

COMMONWEALTH MODERN SLAVERY ACT 2018

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made in accordance with the Modern Slavery Act 2018 by Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd which relates to the Financial Year 1st April 2020 to 31st March 2021. Fantech Pty Ltd manufactures and supply air ventilation products while Idealair Group Pty Ltd supply air ventilation products and Burra Steel Pty Ltd fabricates the steel components used in the manufacturing of our air ventilation products.

Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd recognizes it is a criminal offence to dehumanized, physically constrain or restrict anyone's freedom. Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd are committed to act ethically, with integrity through-out our business dealings, relationships and are committed to ensure our supply chain does the same.

Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd has a global supply chain and due to this we are aware there may be a higher risk within our supply chain in the more vulnerable geographical location of some of these suppliers and therefore geographical location was key to our review process. While the local suppliers were still included in our review the focus was higher on the oversea supply chain.

We are also aware we lack full visibility across our supplier chain due to how some suppliers choose to response or lack of response. We are aware such markets located in Asia are a high-risk area and at this point in time we have identified two risks within our supply chain. We have asked for further details regarding the reported risks of which one supplier, (located in India) stated this had been incorrectly report by a previous director of the company, while the other supplier was still working through the process of removing the risk. We are yet to receive a further response as to the location and the outcome of this investigation.

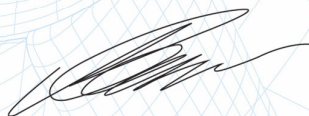
Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd recognizes the importance of compliances by continually reviewing our supplier chain. Through this review we updated our supplier evaluation process and the documentation around this process for our 2020-2021 Statement period. Our suppliers were informed of the reason for the change to our process. We are currently halfway through the process of distributing the new form to all our suppliers to ensure they are compliant and to gain better visibility of our supply chain. We will continue to develop the systems and processes to demonstrate our effectiveness of our new supplier evaluation and other process, polices or systems put in place to address modern slavery risk in our supply chain.

We have also reviewed other key policies which help reduce the risk of Modern Slavery within our supply chain and to ensure all our staff are aware and know to notify their manager of any concerns or conflict relating to these policies or this statement. The Dispute & Grievance resolution policy and EEO, Bullying, Discrimination & Harassment policy have been reviewed and currently we are in the process of updating the Code of conduct, Anti-bribery Policy and Whistleblower Policy once again.

From our 2019 -2020 statement review we had 61% of suppliers reply to the MSA letter email to them and for the 2020-2021 statement review we only had 38% reply regarding their risks within their supply chain by utilizing our new supplier evaluation process. We had planned to capture responses from the majority of our suppliers but due to Covid this has been challenging to get prompt replies over the last financial years. Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd are endeavoring to work with our suppliers to get the responses required to meet the requirements of the MSA enabling a better framework going forward.

This statement applies to all staff working for Fantech Pty Ltd, Idealair Group Pty Ltd and Burra Steel Pty Ltd.

We as the undersigned would like to confirm that the statements provided have been confirmed by the principal governing bodies for Fantech Pty Ltd, Burra Pty Ltd and Idealair Group Pty Ltd and were consulted in the development of this statement. This review and subsequent approval were granted on the 30th December 2021 to ensure our compliance to the Commonwealth Modern Slavery Act 2018.



Anthony Lamaro
Managing Director
Fantech Australia Pty Ltd



Mathew Lonergan
Managing Director
Idealair Group Pty Ltd



Brad Ackehurst
Operation Director
Burra Steel Pty Ltd