

A close-up photograph of a CNC router bit cutting through a piece of wood. The bit is positioned vertically, and the wood is being cut into a complex shape. The background is blurred, showing more of the machine and the wood. The lighting is bright, highlighting the texture of the wood and the metallic surface of the bit.

WOODWORX

Modern Slavery Statement

2022

At Woodworx, we are dedicated to treating all people with due respect and facilitating relationships that are safe, ethical and transparent. We strive to not pursue relationships that facilitate, endorse or encourage Modern Slavery practices, whether directly or indirectly.

WOODWORX JOINERY HOLDINGS PTY LTD

Contents

Introduction	3
.....	
About Woodworx	4
.....	
Actions taken to assess and address risks of modern slavery practices	7
Governance	8
Policies & Procedures	8
Assurance & due diligence	9
Awareness & education	9
.....	
Assessing the effectiveness of our actions	10
.....	
Future commitments	10



Introduction

Woodworx are an eastern Australian based Carpentry & Joinery business specializing in all aspects of Carpentry & Joinery services ranging from Residential to Commercial and Industrial. Woodworx cares for our staff, the people we work with, the community and the environment.

Woodworx believes in the protection of human rights. At Woodworx, we are dedicated to treating all people with due respect and facilitating relationships that are safe, ethical and transparent. We strive to not pursue relationships that facilitate, endorse or encourage Modern Slavery practices, whether directly or indirectly.

This statement has been published in accordance with the Modern Slavery Act 2018 for Woodworx Joinery Holdings Pty Ltd ABN 98 619 223 773. It identifies the steps Woodworx have taken to identify the risks of modern slavery within our supply chain and the actions taken to ensure there are no modern slavery risks during financial year 2022.



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of these lands and their continuing connection to land, water and community, and pay our respects to ancestors and elders, past, present and emerging.

About Woodworx

With divisions in Sydney & Melbourne and a team of over 500 people, we have extensive capacity and experience across the Carpentry and Joinery trades. Due to our reputable work ethic, we have managed to cement our place in the Tier 1 construction market and generate most of our work through repeat business from a core list of tier one and tier two builders.

At Woodworx we believe that high end quality work and efficiency go hand in hand. We pride ourselves on the fact that we are not limited to any particular service or group of services in our trade, as our staff are fully qualified and experienced craftsmen & women whose knowledge and experience allows us to approach any individual project with the confidence that the end product will exceed the customer's highest expectations no matter how unique or customised it may be.

OUR VISION

To maintain the top position on every builder's and developer's list for subcontractor reliability, delivery & excellence.

OUR MISSION

To be the go-to Carpentry & Joinery business for Tier one projects throughout the east coast of Australia.

OUR VALUES

Our values are our people, our clients, our supply chain, reliability, and professionalism and our continuous improvement.

Structure & Operations

Woodworx operates within Australia and have two office locations.

Head Office (NSW)

Unit 11, 1801 Botany Road, Banksmeadow, NSW 2019

(02) 9565 1009

VIC Office

0435 108 843

Woodworx have established itself as a respected Carpentry & Joinery business Australia wide. Our work ranges from:

Heritage Renovations

Multi-level apartment fit outs

Commercial fit-outs

Hospitality fit-outs

Cladding rectification

Site setup, Hoardings & Walkways

Structural Carpentry & Roofing

CLT & Glulam construction

With a team of 500+, we are dedicated and committed to carry out business ethically with integrity and transparency. We expect the same high standards from our suppliers and subcontractors.

Risk assessment

A baseline risk assessment of Woodworx operations was conducted in 2022 and no areas of high risk have been identified in Woodworx's direct operations.

The audit identified some important findings and advisory recommendations for Woodworx.

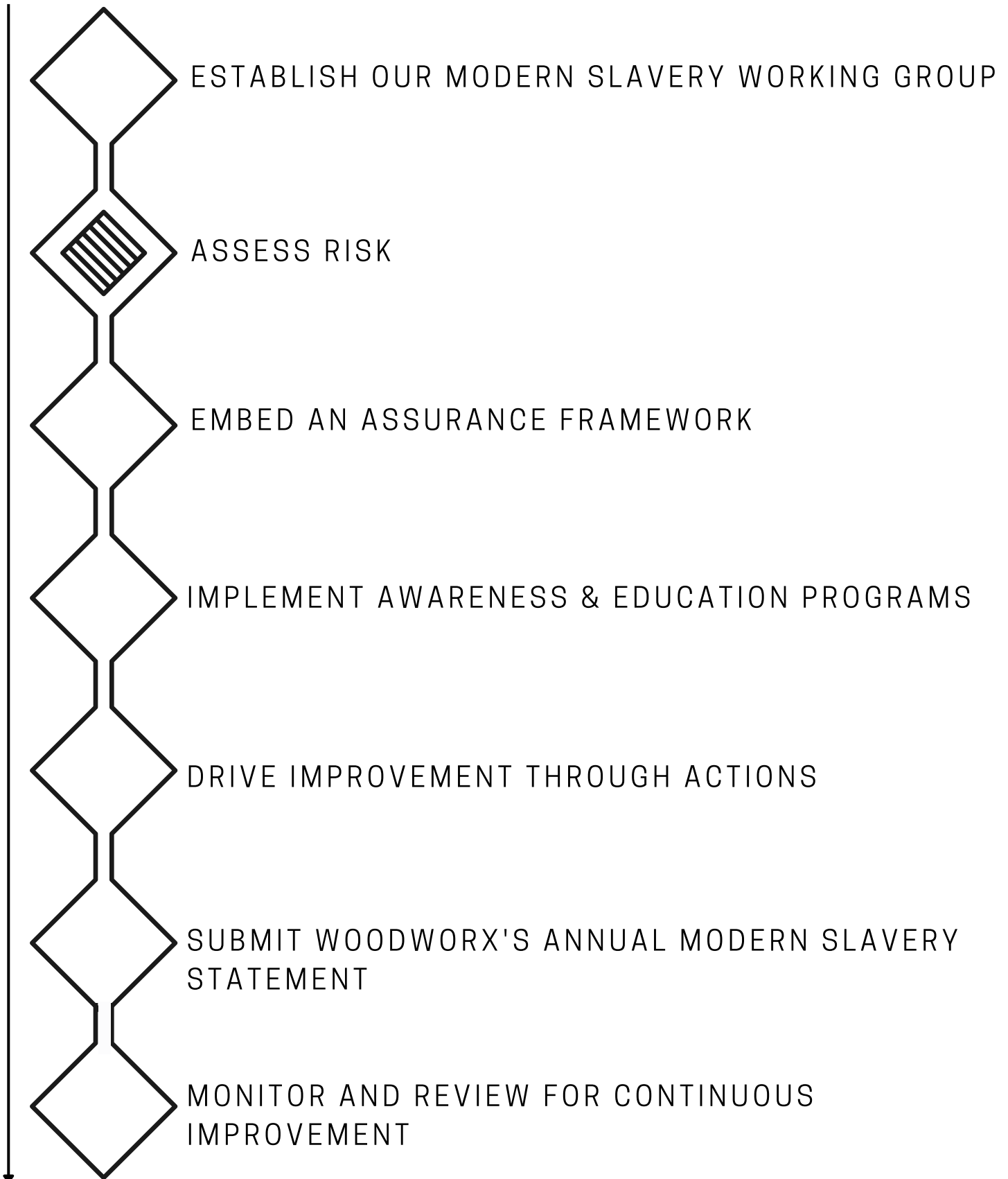
1. Lodgement of Modern Slavery Act 2018
2. Policies and Procedures embedment into workforce
3. Policies and Procedures - areas of enhancement
4. Modern slavery to be included into employee induction training
5. Review and update policies and procedures time to time

Woodworx have commenced working on the above findings and recommendations and to put in place actions to help address the modern slavery risk.

As part of our continuous improvement program, we have provided training and support to ensure the risk of modern slavery in our business and our supply chain is assessed and where issues are identified and assessed.



Actions taken to assess and address risks of modern slavery practices.



Governance

Woodworx are committed to high standards of corporate governance. Our board and executives provide the direction and leadership to implement appropriate levels of governance across our business consistent with Woodworx's objectives. This includes ensuring that, in dealing with suppliers, our decisions and actions are based on transparency, integrity, responsibility, and performance, which promotes the long-term sustainability and ongoing success of our business.

In relation to our suppliers, all are required to comply with our statement of business ethics and the policies and standards on ethical business practices, safety and the environment. Suppliers are expected to ensure that all employees and contractors engaged within their business are legally entitled to work and that no forms of slavery or human trafficking are evident in their business.

Modern slavery updates are provided to the board and executives on an ongoing basis.

Policies & Procedures

Woodworx is committed to respecting and supporting the dignity, well-being and human rights of our employees and those who we engage with through our supply chain. We seek to utilise ethical suppliers and expect their support in the identification of modern slavery risks throughout our supply chain.

Woodworx is committed to acting ethically and with integrity in all business dealings and to preventing modern slavery and human trafficking in our business or our supply chains.

Woodworx has approved a Modern Slavery Supplier Code of Conduct that sets out our expectations of our suppliers. Woodworx works collaboratively with those in our supply chain to identify and eradicate any instances of modern slavery.

Woodworx is committed to ensuring adherence to the Modern Slavery policy as part of its goal in preventing, detecting and reporting modern slavery in any part of our supply chain. We encourage all those working on the Company's behalf to avoid any activity that might lead to, or suggest, a breach of the policy.

Assurance & due diligence

Existing supplier relationship channels will be engaged where appropriate for continuous improvement activities.

In the event that a case of slavery or human trafficking is found to be occurring within our direct supply chain, we will engage directly with the supplier to resolve the issue. We are committed to working with our suppliers to resolve issues, however if the issues is deemed severe and/or remediation will not bring the suppliers operation into alignment with Woodworx's values and ethics, the supplier relationship may be terminated.

We also have anonymous reporting options for employees to communicate any concerns of slavery or human trafficking. Reports received will be assessed for investigation and managed in a systematic, fair, timely and transparent manner.

Awareness & education

As part of our framework of actions to comply with the act, Modern Slavery awareness and education modules are being developed for both our employees and our suppliers. The items will cover;

- > Background of the Modern Slavery Act.
- > Information about Modern Slavery and the forms it can take.
- > How Modern Slavery practices can impact the supply chain.
- > Examples. of Modern Slavery.
- > What to do if slavery or human trafficking is suspected or detected.

We will also incorporate this into our induction program and will deploy this in a staged manner for all our existing employees and subcontractors.



Assessing the effectiveness of our actions

We have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions now in place.

Our present actions include;

- > Conducting audits on staff and suppliers on awareness of Modern Slavery.
- > Have Modern Slavery policy included in all the company contracts.
- > Regular meetings with the suppliers to address modern slavery risks.

We also monitor compliance with our key policies relevant to modern slavery via;

- > Whistleblowing reports
- > Our suppliers' responses to procurement questionnaires etc

Future commitments

During 2022-23 we will focus on the following key activities:

Conduct an annual review of the processes we have put in place to assess and address modern slavery and look for ways to improve this..

Monitor employment awareness and education sessions on the company policies and procedures.

The annual Modern Slavery Statement will be published company wide ensuring all staff are always up to date with the policy and the action we are taking against this injustice. We will review our key policies and procedures that relate to modern slavery and interview employees from key areas of the business.

Woodworx will continue to work collaboratively with those in our supply chain to identify and eradicate any instances of modern slavery.

Should Woodworx become aware that any supplier does not meet the Modern Slavery Supplier Code of Conduct, we will engage directly with the supplier and develop an action plan to eradicate the practice in a transparent, timely and efficient manner. Should the supplier be uncooperative, the appropriate action will be taken, including terminating the business relationship, if necessary by Woodworx.

Reporting

During the reporting period this statement covers, we actively engaged, consulted and discussed details of the Modern Slavery Act 2018's reporting requirements, information regarding the actions we intend to take to address these requirements and provided them with relevant materials and training.

Woodworx submits this report to the Home office in conjunction with all its subsidiaries.

Approval

This statement covers 1st July 2021 to 30th June 2022 and has been approved by Woodworx Board members at the board meeting.



A handwritten signature in black ink, appearing to read 'Eoin Daniels', positioned above a horizontal line.

EOIN DANIELS

MANAGING DIRECTOR

DATE 29/6/2022