

Modern Slavery Statement 2025

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ABOUT THIRD ANGLE ENGINEERING

Third Angle Engineering is an Australian owned and run business with 25 plus years of history running successful projects to offer complete end-to-end engineering solutions to the building, telecommunications, mining, food and beverage, and bulk materials handling industries throughout Australia.

Located in Dandenong South, Victoria, and employing over 50 staff, the Third Angle Engineering specialises in large and small-scale one-off projects, prototypes, and challenging jobs for discerning customers who need an end-to-end approach to their work.

OPERATIONS AND SUPPLY CHAINS

Third Angle Engineering operates from a 5,500 sq. metre factory and maintains a full staff of qualified Boilermakers, Sheet metal Workers, Fitter & Turners, Painters, Draftsmen, and Project Managers to help customers translate their visions into reality. The ability to execute all levels of jobs from small fabrications to complex site installations keeps customers returning with the confidence that Third Angle Engineering can exceed their expectations.

Our supply chain consists mostly of products sourced locally within Australia with a small portion of steel coming from Korea through local Australian sellers who are aligned with our Modern Slavery policy.

Third Angle Engineering is committed to preventing modern slavery in all its operations and supply chains. We believe that every individual has the right to work in a safe and fair environment, free from exploitation and coercion.

RISK ASSESSMENT

METHODOLOGY:

A risk assessment was conducted through a combination of document reviews, supplier engagement, and internal discussions. The assessment team evaluated each supplier's location, industry, labour practices, and adherence to ethical standards as well as their supply sources. Desktop audits were conducted with our supply chain where they were asked questions from the Australian Governments Procurement Toolkit to assess the risk imposed by the supplier.

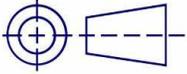
RISKS IDENTIFIED:

Based on the assessment, the following potential modern slavery risks were identified:

Suppliers located in regions with a high prevalence of reported modern slavery practices.

Suppliers that do may not provide transparent information about their workforce, recruitment practices, and working conditions.

Suppliers that rely on third-party labour providers without proper vetting and verification may be susceptible to modern slavery risks.



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RISK RATING:

Each risk identified was assessed based on its likelihood and potential impact using a matrix in which a risk rating was assigned to prioritize mitigation efforts.

ACTIONS TAKEN:

Conduct in-depth due diligence on suppliers identified as high-risk to verify their commitment to ethical labour practices and compliance with relevant regulations through our supplier audit system. Implement periodic audits for all suppliers to verify compliance with our Modern Slavery Policy.

Provide training and awareness programs to employees and suppliers on modern slavery risks, indicators, and reporting procedures.

Promote a confidential and accessible reporting mechanism for all stakeholders to report concerns related to modern slavery.

CONCLUSION:

Our risk assessment has indicated that our operations and supply chains have a low risk for modern slavery. This is due to 95% of our materials being sourced in Australia with the international materials being sourced by responsible Australian suppliers that have been vetted through our policies and procedures. By implementing targeted mitigation strategies, we aim to remain a responsible and ethical business that aligns with the Modern Slavery Act 2018.

ASSESSING EFFECTIVENESS OF ACTIONS TAKEN

Third Angle Engineering has implemented policies, procedures, and internal checks to ensure we comply with Modern Slavery Legislation. Yearly audits are conducted with our top suppliers which cover 95% of operational purchases.

We work closely with our suppliers to foster a transparent and responsible supply chain. We expect all suppliers to adhere to our Modern Slavery Policy and implement measures to address the risk of modern slavery within their own operations.

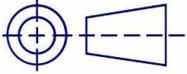
All employees and subcontractors of Third Angle Engineering are familiar with our Code of Conduct which outlines how to report concerns regarding Modern Slavery using the appropriate reporting channels.

CONTINUOUS IMPROVEMENT

Third Angle Engineering are committed to continuously reviewing and improving our policies, processes, and practices relating to modern slavery.

We provide training and awareness programs to our employees and relevant stakeholders to educate them about modern slavery risks and how to recognize and report potential indicators. We encourage an open and supportive culture that facilitates reporting of concerns directly to our General Manager, line managers & Director should any concerns be identified within our operations internally or externally.

We have developed a comprehensive Modern Slavery Policy that sets out our commitment to combatting modern slavery and human trafficking. This policy is endorsed at the highest levels of our organization and forms the foundation of our efforts to eradicate these crimes.



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DECLARATION

This statement has been prepared in accordance with s.16 of the Modern Slavery Act 2018 (the Act) and is published with approval by Third Angle Engineering Pty. Ltd. Board of Directors to address modern slavery and human trafficking risks in its business and supply chain.

This Modern Slavery Statement will be reviewed annually and will be published on our website to demonstrate our ongoing commitment and accountability.

Charlton Mendes

Charlton Mendes
General Manager