



erilyan

**Modern Slavery
Statement
FY24**



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■ Introduction

Erilyan Group (the Company) is committed to upholding human rights and ensuring its operations align with ethical, professional, and legal standards. We actively work to prevent complicity in modern slavery or human rights abuses within our business and supply chain. The Company opposes all forms of modern slavery and strives to maintain practices that eliminate any risks of modern slavery within both our operations and those of our suppliers.

This is the second statement issued by the Company. It has been prepared by the Modern Slavery Committee and outlines the actions taken to assess and address modern slavery risks within the Company's business operations and supply chain for the reporting period 1 July 2023 to 30 June 2024. Additionally, this Statement sets out the actions for the next reporting period.



■ Structure, Business Operations and Supply Chain

Who is Erilyan

Erilyan Group is a privately owned Australian construction company that delivers end-to-end construction solutions across New South Wales, Victoria and Queensland. Erilyan currently employs 95 people who work within our commercial construction, construction consultancy, and asset improvement divisions.

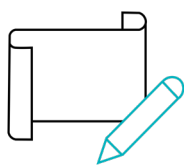
Erilyan has always taken a 'what you see is what you get' approach. By having this approach, we are able to build ongoing partnerships with successful results. 93% of our Annual Turnover is delivered from repeat negotiated clientele, which speaks volumes about our track record in completing contracts on time, within budget and to the highest standards of quality and safety.

At Erilyan, we are committed to operating transparently and with integrity. Our model of construction delivery enables us to work proactively with our supply chain to have a positive impact on our clients, our people, and our trade partners.

Modern slavery remains a pressing global concern, particularly within the construction sector, which faces heightened risks due to its reliance on subcontractors and intricate supply chains. As a company operating in this industry, we are dedicated to identifying and addressing these risks. We collaborate closely with our supply chain partners to prevent and eliminate practices that violate modern slavery laws.

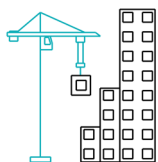
Our Structure

Erilyan's business operations are supported by offices in Sydney and Melbourne and operates in the non-residential construction industry and delivers services in three main areas:



Construction Consulting

Delivering end-to-end integrated development and project solutions for clients



Commercial Construction

New build projects focusing on health and data centres.



Asset Improvements & Modifications

Delivering upgrades of assets, remedial repairs and small works projects.

The Erilyan Way

Our true partnership model starts at the conceptual stage and continues through design and approvals to construction and completion. Our commitment to, open communication, transparency and honesty, aligns with the aims of the modern slavery legislation and our business value:



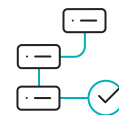
Genuine

By being genuine and up-front we offer real authenticity and reliability building trust and forming ongoing partnerships.



Progressive

Our focus on quality and innovation has seen us stand out within the construction industry, thinking outside-the-box to solve complex technical challenges.



Efficacious

Highly skilled, seasoned, and focused on delivering outstanding results, we prioritise efficiency in managing each project – ensuring completion on-time and within-budget.

■ Structure, Business Operations and Supply Chain (Continued)

Our People

Erilyan employs 95 direct employees through permanent full and part-time, maximum term, and casual contracts. Our contractual agreements, documentation and employee policies have been confirmed as compliant with employment legislation and standards.

Our diverse workforce includes construction professionals, including project-based contract administrators, engineers and project managers.

This core workforce is supported by a range of professional services that include accounting, marketing, estimating, information technology and general management.

Our workforce is supplemented by skilled independent contractors or temporary agency and labour hire arrangements where we work with pre-qualified organisations that provide these services.

Our Governance

In the past 12 months we have implemented a new governance structure with the formation of a modern slavery group to discuss risks and mitigation strategies and to review progress on the action plan.

We have appointed the following roles that are accountable for the review, development and implementation of systems and process to manage modern slavery risk:

- Compliance & HSEQ Director
- Systems and Compliance Manager
- Talent and HR Manager
- Commercial Manager

We have introduced the Erilyan Advisory Board who have experience of operations, risk management and governance. These bodies advise on best practice and recommendations to improve processes in relation to modern slavery.



Structure, Business Operations and Supply Chain (Continued)

Our Supply Chain

In addition to our direct employees, Erilyan engages subcontractors, suppliers, consultants, and service providers to deliver packages of work for our projects. We manage a significant number of subcontractor businesses at any one time and through this supply chain, Erilyan directly and indirectly procures products, materials, and services for projects and broader business operations.

Erilyan's supply chains include:

- Manufacturing, production, supply, and transportation of construction materials.
- Services that support the delivery of business operations such as security, cleaning, labour hire, professional services.
- The trade partners and supply chains of our clients, subcontractors, consultants and suppliers.

Products sourced from our suppliers include:

- Raw materials
- Plant equipment
- Machinery

Erilyan engages organisations to provide professional services such as engineering, design, cost and HR. The largest exposure to modern slavery risk in our supply chain is through subcontractors who deliver packages of work on our projects and who typically represent approximately 80 – 85% of total project delivery cost. Subcontractors usually provide labour and materials, and, in many instances, these subcontractors engage their own subcontractors and materials suppliers.

Erilyan mostly utilises Australian based organisations, however, we have identified subcontractors and suppliers who are at greatest risk of modern slavery based on location and trade. We have assessed the risk based on each contractor and have engaged our subcontractors and suppliers to inform them of the risks and request that they report any changes or risks that are forthcoming.

Preventing Risk

The focus for our initial FY23 reporting period was to develop and implement a controlled approach to identifying modern slavery risk within the business processes and in the supply chain.

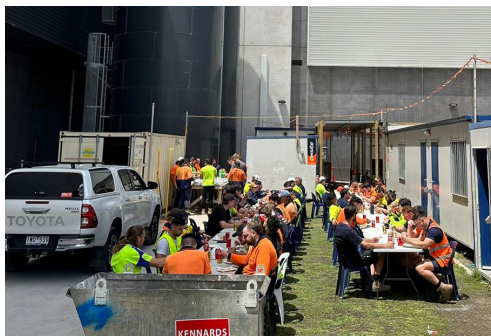
We have completed or progressed all of our key actions identified in our FY23 modern slavery statement, summarised below:

Key Actions	Status	Details
Supply Chain	Complete	Map the key subcontractors in each state that have contracted with Erilyan during the reporting period to assess the risk of modern slavery: <ul style="list-style-type: none">■ Identify subcontractors and suppliers that are at the greatest risk of modern slavery practices based on location, trade (eg form-work as high vs traffic control which is medium).■ Assess risks against each subcontractor.■ Engage with the subcontractors to ensure they are aware of the risks, and they act to mitigate them.
Governance	Complete	Review the governance structure for modern slavery and other related matters and nominate responsible people, teams and / or leaders to identify opportunities to develop processes and systems in relation to modern slavery.
Governance	Complete	Engage an external expert to advise Erilyan and advise on best practice to manage the risks of modern slavery and to review the processes and undertake a gap analysis.

Structure, Business Operations and Supply Chain (Continued)

Preventing Risk

Key Actions	Status	Details
Reporting	In Progress	To further strengthen governance and controls, ensure regular reporting on progress of the action plan to the executive team and advisory board.
Training	Complete	Ensure that new employees are inducted into the modern slavery policy and relevant processes for their role.
Policy and Process Review	Complete	Reviewing the modern slavery policy and business processes annually and undertake benchmarking against industry standards to maintain knowledge and ensure the business is up to date.



Identifying and Assessing Modern Slavery Risks

With the inherent risk of modern slavery in the construction and property sectors, it was critical to undertake a review of Erilyan's business operations and supply chain.

The focus during this inaugural reporting period was to develop and implement a structured approach for identifying modern slavery risk in the supply chain and to ensure that the systems and processes in place are effective in lessening or eradicating the risk of modern slavery.

This review identified specific modern slavery risks that could impact the business through the supply chain.

Labour Hire / Construction Workers:

Exploitation of migrant workers (especially those on temporary visas) and those workers for whom language barriers exist, through underpayments, indentured workers and coercion to use sham contracting arrangements to avoid paying employment benefits.

Branded Merchandise:

Sourcing of clothing and other company merchandise are often sources from high-risk overseas geographies that have weak labour legislation, low wages, poor safety record and history of child labour.

Materials:

Procuring raw materials such as bricks, tiles, cement, stone and timber from high-risk geographies heightens the risk with potential for child and forced labour.

Product and Equipment:

The sourcing and use of manufactured products, such as HVAC and electrical products with the need for multiple components and mechanical products such as lifts, provides an additional supply chain risk.

High Risk Trades / Subcontractors / Suppliers:

Specific suppliers of services such as cleaning and security have been identified as high-risk. Trades who experience significant variations in labour requirements, or who have low skilled workers, are at higher risk.



Continued Improvement & Action Plan 2024 – 2025

Continued Improvement

Over the next 12 months, we aim to build on the progress made to date and continue to engage and educate our teams and our supply chain in relation to modern slavery.

Action Plan

Key Actions	Detail
Supply Chain	<p>Communicate the risk of modern slavery on projects through:</p> <ul style="list-style-type: none"> ■ Developing a poster to raise awareness about modern slavery and highlight the key risks. ■ Share information through inductions or toolbox talks for projects. <p>For the high-risk trades identified in the Procurement Schedule:</p> <p>Liaise with the compliance team to further investigate the specific risks and actions associated with the risks.</p>
Procurement	<p>Review the following procurement processes and provide recommendations for changes to increase effectiveness of modern slavery risk mitigation.</p> <ul style="list-style-type: none"> ■ Subcontractor Pre-qualification Form ■ Tender Interview Form ■ Onsite practices including: ■ During the Procurement phase, assessment of modern slavery risks to be sent with the Procurement Schedule.
Training	<p>Increase effectiveness of training on modern slavery through the introduction of mandatory, periodic refresher training for all employees, not just new starters.</p>
Supply Chain	<p>Improve supplier on-boarding / tender process by introducing a more rigorous supplier on-boarding / tender questionnaire.</p>
Reporting	<p>Ensure comprehensive reporting on the progress of the action plan to the Executive Team at the annual Governance meeting to discuss risks and make recommendations for improvement.</p>

Measuring Effectiveness of the Actions

A focus of our first reporting period was to develop a framework to monitor the effectiveness of our actions in detecting and mitigating risks of modern slavery in our operations and supply chain. We will continue to develop our monitoring and assessment procedures across the business, led by the work of our Modern Slavery Committee, and we will continue to measure our performance by:

- Conducting an annual review of the modern slavery risk assessment methodology
- Applying the risk methodology to our high risk and critical suppliers
- Monitoring training records for employees to ensure compliance with modern slavery awareness training and policy acknowledgment and understanding
- Monitoring the number of suspected or identified modern slavery incidents
- Monitoring remediation processes and actions taken to educate employees and supply chain partners, and inform improvements to policies, processes, training, and supplier engagement.
- Monitoring the results of supplier self-assessments, audits, worker interviews and grievance reporting to gather analysis on how controls are functioning in practice

With the use of the rigorous measurement tools, and processes detailed above, we will continue to strengthen our awareness, visibility and understanding of our business operations and supply chain so that we can continue to develop the effectiveness of our processes in the future.

■ Consultation & Approval

Consultation

This Modern Slavery Statement has been developed in accordance with the requirements of the Modern Slavery Act 2018 (Cth). In compliance with Section 13(2) of the Act, this Statement was presented to the Directors of Erilyan for consideration and approval.

During the reporting period, there were additional mechanisms for consultation with key business stakeholders through:

- Quarterly Modern Slavery Committee meetings to review modern slavery risks and compliance with the Erilyan policies and processes related to Modern Slavery.
- Monthly business management meetings, in which Modern Slavery is a standing matter for review.

Approval

The Statement has been prepared and issued by Erilyan Group Pty Ltd (ACN 664 334 767) and covers Erilyan Pty Ltd (ACN 152 249 548) and Erilyan Projects Pty Ltd (ACN 605 502 261). Each are a reporting entity for the purposes of this Statement and references to "Erilyan", "Company", "we", "our" are references to the reporting entities and the entities they own and control.

This statement has been approved by all Directors of Erilyan Group, in their role as Directors of the principal governing body of Erilyan Group as defined by the Act on 30 December 2024.



Karl Mayoh

Joint CEO | Founding Director



Tim Curtin

Joint CEO | Founding Director



Rhett McGillicuddy

Director



Jon Lewis

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