

Modern Slavery Statement

Faralga Pty Limited, trading as Doyle Bros

Reporting Period: 1 July 2025 – 30 June 2026

Date of Approval: 3 July 2026

Approved by: Managing Director Doyle Bros

1. Introduction

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* and outlines the actions taken by Doyle Bros during the reporting period to assess and address modern slavery risks in its operations and supply chains.

At Doyle Bros, we are committed to operating ethically and with integrity in all our business dealings, and we are committed to minimising the risk of modern slavery in our business and supply chains.

2. Our Structure, Operations and Supply Chains

Structure & Operations - Doyle Bros is a privately owned Australian company based in Fairfield East, Sydney, NSW. Doyle Bros specialise in comprehensive waste management and recycling solutions for commercial, industrial, and other clients. Our services include dry waste, organic waste, paper and cardboard, mixed recycling and general waste collection. Doyle Bros deliver exceptional levels of resource recovery and services such as bin hire, secure document destruction, and sustainable disposal services.

We operate a fleet of specialised vehicles and processing facilities across metropolitan Sydney and employ a team of 32 staff, including drivers, operators, technicians, and administrative personnel.

Supply Chains - Our supply chain includes the procurement of goods and services such as:

- Waste collection and processing equipment
- Waste and resource recovery activities
- Fuels and lubricants
- Fleet vehicles and maintenance
- Personal protective equipment (PPE)
- Uniforms and cleaning supplies
- Office supplies and IT equipment
- Subcontracted transport and logistics
- Professional services (legal, HR, and IT support)

These goods and services are sourced from both Australian-based suppliers; however some suppliers have international operations.

3. Risks of Modern Slavery Practices

Doyle Bros acknowledges that the waste management and logistics sectors may be exposed to modern slavery risks, particularly in the following areas:

- Supply of PPE and uniforms, which are often manufactured in high-risk countries
- Cleaning and facility maintenance services, which may involve vulnerable or migrant workers
- Subcontracted labour, particularly in logistics or temporary staffing arrangements
- Procurement of electronic equipment and vehicle parts from overseas manufacturers

We understand that these areas may involve risks such as forced labour, underpayment of wages, unsafe working conditions, and exploitation of vulnerable populations.

4. Actions Taken to Assess and Address Risk

During the reporting period, Doyle Bros took the following steps to assess and address modern slavery risks:

- **Policy Implementation:** Introduced a Human Rights and Modern Slavery Policy outlining our commitment to ethical sourcing and worker protection.
- **Supplier Engagement:** Commenced risk assessments of key suppliers, prioritising high-risk categories (e.g. uniforms, PPE, transport).
- **Contracts & Procurement:** Updated procurement templates to include modern slavery clauses and supplier code of conduct requirements.
- **Training:** Delivered internal awareness training to senior staff on identifying and responding to modern slavery risks.
- **Grievance Mechanisms:** Strengthened internal reporting mechanisms, including anonymous reporting for staff and suppliers.

5. Assessment of Effectiveness

To measure the effectiveness of our actions, we:

- Track completion rates of modern slavery training
- Monitor supplier compliance with our Code of Conduct
- Conduct periodic audits of high-risk suppliers
- Review and respond to any reports or complaints received

Continuous improvement is a key objective. Doyle Bros is working toward expanding our supplier due diligence and formalising KPIs for risk monitoring in future reporting periods.

6. Consultation with Entities Owned or Controlled

Doyle Bros does not currently own or control any other entities. Should this change, we will ensure that future consultations and assessments are extended accordingly.

7. Future Commitments

Over the next reporting period, Doyle Bros intends to:

- Expand supplier risk assessments to all Tier 1 suppliers
- Introduce a supplier self-assessment questionnaire
- Conduct an independent review of our modern slavery risk framework
- Strengthen remediation protocols for addressing identified risks

8. Approval

This statement was approved by the Board of Directors of Doyle Bros on 3rd July 2026

Signed:

A handwritten signature in black ink that reads 'James Doyle'.

James Doyle - Managing Director | Doyle Bros