

Modern Slavery Statement

Mesh & Bar Pty Ltd

1. Introduction

This statement sets out the steps taken by Mesh & Bar Pty Ltd ACN 084 464 746 (**Mesh & Bar**) to address modern slavery risks in the business operations and supply chains of Mesh & Bar during the FY23 financial year.

Mesh & Bar is committed to ensuring that there are secure management systems and procedures in place to prevent exploitations of human rights within Mesh & Bar itself and its supply chain.

Mesh & Bar consulted the relevant companies it owns or controls in the development of this statement.

2. Structure and operations

Mesh & Bar is an Australian manufacturer of reinforcing steel and mesh products. Mesh & Bar supplies reinforcing steel bars from both long bar and coil products that are manufactured from recycled material. Its reinforcing mesh is suitable for use in a variety of applications including concrete footpaths, industrial and commercial ground slabs, precast panel construction and residential slabs and footings.

Mesh & Bar has an expansive and diverse customer base who are predominantly wholesale customers. Mesh & Bar is a national brand with major offices in Sydney, Brisbane and Melbourne and regional sites across New South Wales, Queensland and Victoria.

3. Supply chain

Mesh & Bar sources goods and services in the following categories: steel, consumables, utilities, transport, plant, equipment, parts and repairs, human resourcing, information technology and other miscellaneous business spend.

Steel supply constitutes more than 70% of Mesh & Bar's spend on goods and services. The majority of steel is sourced from Australian supplier, Infrabuild Steel Mills Steel is also sourced from reputable international businesses.

Other goods and services used by Mesh & Bar are predominantly sourced within Australia from Australian suppliers, but also from reputable international businesses.

Mesh & Bar strives to engage suppliers with a good reputation, ethics and reliable business practices. Mesh & Bar does not knowingly contract with or engage any businesses that are involved in modern slavery or human trafficking.

4. Description of risks of modern slavery

Mesh & Bar considers the risk of modern slavery being caused by, contributed to or directly linked to its operations is low, driven by both geographic location, with all operations based in Australia, and by the human resources processes Mesh & Bar has in place. These include compliance with relevant laws, checking employees' wages and, where relevant, salary agreements and confirming corresponding payment, as well as conducting employment checks (either internally or externally).

Mesh & Bar considers the risks associated with the categories of goods and services sourced, as well as country of origin of goods and services in assessing the risk of modern slavery in its supply chain.

Some categories are seen as higher risk or having the potential for higher risk of modern slavery in supply chains. This includes steel production, which is reliant on raw materials, which may be sourced from geographies with a higher risk of modern slavery, as well as using unskilled labour, which may increase the opportunity for modern slavery in its production. In Australia, labour hire, cleaning and security services are sectors considered to have a higher risk of modern slavery.

The Global Slavery Index notes that the Asia and the Pacific region has some of the highest incidence of modern slavery. Mesh & Bar sources goods and services from countries in this region, with the accompanying higher risk of modern slavery in supply chains for the goods and services sourced from those countries.

Where a supplier is identified as higher risk, due to category and/or geographic location, Mesh & Bar looks to engage with that supplier to understand its modern slavery risk, with a view to managing that risk, as set out below.

5. Assessing and addressing modern slavery risks

At Mesh & Bar, we understand the importance of raising awareness to aid the ending of modern slavery practices. To that effect, Mesh & Bar has implemented the following processes and tools to assist in the detection and prevention of modern slavery risks:

- a) **Supply chain mapping:** Mesh & Bar undertakes due diligence in respect of its key suppliers to ensure that these parties are aligned with Mesh & Bar's policies, codes and values. Supply chain mapping involves categorising suppliers by risks associated with their geographic location, size and industry.
- b) **Follow up questionnaire:** Mesh & Bar requires suppliers identified as "high risk" during the supply chain mapping exercise to complete a modern slavery risk questionnaire to ensure compliance with modern slavery laws and to identify any issues. Significant issues are escalated to senior management.
- c) **Supply contracts and due diligence:** Generally, supply contracts are entered into on the basis of Mesh & Bar's standard terms and conditions or negotiated contractual terms depending on the type of product or service and Mesh & Bar's affiliation with the third party. Mesh & Bar requires its suppliers to comply with all relevant laws and regulations and ensures that due diligence checks are carried out prior to engagement of third parties.
- d) **Training:** Awareness of modern slavery risks in the workplace are communicated to Mesh & Bar employees through toolbox talks and information sheets. Senior management and procurement personnel briefings are also carried out to raise awareness of modern slavery risks.
- e) **Supplier Code of Conduct:** Mesh & Bar has a Supplier Code of Conduct applicable to all of Mesh & Bar's suppliers. The Supplier Code of Conduct contains provisions specifically relating to anti-bribery and corruption, human rights including modern slavery, work health and safety and the environment.
- f) **Anti-Slavery Policy:** Mesh & Bar has adopted an Anti-Slavery Policy which affirms Mesh & Bar's commitment to upholding its responsibility to comply with all modern slavery laws and regulations.
- g) **Whistleblower Policy:** The Whistleblower Policy applicable to Mesh & Bar protects employees, service providers and suppliers who voice their concerns about certain events or conduct in the business that may be unlawful or unethical. The policy validates Mesh & Bar's efforts in safeguarding the confidentiality, wellbeing and career of any individual who asserts any issues that affect the integrity of Mesh & Bar's business operations.

6. Assessing effectiveness

Mesh & Bar is focused on continuously strengthening its procedures and processes to combat modern slavery practices and ensuring the protection of human rights. Mesh & Bar will continue to monitor, evaluate and assess the effectiveness of its established procedures by:

- a) monitoring existing suppliers and undertaking risk assessments in relation to new suppliers to ascertain whether they pose a modern slavery risk and, if they do, to reduce that risk to the maximum extent possible;
- b) reviewing and updating training material to ensure that it is up to date, relevant and effective;
- c) reviewing Mesh & Bar's policies and Supplier Code of Conduct to ensure they remain relevant and in compliance with all applicable laws; and
- d) engaging with suppliers and key customers to verify they are following through with any modern slavery actions they have committed to undertaking.

This statement was approved by the Directors of Mesh & Bar Pty Ltd, in their role as principal governing body of Mesh & Bar Pty Ltd on 4 June 2024.



Veeral Patel, Director