

MODERN SLAVERY STATEMENT – 2024-25

This statement is made pursuant to the Modern Slavery Act 2018 (the Act) and sets out the steps AJ Baker & Sons has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery in any area of our business dealings.

Our Company

AJ Baker & Sons Pty Ltd (the company) is a large Australian commercial refrigeration, air conditioning and catering equipment company, with over 260 employees nationally. The company was founded in 1920, and is a privately owned company incorporated in Australia. It has its head office in Perth, Western Australia.

Our supply chain is multi-faceted with some equipment being sourced directly from manufacturers in Europe and the United States, some through distributors, and the remainder including personal protective equipment, promotional materials and worker and staff uniforms etc from local SME's.

Our Suppliers

Many of the larger overseas businesses we import from issue annual corporate sustainability reports (CSR) which include their actions on investigations into Modern Slavery in their manufacturing processes including the supply of prefabricated componentry – these clearly state that no points of concern are present.

We have focussed our activities this year on our smaller suppliers in the clothing, and promotional material sectors as these are perceived to pose risk of modern slavery in their supply chains.

Activity

The task of completing the Modern Slavery awareness training for all new employees throughout the organisation was achieved in this reporting period. Of the suppliers surveyed, most of which are small enterprises with 20 or less employees, we found that the awareness of the impact of Modern Slavery was strong and most had taken steps to address the matter. Those that had a policy and have surveyed or actually visited their suppliers, were able to confirm no evidence of the matter in their supply chain.

Conclusions and further Action

It is clear from observations on this reporting period activity that our actions in bringing Modern Slavery to the attention of our non-equipment suppliers is helping in completing the awareness program. We would also anticipate that our in-house training will be stepped up in the next reporting period to include supervisors, project managers and senior mechanics.

AJ Baker and Sons has begun working on the implementation of the principles of sustainable procurement and social responsibility during the reporting period to bring ourselves more into line with marketplace expectation.

This statement has been reviewed and approved by the Board, and is signed by Peter Michael Baker, Chairman of Directors.



Chairman of Directors

Date: 15TH MAY 2025