

Modern Slavery Statement

Financial Year 2023 – 2024



Modern Slavery Statement 2023–2024

REPORTING ENTITY

Bryant Building Contractors Pty Ltd (Bryant) is a wholly Queensland-owned company. We specialise in high quality construction for a range of commercial, government and private sector clients, including all tiers of Government; the retail, hospitality, mining and residential development industries; and private health and education providers.

Established in 1986, Bryant has helped Queensland grow for nearly 40 years by building infrastructure and supporting local business, while providing employment and training opportunities from the Gold Coast to the Torres Strait. We are proud of our independence and determined to continue to serve the communities in which we work.

Bryant has full-service offices in Brisbane, Rockhampton, the Gold Coast, Sunshine Coast, Toowoomba, and Cairns.

STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Structure

Bryant is owned and managed by its four directors. Bryant's Senior Management Team comprises two key divisions:

- Project Development and Delivery
- Corporate Services Management.

All senior managers are specialists in their respective fields, which include project management, financial analysis and reporting, WH&S, contractual and regulatory compliance, design, value engineering, and logistics.

Bryant currently employs over 100 full time staff including an IT Systems Administrator and an Indigenous Partnerships Officer. At any one time, the firm also employs numerous contract workers for project specific roles and engages with hundreds of subcontractors and suppliers each year.

Operations

Each of Bryant's regional offices is led by a Regional Office Manager responsible for our local operations, leading one or more teams of construction specialists who manage individual projects from design to practical completion and handover.

Each of our regional offices is supported by Bryant's centralised corporate management team. We adopt a conservative financial strategy, with substantial net assets to support our pipeline of projects.

Accounts management is a critical function in successfully delivering any construction project and Bryant employs a dedicated accounts team. Subcontractors and suppliers are paid accurately and on time to avoid delay and disruption on site.

Supply Chain

Our supply chain is wide-ranging, incorporating both direct and indirect partnerships with subcontractors and suppliers who provide the materials, equipment, and services critical to our construction projects.

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ROCKHAMPTON 4/12 FAIRFAX COURT, YEPPON QLD 4703 • T: 0447 125 971

SUNSHINE COAST LA Balsa, SUITES 408-409, 43-45 BRISBANE ROAD, MOOLOOLABA, QLD 4557 • T: 0484 000 997

Additionally, we buy various goods and services necessary for our business operations, including IT equipment and cutting-edge construction software, personal protective equipment and workwear such as boots, hard hats, gloves, high-visibility clothing, and essential site and office consumables like stationery and kitchen supplies.

THE RISKS OF MODERN SLAVERY

While we have not experienced any instances of modern slavery occurring in our supply chain, we acknowledge the potential risks for modern slavery practices in the construction and logistics industry, where outsourcing and extensive use of subcontractors are common.

Bryant's supply chain consists predominantly of local subcontractors and suppliers who personally deliver services on our sites and provide certification of their products. Therefore, although we acknowledge these risks require management, we consider them to be low in our supply chain.

Key risk areas for modern slavery include exploitative labour practices, excessive working hours, or poor working conditions. There is also a risk sourcing materials and products from complex supply chains involving countries with weak labour protections. High-risk goods and services are often produced in regions or industries with known modern slavery risks. Additionally, indirect procurement of services beyond core construction activities can expose the company to risks in sectors known for poor labour practices and worker exploitation.

Our commitment is to continuously assess these risks, enhance our due diligence processes, and engage with suppliers to mitigate potential modern slavery issues throughout our operations and supply chains.

ASSESSING AND ADDRESSING THE RISKS

Bryant has implemented a series of actions to assess and address the risks of modern slavery. These actions include:

- **Supplier due diligence:** Conducting ad-hoc risk assessments of suppliers, including their labour practices, sourcing policies, and compliance with legislation and regulatory obligations.
- **Contractual obligations and supplier engagement:** Our contracts require suppliers and subcontractors to comply with all applicable policies and relevant legislation.
- **Training and awareness:** Providing training to raise awareness of modern slavery risks.
- **Grievance and reporting mechanisms:** Maintaining confidential reporting channels for employees, contractors, and suppliers to raise concerns related to unethical practices, including modern slavery.
- **Remediation processes:** Collaborating with suppliers to address any identified issues, providing support to affected workers, and, if necessary, terminating relationships with non-compliant suppliers.

These measures are part of our ongoing commitment to promote ethical practices and mitigate modern slavery risks across our operations and supply chains. We continually review and enhance our strategies to ensure they remain effective and aligned with industry best practices.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Our approach involves several key methods:

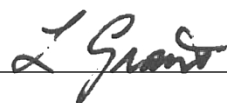
- **Stakeholder feedback and engagement** to assess the impact of our training programs, communication efforts, and reporting mechanisms.
- **Grievance and incident analysis** to identify trends, issues, and areas where additional action may be required. Each reported incident is reviewed, with the outcomes used to improve our processes.
- **Continuous improvement and policy updates** to address emerging risks and strengthen our overall approach. We aim to create a culture of continuous improvement, ensuring that our actions remain relevant and effective.

CONSULTATION

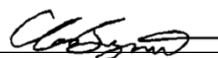
Bryant consulted with its Senior Management Team who developed this statement and presented it to the Board of Directors for approval.

ENDORSEMENT

This statement covers 1 July 2023 to 30 June 2024 and has been approved by the Board of Bryant Building Contractors Pty Ltd in their capacity as principal governing body of Bryant Building Contractors Pty Ltd on the 4th of October 2024. The statement has been signed by Lorraine Grant, Director and Chris Bryant, Director.



Lorraine Grant
Director
Bryant Building Contractors Pty Ltd



Chris Bryant
Director
Bryant Building Contractors Pty Ltd

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