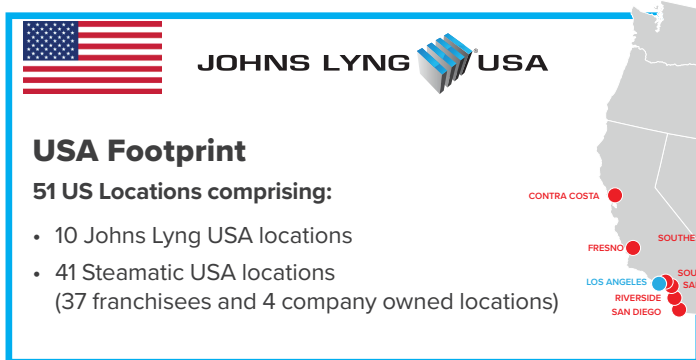


- Company Owned Locations (5)
- Franchise Locations (35)

Regional Victoria Locations

Albury-Wodonga	Horsham
Ballarat	Mildura
Bendigo	Moreland
Brimbank	Shepparton
Geelong	Warrnambool
Gippsland	Yea

United States



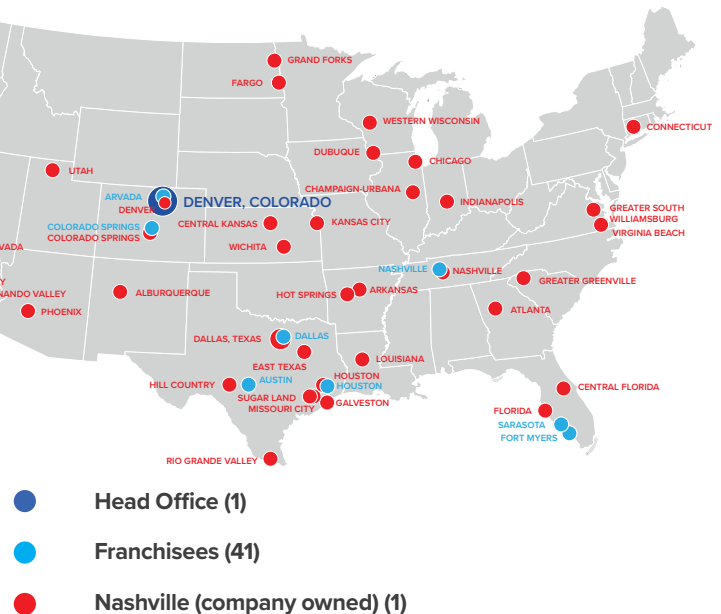
Johns Lyng initially entered the US market in 2019 through the acquisition of the Steamatic Global Master Franchise Network, which was followed by the acquisition of Reconstruction Experts in 2022. Johns Lyng USA now employs more than 350 staff with operations in a total of 17 states and 51 US locations.

Steamatic USA

In 2019, Johns Lyng acquired the trade and business assets of Steamatic Inc., a US-based fire and flood restoration services company. Established in 1948, Steamatic is a household name in the US market operating a Global Master Franchise Network with 41 US locations (37 franchisees and 4 company owned franchises) and 3 International Master Franchise Agreements.

Reconstruction Experts

On the 1st of January 2022, Johns Lyng acquired US-based Reconstruction Experts, a leading provider of insurance focused repair services to residential, commercial and industrial properties in the United States. The company's primary client base is Homeowner Associations ("HOAs") – the US equivalent of Strata Managers/Owners' Corporations i.e. large multi-family properties including apartments, condominiums and master planned communities.



2.3 Supply Chains

The Group has a supplier base in excess of 16,000 Subcontractors and Suppliers, with a total supply chain spend of approximately AUD\$754 million in FY24. The majority of JLG's suppliers are Subcontractors providing a range of contractor-based services supporting operations across Johns Lyng's business divisions. The remaining suppliers supply to Johns Lyng a diverse range of goods and services sourced from Australia and internationally.



3. MODERN SLAVERY RISKS

In FY23, Johns Lyng engaged an independent specialist to undertake a risk assessment to identify and assess the risk of modern slavery in Group operations and supply chains. The findings of this risk assessment have been reviewed and remain unchanged with respect to the Group’s operations and supply chains in FY24.

The risk assessment was conducted applying a methodology derived from the *United Nations (UN) Guiding Principles on Business and Human Rights*. Risks were identified through the lens of a Continuum of Involvement, from ‘causing’, ‘contributing’ and ‘directly linked to’, while the severity of risks was assessed by their scale, scope and irremediable character.



The risk assessment considered the findings of external modern slavery risk indices, including the Walk Free Foundation *Global Slavery Index*, in a broad range of risk areas ranging from: geographic risks, sector risks, workforce risk, and supply chain (product and services risks).

An employee survey was also conducted of a representative sample of Johns Lyng management and key functional and operational personnel across Group businesses in Australia, New Zealand and United States. The survey included questions to gauge views of the respondents on Johns Lyng’s modern slavery risks and the adequacy and effectiveness of Johns Lyng’s risk management approach.

3.1 Operations

Johns Lyng has assessed the risk of modern slavery within the Group's direct operations to be low. The Group has a robust system of human resources policies and procedures that ensure compliance with legally mandated employment entitlements and awards across the entire Johns Lyng workforce. The policies apply to all controlled Johns Lyng entities within Australia, New Zealand and the United States.

Johns Lyng operates within the construction and cleaning sectors. These sectors have been identified by the *Global Slavery Index* as having modern slavery risk in Australia, New Zealand and the United States due to the sectors' reliance on migrant workers who are particularly vulnerable to exploitation. However, Johns Lyng does not generally employ labourers in its service-based operations. Instead, exploitation of migrant workers is a risk that may arise in Johns Lyng subcontractors and is therefore addressed in the context of supply chain risk.

Johns Lyng's Steamatic businesses in Australia and United States operate a franchise model with third party franchisees carrying out cleaning related services. This may expose Steamatic businesses to the risk of migrant worker exploitation in the cleaning operations of third-party franchisees, noting that this is in the context of supply chain risk and not direct employee risk.

3.2 Supply Chains

The Group's modern slavery risk assessment found that Johns Lyng may have exposure to modern slavery supply chain risks in two areas:

1. Subcontractors

Within Johns Lyng's Supplier base, the Group has Subcontractors operating in the construction and cleaning sectors in Australia, New Zealand and United States. As discussed above, these two sectors are among the sectors identified at risk for modern slavery in the *Global Slavery Index* on account of the prevalent use of migrant labour by construction and cleaning businesses.

2. Procurement of goods and materials

Johns Lyng procures goods and materials directly, through corporate procurement, and indirectly when Johns Lyng contractors procure materials to fulfill works agreements. The *Global Slavery Index* has identified a list of 14 imported products common in G20 countries, such as Australia and the United States, which present a risk of forced labour. As set out in the table below, the Group has direct and indirect procurement exposure to three products on the list (Garments, Electronics and Timber).

Global Slavery Index: Products at Risk of Forced Labour		Direct Johns Lyng Group Exposure	
Garments		Uniforms, workwear, PPE	
Electronics		IT, computers, tablets, phones	
Timber		Office paper and office furniture	
Indirect Procurement Exposure (via Johns Lyng Contractors)			
Timber		Construction and building materials	

4. RISK MITIGATION ACTIONS

In FY21, Johns Lyng commenced implementation of a modern slavery roadmap consisting of risk mitigation actions in six program areas. The roadmap is reviewed and updated annually as part of the Group's commitment to continuous improvement in modern slavery risk management.

Program Areas	Completed Roadmap Actions
1. Policy and Contractual Framework	<ul style="list-style-type: none"> The Johns Lyng Code of Conduct policy has been updated to include new standards of conduct applicable to modern slavery. A Johns Lyng Supplier Code of Conduct has been adopted with modern slavery prohibitions. Subcontractor agreements and purchase orders have been updated to require compliance with the Supplier Code of Conduct.
2. Risk Assessment	<ul style="list-style-type: none"> Johns Lyng conducted its first comprehensive modern slavery risk assessment in FY21. Updated risk assessment conducted in FY23.
3. Due Diligence	<ul style="list-style-type: none"> Modern slavery due diligence processes have been incorporated as part of new business acquisitions and entering offshoring arrangements. Police checks are conducted on new Steamatic franchisees. Modern slavery due diligence processes in place and effective for acquisitions completed.
4. Training	<ul style="list-style-type: none"> Modern slavery training for all Subcontractors has been introduced via the Johns Lyng learning platform. Group employees are trained on the Johns Lyng Code of Conduct policy.
5. Grievance Mechanism and Remediation	<ul style="list-style-type: none"> The Johns Lyng Safe to Speak policy outlines a whistle-blower system and incident management process that can be used by a Group employee to raise modern slavery concerns. The Safe to Speak policy has been updated to extend to Johns Lyng suppliers and their employees.
6. Monitoring, Review and Reporting	<ul style="list-style-type: none"> The Group's modern slavery risk management approach is reviewed annually and reported to the Board's Risk and Compliance Committee. Johns Lyng issues an annual Modern Slavery Statement in compliance with the Modern Slavery Act 2018, which is approved by the Group Board. Modern slavery has been integrated into the Johns Lyng Corporate Responsibility Framework to provide further governance and strategic oversight on actions.

5. ASSESSING EFFECTIVENESS

Responsibility for assessing and addressing modern slavery risks has been assigned to Johns Lyng's National, HSE Risk and Compliance Manager under the oversight of the CEO Johns Lyng Australia and the Board's Risk and Compliance Committee.

The Group's modern slavery risk management approach is reviewed annually and reported to the Board's Risk and Compliance Committee. Modern slavery has been formally integrated into the broader Environmental, Social and Governance (ESG) strategy and as such, governance and strategic overview at Board level has been strengthened.

The Group's FY23 modern slavery risk assessment included a controls assessment, which examined the adequacy of Johns Lyng's modern slavery risk mitigation processes in each of the program areas identified above. Recommendations were made where control improvements would strengthen the Group's modern slavery risk management approach, which continue to guide future strengthening of controls.

6. CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

Johns Lyng Group consulted with the relevant companies it owns or controls in the development of this statement. As discussed above, the FY23 risk assessment process included an employee survey of a representative sample of Johns Lyng management and key functional and operational personnel across Group businesses in Australia, New Zealand and the United States to gauge views on modern slavery risks and the adequacy and effectiveness of Johns Lyng's risk management approach.

This statement was approved by the Johns Lyng Group Board on 11 December 2024.



Peter Nash
Chairman



Scott Didier AM
Managing Director

7. MODERN SLAVERY ACT 2018 (CTH) STATEMENT ANNEXURE

Mandatory reporting criteria required by Modern Slavery Act 2018		Johns Lyng Group Ltd Modern Slavery Statement
Identify the reporting entity		Section 1
Describe the reporting entity's structure, operations and supply chains		Section 2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls		Section 3
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes		Section 4
Describe how the reporting entity assesses the effectiveness of these actions		Section 5
Describe the process of consultation with any entities the reporting entity owns or controls		Section 6
Any other information that the reporting entity, or the entity giving the statement, considers relevant.		N/A



MODERN SLAVERY STATEMENT

JOHNS LYNG GROUP LIMITED