

# PLAN. BUILD. DELIVER.

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 **PATTERSON**  
Building Group



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# MODERN SLAVERY STATEMENT

**FY 2024-2025**

**ABN: 71 109 697 207**

**“ WE ARE PROUD OF OUR COLLABORATIVE CAN-DO APPROACH,  
OUR ETHICS AND OUR TEAM AND LOOK FORWARD TO BUILDING  
THE FUTURE TOGETHER. ”**

**PAUL RICHARDSON**  
**FOUNDER & MANAGING DIRECTOR**

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Patterson Building Group is a privately owned construction, refurbishment and interiors company serving a diverse range of clients across Australia.

We Plan, Build and Deliver – providing clients with end-to-end design, project management and construction solutions that are recognised not only for their seamless integration of form and function, but also how they feel within the greater environment they occupy.

We focus on delivering the best job for our clients and ensure their objectives are met safely, on time and on budget. Having completed iconic projects ranging from \$50,000 to \$70 million, including multiple award-winning projects, we have achieved success across many sectors including commercial, retail, government, education, aged care, residential and industrial for both private and public sector clients.

We are proud of our collaborative can-do approach, our ethics and our team. We are committed to ensuring there is transparency in our business and our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2018 (MSA). Patterson Building Group expects all who have, or seek to have, a business relationship with the company to act in a way that is consistent with its values.

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# WHY US?

**CONSTRUCTION &**

**REFURBISHMENT**

**FIT-OUT**



**EXCELLENCE  
RELIABILITY  
PASSION**



100+  
**EMPLOYEES**  
ACROSS NSW

## **INDUSTRY SECTORS**

EDUCATION.  
AGED CARE.  
HEALTH.  
GOVERNMENT.  
COMMUNITY.  
RETAIL.  
COMMERCIAL.  
INDUSTRIAL.  
RESIDENTIAL.

est. **2004**



COMBINED FOLIO OF  
\$1.5BILLION +

ANNUAL TURNOVER

\$200M+



CONSECUTIVE  
MBA AWARD

WINNING

PROJECTS

670+

PROJECTS  
SUCCESSFULLY  
COMPLETED

PROJECTS UP TO  
\$70M



SAFE  
WORKING  
SYSTEMS



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## Our People

Patterson Building Group have 100 dedicated employees working across various locations within NSW. Most employees are recruited through our inhouse recruitment team using proactive searches, online advertising, and referral by others.

Patterson Building Group are committed to the safety of our employees, clients, and our wider community. Through our employment process we ensure that all employees are legally employed and receive wages and entitlements in accordance with the relevant Australian legislation and awards.

## Our Structure

Patterson Building Group is a single business entity under the ABN 71 109 697 207 and does not operate or control any other business entities. Our operations are entirely based in Australia.

The Managing Director oversees the operations of the business, the strategic direction and key accountabilities of Patterson Building Group.

## Supply Chain

We obtain services across 28 procurement categories:

- Preliminaries
- Consultants & Surveyors
- Demolition
- Asbestos
- Excavation
- Concrete & Formwork
- Masonry
- Waterproofing
- Steel & Metalwork
- Roofing
- Cladding / Facades
- Windows
- Doors
- Wall & Ceiling Lining
- Carpentry & Joinery
- Render
- Tiling & Floor Coverings
- Painting & Graphics
- Hydraulics (Plumbing)
- Security
- Electrical
- Mechanical
- Lifts
- Fire
- Furniture & Fixtures
- External Works
- Cleaning

In 2024/25 we had in excess of 1,548 active supply agreements and \$138 million in spend with subcontractors and suppliers. We have established long-term relationships with key strategic subcontractors and suppliers, all of whom are located in Australia.

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# Risks of Modern Slavery

Our focus in 2024-2025 was to strengthen our understanding of potential modern slavery risks within our operations and supply chain. The construction industry does have risk exposure when it comes to modern slavery, however as over 90% of our subcontractors are Australian businesses this risk has been reduced. We are undertaking a review of our processes, operations and performing extensive supply chain analysis to fully understand potential risk areas along with the development of appropriate mitigation strategies.

The majority of Patterson Building Group's procurement (over 90%) is project based and predominately delivered through our subcontractors and suppliers who are typically Australian registered businesses. Other aspects of project procurement are completed directly with manufacturers, distributors, suppliers, or consultants who are also typically Australian registered businesses. We are working both internally and with external specialists to undertake our supply chain analysis. This process aims to ensure our subcontractors and suppliers comply with all applicable regulations and legislation relating to working hours, wages, welfare and human rights.

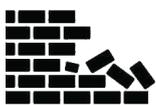
## Assessing Risks of Modern Slavery in Our Supply Chain

In conjunction with our client, Stockland and Fair Supply, Patterson Building Group undertook a risk assessment case study on one of our projects, Willowdale Retirement Village, in order to gain a deeper understanding of our supply chain and associated modern slavery risks present within our supply chain.

We began by identifying the construction materials used for a typical independent living unit which was then run through Fair Supply's proprietary risk assessment technology and an assessment report was provided.

The construction materials identified to have the highest risk of modern slavery were soffit lining and cladding, skirting and window architrave. Industry feedback provided by Fair Supply also indicated that brickwork, tiles, joinery, and carpet industries were high risk areas within our supply chain and therefore were included in this case study.

The group drafted data driven, specific and measurable supplier questionnaires which were then distributed to the suppliers of the high risk categories and finally analysed. High Risk Areas:



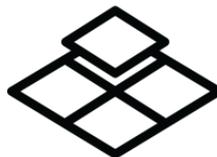
**BRICKWORK**



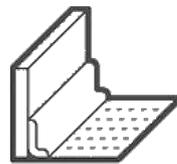
**CARPET**



**JOINERY**



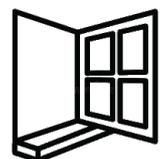
**TILES**



**SKIRTING**



**SOFFIT LINING &  
CLADDING**

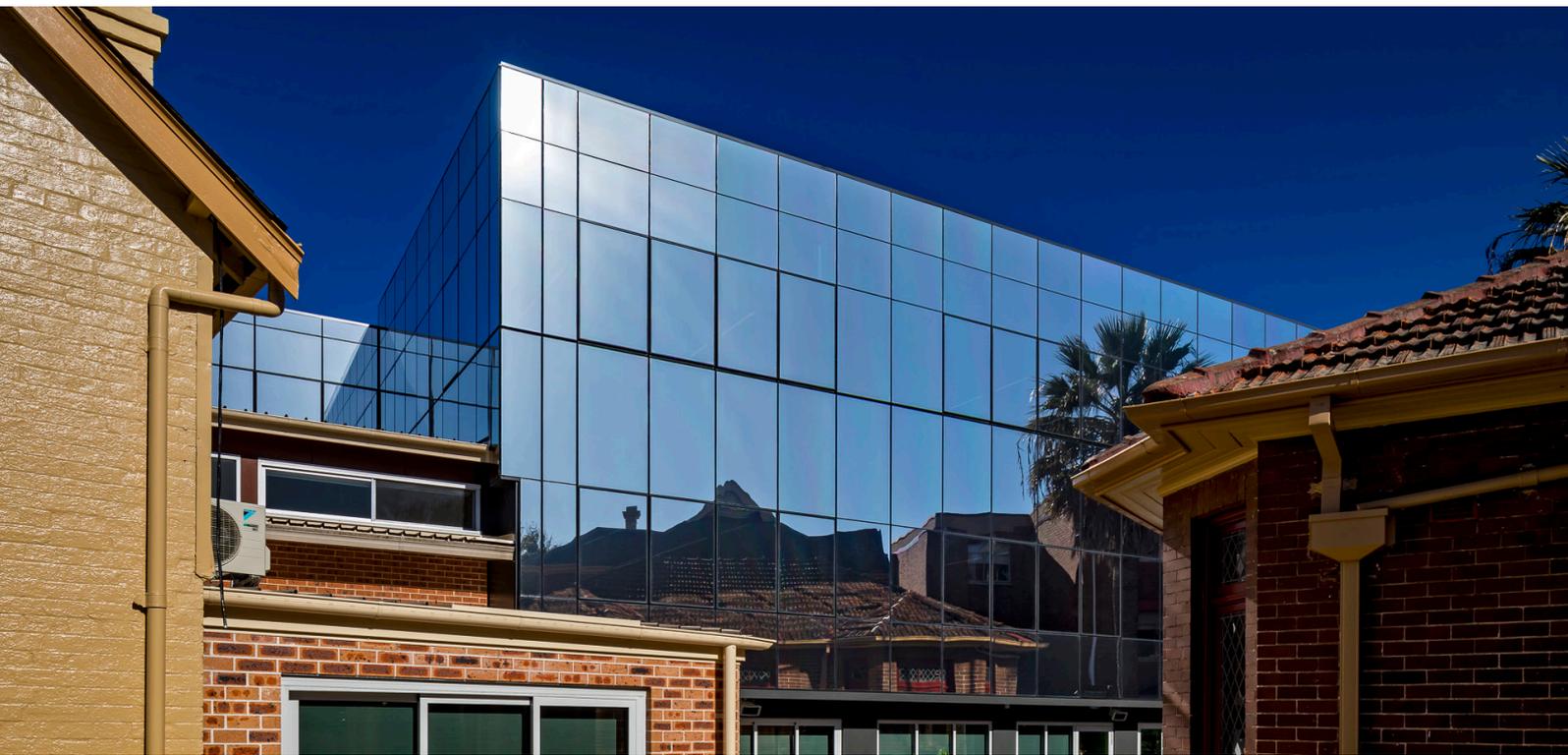


**WINDOW  
ARCHITRAVE**

We recognise that our Australian suppliers provide us with goods and services across high-risk categories and thus will require further engagement and assessment. We have analysed our supply chain and found that the following products are sourced from within Australia: bricks, concrete, hebel, steel, metal roofing, timber/metal frames, and joinery.

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## Our Due Diligence Process



### Modern Slavery Working Group:

We formed a working group comprised of senior representatives from our HR, HSEQ and project management divisions.

### Supplier Engagement:

Our contractual documentation now incorporates specific prohibition against slavery, the use of forced, compulsory or trafficked labour, and the use of child labour in line with our Modern Slavery Policy. When engaging our suppliers and subcontractors we have checks in place to ensure they are registered as an Australian business and provide us with confirmation they comply with Australian Laws regarding employees and wages.

### Modern Slavery Action Plan:

We previously developed action plans for enhancing our approach to modern slavery due diligence, risk management, supply chain management, and training. This is now being updated to incorporate a Modern Slavery risk management plan in line with NSW Anti-Slavery Commissioner guidelines.

### Policies and Procedures:

We introduced a Modern Slavery Policy and a Whistleblower Policy, underlining Patterson Building Group's commitment to tackling modern slavery within our supply chain. We are now focused on enhancing our procedures around monitoring outcomes and reporting non-compliance.

### Supplier and Subcontractor Risk Identification:

We conducted a case study on a project where we reviewed and prioritised subcontractors and suppliers against modern slavery risk indicators and identified 7 potentially high-risk procurement categories. We are now focused on auditing those high risk categories across our supply chain.

### Education and Training:

We took part in an introductory modern slavery training workshop with Stockland and a human rights specialist at Fair Supply. We are further supporting this with modern slavery e-learning modules through Supply Chain Sustainability School for all staff involved in procurement activities.

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# Effectiveness Assessment

Patterson Building Group are committed to reporting progress through annual modern slavery statements and look forward to working with our subcontractors, suppliers and industry partners in playing our role to combat this global issue. We are dedicated to ensuring continuous improvement in our efforts to identify and tackle modern slavery risks. Effectiveness measures may include:

## Risk Assessment:

Through an external agency we are currently undertaking an in-depth review of all risks and controls, including modern slavery risks identified in our operations and supply chain as part of our corporate risk management review process.

## Awareness Training:

We have partnered with Supply Chain Sustainability School to provide training modules on modern slavery for our employees who are involved in procurement activities. This will supply employees with the knowledge and skills to identify high risk suppliers and engage with them where appropriate.

## Supplier Management:

We will engage with high risk subcontractors and suppliers where appropriate to determine the extent to which modern slavery risks are adequately managed. We will clearly communicate modern slavery risks throughout our organisation and request feedback from staff in developing our capabilities. We will engage with suppliers to ensure they understand our company's non-tolerance for modern slavery and our requirements for complying with ethical business practices, our policies and standards on human rights, safety and environment. We will partner with suppliers who share our stance on modern slavery.

## Policy Review:

We will review and improve policies and procedures based on the outcomes of our actions. Ensuring modern slavery controls are integrated into IMS policies and procedures as they are reviewed, where applicable, and developing screening processes for assessing our suppliers and embedding these in standard supply chain management processes.

## Action Taken:

When identifying suppliers of building materials for future purposes, a risk assessment is to occur using the matrix below:

### Sector and Industry Risks

Is there a high prevalence of modern slavery in the particular industry or sector?

### Product and Services Risks

Is there a high prevalence of modern slavery associated with the goods or services?

### Geographic Risks

Is there a high prevalence of modern slavery in the source location?

### Supply Chain Model Risks

Is the supply chain model used by the supplier likely to carry a greater risk of modern slavery?

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### Geographical Risk:

A graphical summary was taken from the Australian Red Cross publication Addressing Modern Slavery, a Guide for Australian Businesses for use in assessing the source country for the level of exposure to modern slavery practices using the heat map below (Figure 1).

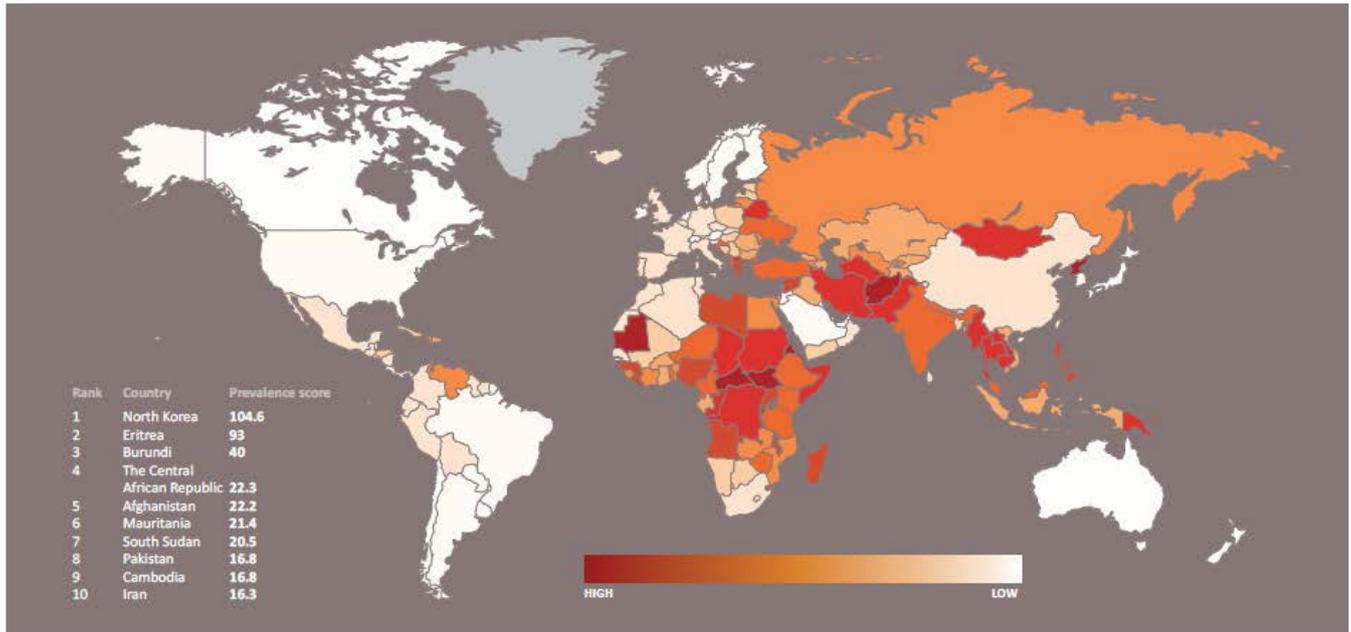


Figure 1: Estimated prevalence of modern slavery by country: noting 10 countries with highest prevalence, estimated victims per 1,000 population<sup>9</sup>

### Due Diligence:

We acknowledge that we are continually improving our knowledge of the risk in these areas and are actively working on integrating controls to mitigate modern slavery into our processes and systems. A review of the heat map for supply of major construction materials to our business has shown the vast majority have been sourced from areas which are low risk. We are, however, committed to undertaking due diligence processes when contracting with external suppliers and to identifying and assessing any indications of suppliers being high risk.

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This Statement was approved by Paul Richardson, the Sole Director of Patterson Building Group Pty Ltd on 19th December 2025.

PAUL RICHARDSON  
SOLE DIRECTOR

Date  
19 December 2025

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