

MODERN SLAVERY STATEMENT

FY 2026



Monarch
Building
Solutions



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MONARCH BUILDING SOLUTIONS (AUST) PTY LTD

This Modern Slavery statement is prepared and issued by Monarch Building Solutions (Aust) Pty Ltd (ABN 12 667 178 681) with the requirements of the Modern Slavery Act 2018 (Cth) and covers the reporting period 1st July 2026 to 30th June 2027.

Monarch Building Solutions has been operating continuously since 2005. We are a Commercial, Residential, Design and Construction company within the Canberra (ACT), South Coast (NSW) & Riverina regions (NSW).

We have built our reputation as a quality builder that places outstanding customer service at the heart of our business. We are motivated by delivering excellence to our clients.

OUR STRUCTURE, OPERATION & SUPPLY CHAIN

Monarch Building Solutions is a privately held company committed to driving positive change in the Australian Construction Industry (ACT & NSW).

It is owned by three Directors all of whom are actively involved in the day to day management and operation of business.

This level of managerial flexibility enables teams to respond promptly to changing market conditions yet remain accountable to our risk management and governance process requirements of client, regulatory and our company.

Monarch Building Solutions is certified to International and Australian Safety (ISO45001:2018), Quality (ISO9001:2015), and Environmental Standards (ISO14001:2015) and accredited by the Office of the Federal Safety Commission (OFSC).



We aim to conduct business in a such a way, to ensure that it is not connected with modern slavery. Reporting of any suspected breaches can be made confidentially to the Directors of Monarch Building Solutions.

The majority of the works that we undertake are reliant on a strong supplier and subcontractor base. Many of our Suppliers have worked with us for years and some dating back almost two decades.

Our excellent reputation and the continuance of that reputation is very much reliant on them. We work with them in a cooperative and collaborative style relationship. Our subcontractors are assessed by a wide range of criteria including financials, regulatory codes, insurance, quality, safety, environmental and Modern Slavery.

LEADERSHIP TEAM



MARCO GALEOTTI

Director | Construction

With more than 30 years in the construction industry, Marco co-founded Monarch Building Solutions on a foundation of precision, quality and professionalism. He oversees day-to-day construction operations, bringing deep technical expertise and hands-on leadership to every project.



JOSEPH PRATEZINA

Director | Projects

With over 30 years across residential, commercial and government sectors, Joe brings a comprehensive perspective to project delivery, having worked on both the client and builder sides. He co-founded Monarch with Marco and applies that dual insight to managing expectations, mitigating risk and delivering to brief.



VALERIO GALEOTTI

Director | Operations

Spanning more than 30 years across the public sector and construction industry, Valerio brings a disciplined approach to Monarch's operations. He oversees administration, governance, and the policies and procedures that underpin safe and efficient project delivery, ensuring every project has the operational foundation it needs.

EXPERTISE

As a diversified builder, Monarch has successfully delivered significant and complex projects, ranging from small commercial refurbishments to multi-million-dollar greenfield constructions.

Monarch's award-winning expertise, capability, and exceptional team have cultivated enduring relationships with clients across the private and public sectors, including government at all levels. One of the greatest compliments Monarch enjoys is the extent of repeat business from our clients.

DELIVERY

Monarch has the flexibility and capability to deliver projects through whichever procurement model best suits our clients' needs. Each year, we successfully deliver projects via early contractor involvement, design and construct, managing contractor, and traditional construction methods.

We have a proud and proven track record of delivering projects on time, within budget and to the highest safety and quality standards.

SAFETY FIRST. ALWAYS.

Safety is our first consideration in everything we do. The wellbeing of our project teams, clients, subcontractors, and members of the public is paramount on every site, every day.

Safety is embedded in our values, and our continual improvement framework is central to how we operate, with a clear focus on eliminating workplace illness and injury. Building a strong safety culture is a long-term commitment, one that is guided, fostered, and upheld by our leadership team and shared by every Monarch employee.

THERE IS NO SUBSTITUTE FOR EXPERIENCE.



IDENTIFYING RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAIN

Monarch Building Solutions shall commit to identifying and preventing all types of modern slavery throughout our operations, our subcontractors and our supply chain.

We will implement effective systems and controls and continuously improve them to address the risks of modern slavery within our business and across our supply chain.

For the purpose of this report, Monarch Building Solutions has assessed the modern slavery risks associated with both corporate and projects using the same risk-based approach.

Our current direct supplier's procurement management system (ProcurePro) retains in excess of 4,000 Vendors of which 800 have been used at least once in the past 3 years. We have a concentration of longer term, higher value spend construction contracts with suppliers and service providers who have worked with Monarch Building Solutions for over two decades.



In order for a Supplier to be engaged on one of our projects they must submit a completed "Post Tender Interview" form. This questionnaire is assessed and vetted by our procurement teams to ensure that the Supplier has the relevant processes in place to ensure that they are able to comply with our processes.

As part of this assessment and vetting process our Suppliers are required to set out their policies and approach to managing modern slavery.

As a minimum they must confirm strict compliance with all local and national employment laws and regulations including the payment of the minimum wage and comply with all relevant bribery and corruption laws. They must confirm strict compliance

with occupational Health and Safety and Environmental laws. The performance of our Suppliers is assessed during and at completion of their works and entered into a ProcurePro for subsequent procurement teams to review.

Our Sub-contracts stipulate compliance with Modern Slavery Act as another layer of legal obligation for our suppliers.

We are committed to the highest ethical behaviour attainable and will continue to train and communicate with our employees, suppliers and the greater supply chain to reduce wherever possible any incident of modern slavery.



ACTIONS WE HAVE TAKEN TO ADDRESS MODERN SLAVERY

Monarch Building Solutions has implemented the standards, policies and procedures that contribute to our Modern Slavery risk management and control framework.

We cultivate a place of work where employees feel valued, supported, and a part of the company's success. We actively seek the involvement of employees in decision-making processes and welcome their ideas. We believe in treating every employee, client and relevant stakeholders on their involvement ensuring fair and equitable outcomes. Continual improvement in our Modern Slavery awareness training for Employees and stakeholders where permitted.

Our Intranet portal contains a copy of the Modern Slavery Act 2018 for all employees to refer to and compulsory Modern Slavery training for all new employees. In addition, we encourage all of employees to raise any breaches of the Modern Slavery policies and procedures.

All sub-contractors that attend site have to complete a company level induction including modern slavery induction.



ASSESSING EFFECTIVENESS OF OUR ACTIONS

Monarch Building Solutions employs a range of strategies to maintain safe and transparent workplaces, including project sites. This includes the subcontractor verifying that the people they employ are paid at the rates and conditions prescribed by any relevant award or binding agreements.

Monarch Building Solutions regularly review the effectiveness of our actions through:

- Monitoring and auditing supplier compliance with our company standards and procedures such as sourcing of raw materials from regions with vulnerable labour practices.
- Prioritising engagement with suppliers who demonstrate compliance with ethical standards.
- Reviewing feedback from employees, suppliers, and stakeholders.
- Tracking progress against measurable objectives, such as the number of training sessions delivered.
- Maintaining accessible grievance mechanisms for employees, suppliers, and subcontractors to report concerns.
- Investigating all reports of potential modern slavery promptly and taking corrective action where necessary.

GOVERNANCE AND AUTHORITY

The Directors of Monarch Building Solutions (Aust) Pty Ltd are committed to ensuring that it meets modern slavery obligations.

The key policies and documents that guide and govern our Integrated Management System for Modern Slavery and other social initiatives are listed below:

- Modern Slavery Policy
- Work Health and Safety Policy
- Local Industry Participation Policy
- Corporate and Social Responsibility Policy
- Indigenous Participation Policy
- Fraud and Corruption Policy
- Anti-Harassment Policy
- Code of Conduct Handbook
- Subcontractor and Consultancy Agreements

These policies and procedures are regularly reviewed and amended to ensure we continue to develop and continually improve.

APPROVAL OF STATEMENT

This statement has been approved by all Directors of Monarch Building Solutions (Aust) Pty Ltd. This statement for the 2026-2027 financial year is published pursuant to section 13 of the Modern Slavery Act 2018 (Cth).



Marco Galeotti

Director
Monarch Building Solutions (AUST) Pty Ltd





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