

Modern Slavery Act 2018 (Commonwealth) – Statement Annexure

REPORTING ENTITY

The reporting entity as defined by the Modern Slavery Act 2018 (Commonwealth) (“the Act”) is Safety Mate Pty Ltd ABN 15 104 784 241 (Safety Mate).

PRINCIPLE GOVERNING BODY APPROVAL

The principal governing body of Safety Mate is its board of directors. This statement has been approved by resolution of the board of directors.

SIGNATURE OF RESPONSIBLE MEMBER

This modern slavery statement is signed by a responsible member of Safety Mate, as defined by the Act, on this 7th day of September 2022:



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Clint Tee

(Director)

MANDATORY CRITERIA

Paragraph of Section 16 (1) of the Act	Description of Criteria	Response reference in this Statement Annexure
(a)	Identify the reporting entity	Safety Mate Pty Ltd ABN 15 104 784 241 (see above)
(b)	Describe the reporting entity’s structure, operations and supply chains	Paragraph (b) below
(c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Paragraph (c) below
(d)	Describe how the reporting entity assesses the effectiveness of these actions	Paragraph (d) below
(e)	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls	The reporting entity does not own or control any other entities

(f)	Any other information that the reporting entity considers relevant	The reporting entity considers that the responses to the above criteria are sufficient.
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(a) Reporting Entity

The reporting entity is Safety Mate Pty Ltd 15 104 784 241.

(b) Structure, operations and supply chains

Structure: Safety Mate is an Australian resident, Australian incorporated, and Australian-owned stand-alone company, is not part of any group of companies, and has no entities which are owned or controlled by it.

Operations: Safety Mate is an importer and wholesaler of industrial safety products, including industrial safety gloves. It conducts its operations from premises located in Australia, and engages employees who are Australian residents, and agents and contractors located in Australia and overseas.

Supply chains: Safety Mate contracts principally with international suppliers for acquisition of product for on-sale into the Australian market, and into Papua New Guinea and New Zealand markets.

(c) Description of risks of modern slavery practices in the operations and supply chains

Safety Mate has been required to address the potential for risk of modern slavery practices in respect of its non-Australian based suppliers.

(d) Description of actions taken to assess and address the risks of modern slavery practices

Safety Mate has taken the following measures to assess and address the risks of modern slavery practices in its supply chains:

Assessment – implementation and maintenance of internal and external practices and procedures to assess the risk of modern slavery practices in its supply chains, relying primarily on the geographical location of the supplier, and on the legislative regime to which the Supplier is subject.

Addressing the risk: Identification of any risks of modern slavery practices in its operations and its supply chains by way of:

- i. questionnaire investigation of each supplier where a risk has been assessed as possible;
- ii. independent enquiry and due diligence where the information provided by the supplier or from any other source relevant to the supplier is deficient or not considered to be reliable, or where further enquiry is otherwise reasonably considered to be necessary;
- iii. inclusion in its procurement contracts, where possible, a clause warranting practices consistent with the Act, and requiring disclosure of any non-consistency;



- iv. Where inclusion of such a clause is not possible, ascertaining the reason for that, and making additional sufficient due diligence enquiries if appropriate;
- v. staff training programs and company policy education of staff designed to ensure that relevant staff are aware of modern slavery risks;
- vi. reviewing, updating, and adapting its policies regularly and as is necessary.

(e) Description of how Safety Mate assesses the effectiveness of its actions

Safety Mate assesses the effectiveness of its actions to monitor the existence of modern slavery practices in its supply chains by:

- i. maintaining independent awareness of modern slavery practices within the jurisdiction of the supplier;
- ii. conducting enquiries within its industry regarding supplies from the jurisdictions in which its suppliers operate;
- iii. implementing and maintaining a policy whereby its relevant staff members are required to report any knowledge of modern slavery practices in its supply chain, whether known or suspected.

TERMS USED IN THIS STATEMENT

The term “supplier” in this statement means a supplier of goods or services directly to Safety Mate (**direct supplier**), together with any supplier directly or indirectly providing goods or services to that direct supplier, which goods or services are incorporated wholly or in part into the goods or services provided to Safety Mate.

Terms used in this statement which are defined in the Act have the same meaning as therein defined. Without limiting this, the term “modern slavery” has the meaning defined in the Act, and includes people trafficking and child labour as defined in the Act.