

JOINT MODERN SLAVERY STATEMENT



G. James Pty Ltd
G. James Australia Pty Ltd
G. James Safety Glass (Qld) Pty Ltd
G. James Extrusion Co Pty Ltd
G. James Glass & Aluminium Pty Ltd
G. James Glass & Aluminium (Qld) Pty Ltd

G. James Safety Glass Pty Ltd
Contract Glass & Aluminium Pty Ltd
G. James Remelt Pty Ltd
G. James Engineering Services Pty Ltd
Cheras Industries Pty Ltd
G. James (N.Z.) Limited

G. JAMES

 **CONTRACT**
GLASS & ALUMINIUM

GOSSI
PARK & STREET FURNITURE

 **QUICK ALLY**
SCAFFOLDING & ACCESS SOLUTIONS

 **Cheras**
INDUSTRIES PTY. LTD.
A Tradition of Innovative Structural Solutions



JOINT MODERN SLAVERY STATEMENT - MESSAGE FROM THE CHAIRMAN

This Modern Slavery Statement is pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) ('the Act') made in respect of the following companies, for the 2025 Financial Year.

Company Name	ABN	Registered Address
G.James Pty Ltd	25 009 696 404	1084 Kingsford Smith Drive, Eagle Farm, QLD 4009
G.James Australia Pty Ltd	47 010 823 542	
G.James Safety Glass (Qld) Pty Ltd	55 010 828 065	
G.James Extrusion Co Pty Ltd	95 010 828 234	
G.James Glass & Aluminium Pty Ltd	23 010 828 369	
G.James Glass & Aluminium (Qld) Pty Ltd	53 010 828 056	
G.James Safety Glass Pty Ltd	86 001 230 039	
Contract Glass & Aluminium Pty Ltd	51 010 828 047	
G.James Remelt Pty Ltd	38 056 371 076	
G.James Engineering Services Pty Ltd	91 057 404 485	
Cheras Industries Pty Ltd	45 009 674 677	
G.James (N.Z.) Limited	AK/682939	

For the purpose of this statement, references to "G.James" refers both to the reporting entities and, where applicable, other entities which they wholly own or control. In order to prepare this joint statement, G.James Group have engaged with each of the reporting entities covered by this statement and consulted all the entities that the G.James Group wholly own or control.

This Modern Slavery Statement will describe G.James' approach to ensuring business is conducted in an ethical manner, to address and minimise the risk of modern slavery and human rights violations across our business and global supply chains. G.James is committed to ensuring modern slavery is not present in any of its supply chains and is working closely with its suppliers to ensure they too align with the principles and values both of G.James and the *Modern Slavery Act 2018* (Cth).

This statement has been prepared jointly and in consultation with the G.James Trading Group of Companies and all the reporting entities the Group wholly owns or controls. It is approved by the principle governing body, the Board of Directors of the G.James Trading Group of Companies, and the General Managers of the reporting entities of which the undersigned is Managing Director on 29th October 2025.

For and on behalf of:
G.JAMES TRADING GROUP OF COMPANIES



Mr. Lewis Saragossi

Reporting Criteria

Modern Slavery Act Reporting Criteria	Relevant Section(s)	Page(s)
Identify the reporting entity	Message from the Chairman Company Overview and Structure Supply Chain	1 3 4
Describe the reporting entity's structure, operations and supply chains	Company Overview and Structure Supply Chain	3 4
Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls	Identified Risks to Modern Slavery	4
Describe any actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Actions taken to mitigate risk of modern slavery Supply chain review Training, Capacity building, and responsible behaviour	5-6 5-6 6
Describe how the reporting entity assesses the effectiveness of those actions	Actions taken to mitigate risk of modern slavery Supply chain review Training, Capacity building, and responsible behaviour	5-6 5-6 6
Describe how the reporting entity assesses the effectiveness of those actions	Assessment of effectiveness of mitigating actions	6
Describe the process of consultation with any entities that the reporting entity owns or controls	Message from the Chairman Company Overview and Structure Supply Chain	1 3 4

Company Overview and Structure

G.James is one of Australia's leading integrated Glass & Aluminium manufacturers and contractors, with more than 1,800 employees operating from more than 35 locations around Australia. It is a wholly Australian owned company, operated by the same family for 108 years. Primarily involved in the manufacture, fabrication, processing, and installation of a diverse range of products, the organisational structure is broken down into the five primary specialisations. G.James Australia Pty Ltd is the parent company responsible for the centralised support functions for the Trading Group of Companies. This includes but is not limited to the functions of payroll, finance, accounts payable, accounts receivable, human resources, ICT, product design, and Procurement. The Group Procurement department within G.James Australia Pty Ltd oversees the procurement function of all the associated entities under the direction of the Group Procurement Manager. The structure allows G.James to streamline procurement where commonalities exist in the organisation, and facilitates regular interaction between the senior procurement team. There are regular meetings between the centralised procurement teams and the division/reporting entity procurement teams as well as meetings with General Managers of these divisions. Each of these divisions' manufacturing and sales operations are overseen by their general managers and supported by key national functional managers, all of whom report to the managing director. Each division is explained in detail.

Aluminium Products

Extruding standard, geometric, proprietary, and structural aluminium extrusions. Support services include die design, powder coat and anodised surface finishing, cut-back & special purpose machining, warehousing, and despatch.

Glass Products

Manufactures and markets an extensive range of laminated, toughened, decorative, and painted glass products, in addition to a variety of insulated glass solutions. Four large scale production centres are equipped with state-of-the-art processing facilities to service the needs of building & construction, automotive, marine, rolling stock and security industries.

Façade Solutions

Servicing Australia's building contractors with the expertise and products necessary to realise the successful completion of commercial and high-rise curtain wall projects. An ability to satisfy ever-challenging design aspirations is enhanced by a strong tradition of specialising in bespoke façade and cladding solutions, inhouse capabilities and support services along with the advantages of Australian based manufacturing.

Windows & Doors

An Australia wide network of manufacturing branches supplying the housing and construction market with a comprehensive range of windows, doors and associated screening products. Commercial contracting capability along with the benefits of locally based operations complete the full-service package offered to our valued customer base.

Specialty Products

Additionally, there is a Specialty Products division within the Group with the following functions below:

Quick Ally

Quick Ally Scaffolding & Access Solutions manufacture an extensive range of durable, high quality, temporary structures all designed for working at heights in complete safety. Proudly Australian made and supported by our industry leading warranty, this range encompasses everything from an aluminium step-up, through to a customised work platform, and right up to multi-level building perimeter scaffolds.

Gossi Park and Street Furniture

Gossi Park and Street Furniture offer a core range of attractive, low maintenance furniture constructed from a selection of aluminium and/or timber components. This range is complemented by stylish aluminium shelters, non-combustible bin surrounds and other park enhancements such as bollards, drinking fountains and bike racks, making Gossi the obvious choice for park or streetscaping projects.

Cheras Industries

Specialising in the production of aluminium castings for commercial, rural, marine and general-purpose applications. These include lawn mower bases, trailer wheels, roof tile pallets, lighting and irrigation components, zinc anodes and structural castings.

Supply Chain

G.James has 2,370 active approved suppliers in our system for the FY2025. Furthermore, out of these 2,370 suppliers we have classified 201 suppliers as our top 85% suppliers based on spend.

G.James deals primarily with Australian supplier entities. Approximately 40% of our purchases relate to raw materials used in our manufacturing processes. This includes Aluminium Billet, Glass, Aluminium Mesh, Timber, and Paint.

Raw Materials

Approximately 79% of our Aluminium is sourced locally while the remainder of our requirements are imported. In FY2025 we had one international supplier based in Qatar. Primarily glass sheets are manufactured in Victoria, Australia which accounts for approximately 57% of the glass volume processed in our facilities, while secondary suppliers located in Indonesia (30%), Malaysia (4%), Thailand (3%), China (4%), Europe (1%) and the United States of America (1%); supply the subsequent 43% of raw material. We purchase most of our Aluminium Mesh from an Australian supplier and the remaining quantity is produced internally. We only source a very small amount which is less than 1% of our total shipping volume from China. Timber as a raw material is procured from four local suppliers, however we do recognise that dependant on the species and specifications, these products may be sourced from local and imported products. Paint and finishing powder are procured from three major suppliers, two of which are Australian, while our specialised glass printing inks are imported from Israel. Our largest hardware and component supplier is also an Australian based company. Products and components from this supplier are both locally produced, and imported from China, and New Zealand for assembly in Australia.

In this FY2025 reporting period, we have worked on sourcing our raw materials locally but the import of our key raw materials from overseas has increased when compared to the previous reporting periods. This is largely due to the glass imports from overseas as the main glass supplier in Australia shut down in early 2025.

Identified Risks Relating to Modern Slavery

G.James recognises that we are not immune to risk in our extended supply chain. While there were no severe human rights violations detected in our own operations in FY2025 and the risk of incidence of child labour abuse, compulsory or forced labour was low, we do recognise that there is a risk of forced or compulsory labour among suppliers in the Middle East, South America, and Asia for goods used in our business such as rubber, timber, clothing, and promotional materials. Following the release of the March 1, 2020 report by the Australian Strategic Policy Institute titled '*Uyghurs for sale*' G.James has identified exposure to exploited labour within our supply chain. The report claimed that 27 factories in nine Chinese provinces were using exploited Uyghur labour, listing 82 global brands which use products from these factories in their supply chains. The brands in which G.James have identified within our assets include Apple, Cisco, HP, Lenovo, Microsoft, Samsung, Toshiba and ZTE. While we do not wish to align ourselves with companies who are directly benefiting from the use of exploited labour, we understand that the occurrence of modern slavery is complex, hidden and challenging to address.

As a part of the due diligence process, we have identified that the most likely risk of exposure to Modern Slavery Act breaches to be via third-line supply chain partners of our primary Australian suppliers. This could arise where G.James is sourcing materials and/or services from Australian-based companies who in turn directly source these goods and/or services from overseas – particularly from developing countries where human rights violations and/or other employment related breaches may not actively be policed or punished.

Actions taken to mitigate the risk to Modern Slavery

As a national company with a global supply chain, ensuring responsible conduct is important throughout the G.James value chain. We must consider our impact on society – spanning from manufacture to distribution, as well as the exposure to corruption and human rights violations within our own operations and supply chain. During the reporting period, we engaged in a strategy to mitigate these risks by strengthening due diligence and risk mapping procedures, while training staff on modern slavery. Furthermore, we exclude ourselves from trade with countries subject to trade and economic sanctions to limit exposure to risk.

The Group Procurement department oversees the Procurement function throughout the G.James Trading Group of Companies, with the Procurement Team being representatives from each trading company within the Group who are accountable to both the Group Procurement Manager, and their own respective division. Throughout FY2025 Group Procurement have prioritised:

- Conducting supplier reviews for most of our top suppliers
- Engage and consult with each of our Group reporting entities with regards to the importance of the Modern Slavery Act, in review and analysis of our suppliers and drafting of the Modern Slavery Statement
- Formalising supply agreements with its primary suppliers to clearly articulate the obligations of both parties in the supplier-customer relationships. These agreements deal with among other things the obligation for suppliers to adhere to all laws, regulations and awards relating to their employee's remuneration and safety.
- Rolling out supplier terms and conditions commenced, with the inclusion of a Modern Slavery Act clause.
- Survey of top suppliers by value adding new suppliers to the survey in FY25 in continuation to suppliers surveyed in FY24, FY23, FY22 & FY21.
- Conduct supplier reviews and record in our systems.
- Reviewing modern slavery statements for some of our key suppliers

Moving forward, G.James has recognised a requirement to further develop our supply agreements to recognise the Modern Slavery Act as an essential term of any agreement and to enforce the obligation for G.James' suppliers to require the same undertakings from their suppliers and supply chain. In addition to this, G.James will move to improve our adherence to the Act by continuing to administer specific Modern Slavery Act surveys and declarations to suppliers to further establish whether any other potential exposures exist within our Group.

Supply Chain Review

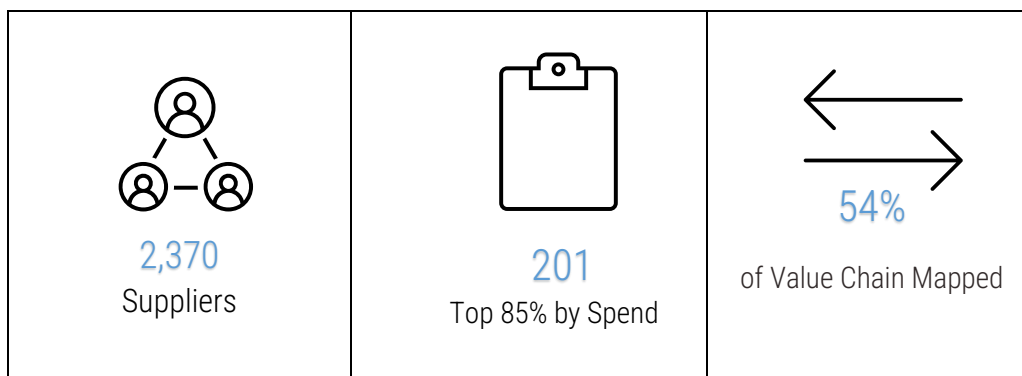
An audit of any potential risks of modern slavery practices across the Groups highest spend direct supply chain has been undertaken over the past few years in the form of surveys and reviewing Modern Slavery Statements. Tier One suppliers representing approximately 80% of our direct supply chain were assessed during this period of 5 years and asked to respond to our survey. Based on the responses, as well as modern slavery statements available publicly, we have now mapped approximately 54% of our supply chain by value (controllable spend) and have identified low exposure to risk. Findings from the survey found that over 90% of our eligible primary supplier respondents had policies in place to mitigate the risk of modern slavery practices in their supply chain.

G.James' supplier and business partner requirements regarding social and environmental responsibility are, as stated in our procedures, an integral part of all stages of the Procurement process. The requirements cover issues related to human rights, anti-corruption and bribery, and working conditions.

The requirements are set out in several G.James policy documents to be read in conjunction with each other – '*G.James Procurement Policy Statement*', '*G.James External Supplier/Provider Policy Statement*' and the '*Ethical Sourcing Policy Statement*.' These documents have been reviewed in 2023 to reflect changes to relevant legislation and G.James' commitment to human rights. In addition to these, G.James applies the principles of these policies in contractual clauses, Key Performance Indicators (KPI's) and supplier selection criteria to ensure suppliers and business partners reflect the values and principles that G.James promotes internally and externally. Grievance - or complaint - mechanisms are important to understand the impact of G.James' operations on the rights of individuals and Groups affected by our operations. Grievances of any kind, including social and environmental issues, can be made anonymously. In situations where we identify adverse human rights impacts, we work to mitigate, prevent, address and remedy potential adverse impacts as recommended in the UN guiding principles on Business and Human Rights. G.James will not tolerate retaliation against anyone who speaks up in

good faith to ask a question, raise a concern, reports a suspected violation, or participates in an internal company investigation. We have several grievance mechanisms depending on stakeholder Groups.

G.James' framework for human rights management, risk mapping procedures and strengthening of due diligence procedures will remain on a continuous improvement basis.



Training, capacity building and responsible behaviour

Human rights responsibilities are an influencing factor in G.James' Conditions of Employment and policies related to external suppliers/providers. Training on these conditions is offered to all employees, with additional training offered to functions involved in Procurement and social responsibility on a regular basis. All policies and statements are available to all employees.

An important contribution toward respecting human rights is to secure decent working conditions in our organisation and promote the same standards in jointly operated companies, and with our suppliers.

All documents listed under references below are also valid for the G.James Trading Group of Companies subject to the Modern Slavery Act 2018. Several G.James Policy Documents are relevant for our work against modern slavery. These include, but are not limited to:

- Procurement Policy Statement
- External Supplier/Provider Policy Statement
- Ethical Sourcing Policy Statement
- G.James Conditions of Employment
- G.James Workplace Health & Safety Handbook

Should there be any queries with any of the information included herein, please refer to our Managing Director Mr. Lewis Saragossi (lewis_saragossi@gjames.com.au).

Assessment of effectiveness of mitigating actions

G.James is confident of their current practices around supplier vetting and clear setting of obligations of suppliers regarding employee welfare resulting in an extremely low risk of such suppliers being in direct breach of the provisions of the Modern Slavery Act.

G.James continues to develop their procedures and processes in relation to interrogation of supply chain partners. We have regular meetings with the procurement contacts of our divisions/reporting entities whereby our supply chain is reviewed, and our processes are continuously assessed.

Our modern slavery documentation is reviewed every year whereby we survey existing as well as new suppliers in our supply chain to ensure that we keep assessing our mitigating actions effectively. The updated statements are available on the company intranet easily accessible by any employee. Linked policies such as Ethical Sourcing Policy Statement, Conditions of Employment, Workplace Health and Safety Handbook, & wider Procurement policy are periodically reviewed to ensure they align with the principles stated in our modern slavery statement.