

MODERN SLAVERY STATEMENT FY2023

1. INTRODUCTION

BildGroup Pty Ltd [ACN 645 883 996] (**BildGroup**) is dedicated to upholding ethical standards, integrity, and transparency in all business dealings, including our supply chains. This Statement outlines the actions taken by BildGroup and its related entities to address the modern slavery risks and maintain responsible, transparent supply chains as required under the Modern Slavery Act 2018.

Modern slavery encompasses various exploitative practices, including human trafficking, slavery, forced labour and child labour, which deprive individuals of their freedom for commercial or personal gain.

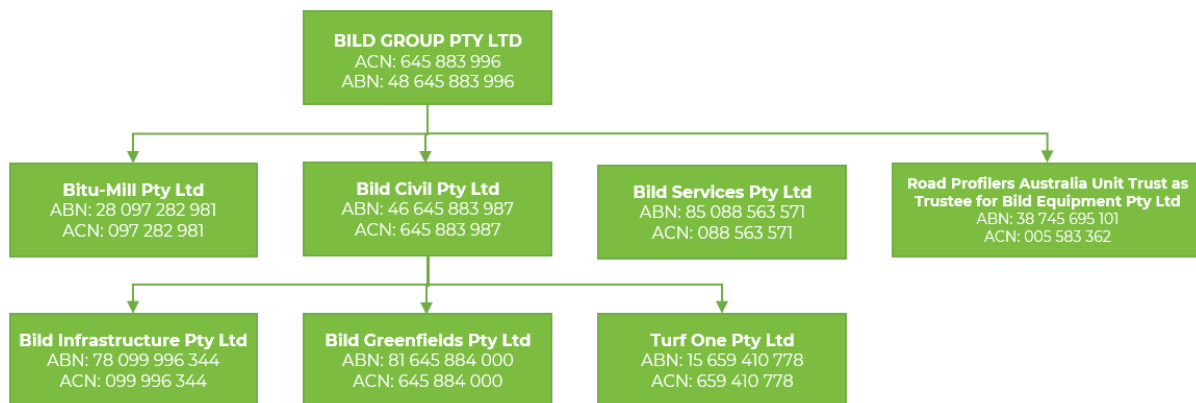
BildGroup is committed to combating these practices and ensuring respect for human rights across all aspects of our operations and supply chains.

2. OUR STRUCTURE AND OPERATIONS

BildGroup is a privately owned Australian company, with over 40 years of experience in road profiling and civil construction. Founded in 1979 as Road Profilers Australia Pty Ltd, BildGroup has since expanded its operations. Our head office is located in Campbellfield, Victoria, with additional offices in major Australian cities including Ballarat, Bendigo, Geelong, Sydney, Echuca, Brisbane, and Adelaide.

We offer localised client services and deliver a diverse range of projects, such as road construction, infrastructure upgrades, and specialised civil works. Our workforce comprises 590 employees, encompassing administrative staff, construction workers, and members of our executive team.

The following are *Related Entities* within BildGroup:



3. OUR SUPPLY CHAINS

Broadly speaking, BildGroup engages with several contractors and suppliers, primarily in the civil infrastructure, asphalt paving, and road profiling sectors. We prioritise partnerships with Australian contractors and suppliers, many of whom source materials internationally, including from the USA, Europe, and Indonesia. BildGroup also utilises recruitment and labour hire agencies for staffing needs.

We recognise the potential for modern slavery risks within our supply chains, particularly concerning vulnerable populations and the use of recruitment agencies. To mitigate these risks, we have implemented robust due diligence processes and continuously monitor our supply chain partners.

4. IDENTIFIED RISKS OF MODERN SLAVERY

Operating in the construction industry, BildGroup acknowledges the potential to cause, contribute to, or be linked to modern slavery. Key risks include:

- **Labour rights violations:** Issues related to forced or compulsory labour, inadequate wages and benefits, excessive work hours and child labour.
- **Health and safety concerns:** Particularly for workers employed through third parties or in uncontrolled environments.

During periods of high demand, the pressure to meet cost and delivery requirements can increase the vulnerability to modern slavery risks. BildGroup is committed to proactively identifying and addressing these risks. During the reporting period, there was no instances determined of Modern Slavery practices.

5. ACTIONS TO ADDRESS MODERN SLAVERY RISKS

During the reporting period, BildGroup undertook several measures to assess and mitigate modern slavery risks, including:

- **Updating commercial terms:** Revised contractor terms to include explicit warranties and obligations regarding modern slavery compliance within our suppliers' operations and supply chain.
- **Legal review and policy updates:** Ensured compliance with anti-modern slavery obligations by reviewing relevant policies and contracts, including employment agreements, enterprise agreements, and independent contractor agreements.
- **Whistle-blower policy implementation:** Established and communicated a Whistle-blower policy to encourage the reporting of unethical practices.
- **Employee training:** Conducted workplace training to ensure employees understand their responsibilities under BildGroup's compliance policies.
- **Review and Improve Modern Slavery Policy:** Collaborated with legal advisors to create a policy requiring all employees, directors, agents, contractors, and representatives to support BildGroup's commitment to human rights and the elimination of modern slavery.

6. CONSULTATION WITH OWNED OR CONTROLLED ENTITIES

Bild Group Pty Ltd regularly consulted with its owned or controlled entities through quarterly meetings, joint initiatives, and collaborative projects ensuring that all entities are fully informed and compliant. These consultations focus on identifying and mitigating modern slavery risks, centralised policies and best practices, and sharing relevant materials and updates with all stakeholders including owned and controlled entities ensuring compliance with the Modern Slavery Act 2018 (Cth). BildGroup is dedicated to regularly evaluating the effectiveness of our anti-modern slavery initiatives.

To this end, we have:

- **Established a compliance oversight network:** Utilised a network of employees to monitor the implementation and effectiveness of relevant actions.
- **Formed a working group:** Comprised of key personnel from Procurement, People & Culture, and other areas, this group meets regularly to review and assess our anti-modern slavery measures.

For our supply chain partners, we are developing procedures for:

- **Scheduled regular internal audits and reviews:** Conducting annual audits of suppliers and assessing the outcomes by key personnel.
- **Supplier declarations:** Annual review of supplier compliance declarations for compliance.
- **Grievance mechanisms:** Efficiently addressing any cases reported through our Grievance Policy and Whistle-blower Policy.

7. FUTURE PLANS

BildGroup is committed to enhancing our understanding and management of modern slavery risks. Our future initiatives include:

- **Continuous awareness and training:** Ensuring that all employees, directors, contractors, and suppliers are aware of this Statement and their obligations regarding modern slavery.
- **Risk assessment enhancement:** Reviewing the US Department of Labour's List of Goods Produced by Child or Forced Labour and the Fair Work Ombudsman website to ensure responsible sourcing and compliance with Australian employment law.
- **Collaboration with NGO's:** Partnering with non-government organisations to stay informed about modern slavery risks and avoid inadvertently supporting such practices.

This statement was approved by the principal governing body of Bild Group Pty Ltd on 06 August 2024 and will be reviewed annually. It has been signed by the Directors who are responsible members of BildGroup.

Signed



Matthew Graham
Executive Chairman / Director



Stephen Hill
Chief Executive Officer / Director