



# MODERN SLAVERY STATEMENT

For the Year Ended 30 June 2024

## Introduction

This Modern Slavery Statement (Statement) is made pursuant to Section 13(1) of the *Modern Slavery Act 2018* (Cth) ("the Act") and addresses business operations and supply chains of Expressway Spares Pty Ltd ABN 55 000 483 107 ("Expressway").

Expressway is opposed to all forms of modern slavery and operates its business in an ethical and lawful manner, respecting human rights at all times. This statement addresses the mandatory reporting criteria set out in the Act, how Expressway has addressed them during the 2024 financial year and will continue to address them in the future.

## Business Structure

Expressway is a privately owned company headquartered at Wauchope, NSW. It is the sole operating business entity in the ownership group.

## Operations

Expressway is in the business of supplying new and used components for use in the heavy earthmoving and mining industries, specialising in Caterpillar and Hitachi brands. It also carries out reconditioning and repair of components as well as sales of second-hand machinery.

Operations are conducted from Wauchope, Mount Thorley and Gunnedah in NSW, Mackay in QLD and Perth in WA.

As of 30 June 2024, approximately 350 staff were employed across all operations.

Expressway has been in continuous operation since December 1964.

## Supply Chains

Goods and Services are procured from both Australia and overseas from multiple suppliers.

Principal overseas suppliers are based in USA, Japan, Türkiye, China, Vietnam, Italy, South Korea and Spain.

Suppliers are a mix of Original Equipment Manufacturers ("OEM") and After Market Suppliers.

## **Risks of Modern Slavery Practices**

There is inherent risk of Modern Slavery Practices in any supply chain with a diverse base. This inherent risk arises not just from our suppliers' operations, but also their own supply network.

Whilst there is no guarantee that OEM suppliers are risk-free, Expressway considers such risk to be higher with the After Market suppliers, and in certain geographical locations.

## **Actions Taken to Address Risks of Modern Slavery**

Senior personnel at Expressway conduct regular assessments of all direct suppliers by way of market intelligence, dialogue with supplier staff, written assurances, the supplier's own policies and procedures and where appropriate, site visits.

Emphasis is placed on suppliers where Expressway considers the risk is to be higher than average based on type and location.

As a result of this process, a supplier may be deemed a high risk or to be practicing Modern Slavery, however to date, no such suppliers have been identified.

A whistle-blower policy is in place whereby an employee or external party may alert Expressway to a high-risk supplier without fear of reprisal.

In the event a supplier is deemed high-risk or found to be practicing Modern Slavery, Expressway will firstly attempt to work with the supplier to remedy the situation applying a specific set of criteria and timeframe.

If the situation is unable to be remedied within the timeframe, or Expressway still considers the risk profile too high, the supplier will be suspended until the supplier is able to prove remediation.

## **Assessment of Effectiveness**

To date there has been no detection of Modern Slavery Practice or high-risk suppliers in Expressway's supply chain.

Any assessment of the effectiveness of Expressway's actions will ultimately be the detection of Modern Slavery Practices with a supplier or suppliers, subsequent remedial action and measurement of outcomes.

## **Other Information**

Expressway considers the Risk of Modern Slavery Practices to be ever-present within the supply chain.

Expressway is committed to monitoring and assessment of suppliers and constantly seeking improvement and rigour in our methodology thereof.

*This Statement was approved by the Board of Directors of Expressway Spares Pty Ltd on 15 August 2024.*



James Dunn – Managing Director