



BRIDGEFAB

BridgeFAB Pty Ltd
62 Murdoch Circuit
Acacia Ridge QLD 4110

Modern Slavery Statement

BridgeFAB Pty Ltd (BridgeFAB) is committed to maintaining the highest ethical standards in all aspects of its business operations. This Modern Slavery Statement is published in accordance with the Modern Slavery Act 2018 and outlines the steps taken by BridgeFAB to prevent modern slavery and human trafficking within its supply chains and business operations. Modern slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the work forms of child labour and deceptive recruiting for labour or services. This statement covers the reporting period from 1 January 2023 to 31 December 2023.

BridgeFAB is a leading steel fabrication business, specializing in fabrication and installation of structural steel. Situated in Acacia Ridge, the BridgeFAB workshop comprises of office staff, workshop personnel, and on-site employees. Additionally, BridgeFAB engages with contractors both directly and indirectly during various project stages. BridgeFAB does not own or control any other entities.

BridgeFAB warrants:

A) It has not engaged in, and does not engage in, any activity, practice or conduct in its operations that would constitute a modern slavery offence under any Law (including the *Modern Slavery Act 2018* (Cth)) or otherwise contravene any laws or codes of practice in force from time to time in relation to modern slavery;

B) it will

(i) Comply with, and take reasonable steps to ensure any secondary subcontractor complies with, mandatory reporting obligations in any Laws or codes of practice in force from time to time in relation to modern slavery;

During this reporting period, BridgeFAB has established a framework addressing modern slavery and outlining the requirements for its employees and suppliers. BridgeFAB has also implemented annual reviews of this statement and framework to ensure ongoing accuracy and effectiveness. The further development of these items will be driven by key performance measures including internal auditing, complaints data analysis and supplier reviews. BridgeFAB is committed to continuous improvement in our efforts to combat modern slavery, and we will take proactive measures to enhance our policies and practices.

Our Approach

BridgeFAB has identified its supply chain to include procurement, operations, transportation & installation.

Supply Chain Due Diligence

BridgeFAB acknowledges the complexity of supply chains in fabrication and the increased risk of modern slavery within them. We are committed to conducting thorough due diligence to identify and mitigate these risks. Our approach includes:

- Assessment
- Risk Mitigation
- Supplier Contracts
- Policy Review and Improvement

Remediation

Remediation is a critical component of BridgeFAB's commitment to addressing and rectifying instances of modern slavery within our supply chains. Our remediation strategy encompasses the following key actions:

- Corrective Action
- Supplier Monitoring
- Collaboration

Supplier Code of Conduct

We require all suppliers to adhere to our Supplier Code of Conduct, which explicitly prohibits the use of forced labour, child labour, and any form of human trafficking. We conduct regular assessments to ensure compliance with the Modern Slavery Act 2018 and collect applicable documentation from all suppliers. Suppliers are assessed to ensure adherence to ethical standards and on-site visits conducted to high-risk areas to ensure compliance. In cases where risks are identified, we work together with suppliers to implement corrective actions and support continuous improvement

Employee Code of Conduct

Our employees are governed by a strict code of conduct that promotes ethical behaviour, respect for human rights, and a commitment to an inclusive workplace. Any breach of this code is taken seriously, and appropriate action is taken

Training

Employees and key stakeholders will be provided training to raise awareness about modern slavery risks and indicators. This empowers individuals to identify and report any potential cases within our organization.

Reporting

BridgeFAB encourages the reporting of any concerns related to modern slavery within the organization or supply chain. We have established mechanisms for employees, suppliers, and other stakeholders to report such concerns without fear of retaliation.

Review and Continuous Improvement

This Modern Slavery Statement will undergo an annual review and be updated as necessary. Each review will be based on data from supplier audits, complaints, and feedback to continually improve the policy and its associated framework.

This Modern Slavery Statement has been approved by BridgeFAB's joint directors, Anthony Ridout and David Ridout, and signed by a director.

Director Signature:



Name (Director):

DAVID RIDOUT

Date – 21/05/2024
