

# Modern Slavery Statement 2023

## Structure

Mayflower Enterprises (ACN 607 181 662) wholly owns Hyne & Son Pty Limited (ACN 009 660 995) and XLAM Holdings Pty Ltd (ACN 609 643 969), collectively known as the 'Hyne Group'.

## Operations

The Hyne Group operations include the saw-milling, manufacturing, processing, and distribution of sawn timber, mass timber construction, and timber products in Australia and New Zealand for the building and construction industries. The Hyne Group employs approximately 800 people and operates in Queensland, New South Wales, Victoria, and New Zealand.

The Hyne Group offers its products to frame and truss manufacturers, builders, timber and hardware stores, timber distributors and retailers, construction and development companies.

## Supply Chain

The Hyne Group supply chain consists of logs, transport, plant and equipment, chemicals, and general goods and services to maintain its operations.

All of the Hyne Group's log resources are sourced within Australia from sustainably managed forest plantations and independently certified for compliance with AS 4708-2007 under Responsible Wood schemes. The Hyne Group's overseas suppliers are primarily located in North America and Europe and provide plant and equipment for the Hyne Group sawmills.

## Risks of modern slavery practices in the Mayflower operations and supply chains and its subsidiaries

Hyne Group's operational risks are low but there are risks in relation to maintaining correct employment pay and conditions including in relation to a small number of employees with visas.

Supply Chain risks include:

- Cleaning, construction, and shift worker services e.g. security services.
- Laptops, computers, mobile phones, and clothing e.g. PPE.

### **Actions taken by Mayflower and its subsidiaries to assess and address these risks, including due diligence and remediation processes**

Between 1 July 2021 and 31 December 2022 (the Hyne Group's financial year), the Hyne Group has required that modern slavery clauses be incorporated into contracts with its suppliers, including requirements to comply with modern slavery legislation and provide information on request. The Hyne Group has also remained vigilant to modern slavery 'red flags' during procurement including supplier prices being 'too low' and that may indicate potential underpayment of their employees.

### **How Mayflower assesses the effectiveness of these actions**

In late 2022, the Hyne Group sent a questionnaire to its 25 largest suppliers by spend requesting information about the actions they have put in place to address modern slavery risks over the previous year. The results were as follows:

- Ten suppliers out of 25 responded.
- Four suppliers had published Modern Slavery Statements, which we reviewed.

The information provided by suppliers did not indicate there were any risks of modern slavery in the suppliers' operations.

### **Process of consultation with the Mayflower subsidiaries**

The Hyne Group has one board of directors and the executive management team, which oversee the entire Hyne Group. Therefore, no consultation was required with subsidiaries.

### **Other relevant information**

The Hyne Group confirms it has no other relevant information to provide.

### **Approval**

This Modern Slavery Statement was approved by the Board of the Hyne Group on 16 March 2023.

Signed by a Mayflower responsible member:



Tom Reid Bruce-Jones, Chairman

18 April 2023