

MODERN SLAVERY STATEMENT 2020

Introduction

This statement is provided by GenusPlus Group Ltd (“GNP”) pursuant to the requirements of the Modern Slavery Act 2018 (“the Act”) to report on the actions taken to assess and address modern slavery risk exposures in its operations and supply chain during the financial year ended 30 June 2020 (“the period”).

This Statement is the GNP’s first modern slavery statement and details the steps it has taken to assess modern slavery risks within its operations, inclusive of its supply chain, and the actions being taken to help manage these risks.

The Act defines modern slavery as including eight types of serious exploitation:

- trafficking in persons;
- slavery;
- servitude;
- forced marriage;
- forced labour;
- debt bondage;
- deceptive recruiting for labour or services; and
- the worst forms of child labour

GNP is not aware of any instances of modern slavery within its operations or supply chain during the period.

Reporting Entity

The reporting entity is GenusPlus Group Ltd (ABN 86 620 283 561) and its controlled entities. Details of the controlled entities during the period can be found in GNP’s 2020 Annual Report.

References to GNP, the group, our and we should be taken to refer to all entities under GNP’s control.

Our Approach

GNP has adopted a Modern Slavery Policy which sets out our commitment to the primary aim of undertaking activities that do not include modern slavery and GNP consider human rights a core value and aims to play our part in the eradication of modern slavery and to protect and uphold fundamental human rights at all our operations and projects by conducting ourselves and our business with due care in accordance with relevant laws and regulations.

Our Modern Slavery Policy is supported by our Code of Conduct and Diversity Policy.

GNP also has a Whistleblower Policy which encourages the reporting of any actual or suspected unethical, unlawful or undesirable conduct and provides a mechanism to ensure that such matters are dealt with appropriately while offering protection to the individuals reporting the misconduct. Copies of these policies can be found on our website at www.genusplusgroup.com.au.



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Summary of Operations

GNP is an ASX listed end-to-end specialist service provider for essential power and telecommunications infrastructure. Genus provides an integrated service offering to its customers in the resources, power, utilities, and telecommunications sectors across Australia.

With a head office in Perth the group has offices across Australia. For the year ended 30 June 2020 GNP had revenues of approximately \$170m and approximately 500 employees. During the period all of our projects were within Australia in three core sectors of Mining, Utilities and Commercial. All our Clients are Australian Registered Businesses and therefore also subject to Australian Modern Slavery legislation.

Projects were delivered primarily through a direct employment model with employees being engaged under enterprise agreements or relevant modern awards as applicable. In some instances the direct workforce was supplemented by local labour hire engaged at market rates.

Certain project scope was subcontracted by GNP to third parties. All subcontractors used by GNP during the period were Australian based businesses and were engaged on industry standard terms and conditions.

GNP's supply chains include the manufacture and supply of the products it uses in delivering its projects such as poles, conductor, cables, and other fixtures and fittings. The vast majority of products used during the period were procured directly from Australian wholesalers.

Risk Identification and Mitigation

A review of GNP's exposure to modern slavery risks during the period has been undertaken. This included consultation and engagement with group executives and with the appropriate level of management in GNP's controlled entities including representatives from human resources, procurement, contracts and commercial.

The risk across the group was assessed as low given the geography, industry and sectors in which we worked during the period. Areas where it was identified that a higher risk could exist, or be perceived to exist, are discussed below along with the steps that have been taken to mitigate this risk where appropriate.

While we typically procure the products used on our projects from Australian wholesalers, some of these products are manufactured overseas. No specific assurances were requested from our suppliers during the period with regards to modern slavery legislative compliance requirements, however we have recently updated purchasing and subcontracting templates to address this going forward.

We note that none of the main products commonly procured for GNP's projects are included in the Walk Free Foundation 2018 Global Slavery Index's list of products imported into G20 countries with an identified risk of forced labour.

In utilising subcontractors to perform parts of our project scope we may not always have full visibility of the subcontractors supply chain. However, our revised purchasing and subcontracting templates give us the facility to undertake audits for modern slavery compliance where it is deemed required or appropriate.

To assist with the identification and mitigation of risk going forward, modern slavery awareness training will be undertaken within the organisation.

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Assessment of Effectiveness

We view the modern slavery risk exposures in our current operations as low and believe that the steps taken to assess and address these exposures as set out in the previous section have been appropriate for the business at this time. We are committed to a process of ongoing improvement as the business continues to grow and evolve.

Key focus areas for the 2021 financial year to include:

- Enhancing supply chain due diligence processes to facilitate appropriate consideration of modern slavery risks prior to engagement of suppliers;
- Utilising purchasing and subcontracting templates which address human rights and modern slavery commitments when engaging with suppliers and subcontractors;
- Introducing modern slavery awareness training for relevant employees; and
- Remaining up to date with developments in industry and international best practice.

Management will also report to the Board if there are any incidents and/ or allegations of modern slavery in its operations, including its supply chain, identified or disclosed during the year, and if so, the steps taken to respond to these risks.

The GNP Board of Directors authorised and approved the publication of this Statement on 7 April 2021.

A handwritten signature in black ink that reads "D. Riches".

David Riches

Managing Director

GenusPlus Group Ltd