

**PREMIX**<sup>®</sup>  
CONCRETE SA



# 2023 MODERN SLAVERY STATEMENT

For the Premix Group of  
Companies

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# Introduction



Established in 1989, Premix Concrete is the founding company of what is today the Premix Group of Companies. Operations include concrete batching, quarrying, manufacture of mineralised sand, logistics and associated administrative functions. The major shareholders of the group entities are Nick Femia, Frank Femia and Robert Femia. The Group consists of:



## **Premix Concrete SA Pty Ltd**

**ABN: 41 008 284 688**

The original company in the group, specialising in a wide range of concrete products and Stylecrete.



## **Clinton Sands Pty Ltd**

**ABN: 89 627 081 921**

A sand quarry located on the Yorke Peninsular that produces washed and dry screened sands.



## **Adelaide Industrial Sands Pty Ltd**

**ABN: 57 149 470 137**

A company that specialises in high-quality graded silica sand for the specialty, dry-mix, filtration and construction sectors.



## **Seelander Quarries Pty Ltd**

**ABN: 26 607 791 515**

A boutique hard rock quarry in the Barossa Valley, producing a range of aggregate rubble, medium-large rock and manufactured sand.

# About this Statement



This is the first voluntary modern slavery statement made by the Premix Group of Companies, who are voluntary reporting entities under the Australian Modern Slavery Act 2018 (Cth) for the financial year ended 30 June, 2023.

This Statement covers the activities of the Premix Group which comprises the companies shown on page 3 of this document.

There is no universal definition of Modern Slavery. The term is used to cover a range of exploitative practices including human trafficking, slavery, forced labour, child labour, removal of organs and slavery-like practices. This can occur to all genders, both adults and children. As part of our commitment, the Premix Group are participants of the United Nations Global Compact.

The Premix Group has a clear expectation that all of its suppliers and contractors operate in accordance with modern slavery laws and are socially responsible. The Premix Group will take all practicable measures to ensure they, and its suppliers and contractors meet this expectation and will not engage with any suppliers and contractors that have known or suspected links to modern slavery.



# Modern Slavery Risks



## Operations

The Premix Group considers our operations to be low-risk with regard to modern slavery and human rights due to our robust employment processes and procedures and our culture of awareness, participation, accountability and action. This includes:

- Comprehensive screening and vetting processes for potential employees, contractors and labour providers.
- Worker education relating to their rights, wages and working conditions.
- We are committed to training and awareness programs at all levels relating to modern slavery risks, warning signs, and reporting mechanisms.
- Encouraging modern slavery reporting channels and implementing whistleblower protection mechanisms

Although we are committed to ensuring that we never engage in any form of modern slavery, we are aware that nearly every company will have incidences of modern slavery somewhere in its supply chain, investments, or operations. We are steadfast in our belief in transparency and openness, and we consider that the identification of potential or actual incidents of modern slavery would not demonstrate a failure of our business, but rather provide demonstrable proof that our processes and practices are working well.



# Modern Slavery Risks



## Supply Chain

In order to ensure that the Premix Group is not engaging with suppliers and contractors who have links to modern slavery, we have since April 2021 required that all new contractors and suppliers answer a Modern Slavery Questionnaire before we will use their services.

We have also undertaken a desktop review of our main suppliers to identify any areas of high risk. Based on this, we believe there is a low risk of modern slavery within our supply chain.

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### What we Buy

- Cement
- Flyash
- Colours
- Additives

### Who we Buy From

- Cement Australia
- Riversands Pty Ltd
- Master Builders Solutions

### Risk Commentary

Low Risk - Cement Australia is a reporting entity under the Modern Slavery Act 2018 and has lodged a 2022 Modern Slavery Statement. Both River Sands and Master Builders Solutions are well-established business whose values include integrity and respect.

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### What we Buy

- Aggregates

### Who we Buy From

- Southern Quarries
- Boral

### Risk Commentary

Low Risk - both Boral and Southern Quarries' parent company Adbri Ltd are reporting entities under the Modern Slavery Act 2018 and have lodged 2022 Modern Slavery Statements.

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### What we Buy

- Sand

### Who we Buy From

- Hanson Construction Materials

### Risk Commentary

Low Risk - Part of Hanson Australia Holdings Pty Ltd, which is a reporting entity under the Modern Slavery Act 2018 and has lodged a 2021 Modern Slavery Statement.

# Modern Slavery Risks



## Supply Chain, *cont*

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### What we Buy

- Heavy equipment

### Who we Buy From

- CAV Power

### Risk Commentary

Low Risk - a private, family-owned business whose values include integrity and who are highly active in the community, supporting many worthy causes including Yalari (educating Indigenous children) and The Jodi Lee Foundation (bowel cancer).

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### What we Buy

- Plant & Equipment (concrete agitators, hoppers & silos)

### Who we Buy From

- P&P Products Australia
- A&A Di Medio & Son (Aust) Pty Ltd

### Risk Commentary

Both companies are Australian manufacturers but are not reporting entities under the Modern Slavery Act 2018.

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### What we Buy

- Vehicles

### Who we Buy From

- CMV Group
- North East Mitsubishi
- Peter Kittle Motors
- North East Isuzu

### Risk Commentary

Low Risk - CMV Group and Peter Kittle Motors are reporting entities under the Modern Slavery Act 2018 and have lodged 2022 Modern Slavery Statements.

# Actions & Effectiveness



## Actions

This is the Premix Group's first reporting period, and we are aware that we are at the start of our journey to increase awareness of modern slavery risks in our business operations and supply chains with a view to becoming better informed for our purchasing decisions moving forward.

Addressing the challenges of modern slavery is an evolving process, and in the coming year, we plan to assess our effectiveness by:

- Reviewing existing supplier arrangements, particularly those who have not published their own Modern Slavery Statements.
- Ensuring all existing Tier 1 suppliers have completed our Modern Slavery Risk Assessment questionnaire to identify any ethical, social or governance risks - by 31 December 2023, and tier 2 & 3 suppliers by 31 December 2025.
- Reviewing and updating the contractual clauses of relevant supplier agreements that mandate this requirement.
- Expanding our supplier due diligence to include manufacturers as well as smaller service providers such as cleaners, security and IT.

## Effectiveness

The effectiveness of steps taken to address modern slavery risks in our business operations and supply chains will be better assessed in the next reporting period when our assessment has moved more closely to our Tier 2 suppliers.

We understand that the Modern Slavery Act is intended to allow companies to take a continuous improvement approach to Modern Slavery risks, and the Premix Group will continue to work with our suppliers to assess the effectiveness of our approach.

# Group Consultation



The operations of the Premix Group are controlled and managed by the same Executive Leadership Team, who maintain oversight of all aspects of each business. As such, there is natural, ongoing communication and shared processes across our group entities.

We encourage inclusive participation by involving representatives from each Group entity in the consultation process. This includes leaders, managers, and employees who provide valuable insights and perspectives from their respective roles.



# Statement Approval



## Principal Governing Body Approval

This Modern Slavery Statement was approved by the principal governing body of Premix Group as defined by the Modern Slavery Act 2018(Cth) ("the Act") on 29 June 2023.

## Signature of Responsible Member

This Modern Slavery Statement is signed by responsible members of the Board of Premix Group, namely the Managing Director and Chief Executive Officer as defined by the Act.

Frank Femia  
Managing Director

Andrew Gerace  
Chief Executive Officer

