



PEOPLE FIRST

**Modern
Slavery
Statement
2022**



ABOUT US

- Jayco Corporation Pty Ltd (Jayco) has operated in the Australian and New Zealand markets for over 45 years, we are the leading brand in the recreational vehicle market.
- We are committed to providing our customers with innovative, quality products that are built to last. Our vehicles are backed by one of the largest after sales support and dealer networks throughout Australia and New Zealand.
- A family-owned business, employing over a 1300 staff at our manufacturing sites in South Dandenong and Laverton North VIC, Jayco proudly continues to support local manufacturing.

CONTACT US

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STATEMENT

This statement has been prepared in accordance with s16(1) of the Australian Modern Slavery Act 2018. This statement sets out the actions taken by Jayco Corporation Pty Ltd As Trustee For Jayco Unit Trust ABN: 79 301 936 497 and its associated fiberglass supplier Tricomposite Pty Ltd ABN: 54 153 650 901 to assess, identify and address modern slavery in our operations and supply chain.

At Jayco, our values and behaviours are collectively known as PART or **Progress, Aligned, Respect and Trust**. These set of values are at the heart of our dealings, be it internally as an organisation, or externally when dealing with third parties.

Our values, by their nature, reflect our position on human rights infringements and modern slavery. We seek to mitigate the risk of modern slavery within our Operations and Supplychain and we are committed to ensuring that all business is conducted according to ethical, professional and legal standards and is fair, honest and open. We acknowledge that slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking. We understand that this is a process of continual improvement, and we will continue engaging with our supply chain partners through various means to identify, mitigate and eliminate to use of slavery in all forms within our supplier network.

Suppliers

300

Products

6K

Dealer Network

27

Service Agents

110

People

1300+



SUPPLY CHAIN OVERVIEW



Spend

326m

Countries

18

Jayco manufactures products in Australia which are distributed locally and overseas (New Zealand). We have approximately 300 active supply partners for direct material, with 46 of those suppliers making up over 80% of our 2022 Financial year purchases. We have engaged all these suppliers and applied a risk rating based on their primary manufacturing/sourcing location. By region, our Australian supplier base contributes around 34% of our total spend (our largest spend category). We do; however, recognize that Australian suppliers have complex supply arrangements and have therefore requested that those partners identify the source country for products that are supplied to Jayco in order for us to apportion risk.



SUPPLY CHAIN RISK OVERVIEW

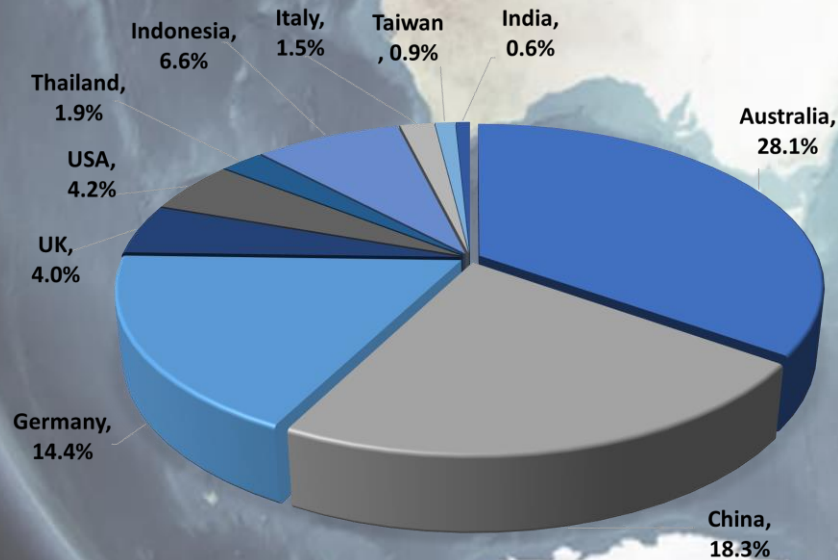
Risk Rating	% Split	Suppliers
Low	53%	33
High	27%	12
Medium	1%	1

associated fiberglass supplier

- Given the complexities and scale of our business and our supply chain it can be challenging to specifically identify all potential risks that may exist. By focusing on those suppliers making up over 80% of our annual direct material purchases , our Tier 1 suppliers we can work with them to better understand and identify any risk in their network. We prioritize our audits and risk assessment process with these suppliers by applying an internationally recognized risk/vulnerability rating to each source country.
- Main Categories and commodities sourced for our components used in the manufacturing process are timber, steel, aluminum, plastics, fiberglass and chemicals.
- Jayco has consulted internally and its associated fiberglass supplier Tricomposite as part of our Modern Slavery response. This engagement has involved completion of an internal Modern Slavery audit together with appointing a key Modern Slavery Business Representative.



Top Countries of 80% Spent	Country Risk Category	Number of Suppliers	% of Spend
Australia	Low	19	28%
China	High	9	18%
Germany	Low	6	14%
UK	Low	3	4%
USA	Low	3	4%
Thailand	High	2	2%
Indonesia	High	1	7%
Italy	Low	1	2%
Taiwan	Low	1	1%
India	Medium	1	1%



COUNTRY OF ORIGIN

- The vast majority of our purchased goods are sourced from 46 suppliers making up over 80% of our spend, with 19 based in Australia, followed by China with 9 suppliers, Germany with 6, UK with 3 and the USA with 3 suppliers.
- The remainder of our source countries is made up of 2 suppliers in Thailand and one each located in Indonesia, Italy, Taiwan and India respectively.
- At Jayco we not only consider the country the supplier operates in rather take a deeper look into their supply chain to understand where their products are sourced/manufactured. Based on our FY22 spend we determined that Australian sourced product made up 28%, China 18%, Germany 14%, with the remaining countries of origin each representing the remaining of 20% of spend.
- We continue to work with our supply partners to improve the accuracy of our country-of-origin data for future reporting periods in order to better understand the risks of modern slavery.



MANAGING MODERN SLAVERY RISKS

- As part of our commitment to mitigating the risk of Modern Slavery, we continue to maintain and execute internal policies and procedures to reflect our position.
- Our conditions of tendering and our standard contract terms and conditions require our suppliers to not knowingly contribute directly, or indirectly, towards Modern Slavery in any form.
- We have contacted the top 80% of our supplier base requesting they complete our Modern Slavery Supplier Self-Assessment questionnaires, to understand the maturity of their Modern Slavery risk mitigation strategies. The main areas covered by this questionnaire include:
 - Slavery
 - Labour standards
 - Health and Safety
 - Discrimination
 - Ethics
 - Environment
- The results of the questionnaires were assessed and opportunities for improvement were agreed upon. Regular meetings were scheduled throughout the reporting period to support our suppliers.





JAYCO VALUES

ACCOUNTABILITY



- Jayco's Board and senior management have been briefed on the actions being undertaken by Jayco's Modern Slavery Working Group.
- Employee Training has continued including an awareness communication program involving Marketing and Communications.
- We have received feedback from 28 responders out of the 46 suppliers invited to complete our Modern Slavery Supplier Self-Assessment. Of the suppliers that were identified in the high-risk category, 81% have responded of which close to 60% have achieved a high compliance level. Our aim over the next accounting period will be to work those deemed in the high-risk category that did not meet the "high" compliance level with the aim of improving their rating.
- Jayco Procurement and purchasing team are currently in discussions with all suppliers ranked as Medium Risk to further negotiate agreed outcomes focused on mitigating the risk of Modern Slavery. Jayco has developed an Opportunity To Improve Program (OTI) for all Suppliers ranked as Medium Risk.



THE FUTURE

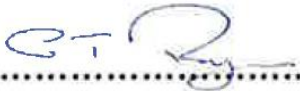
- While our actions to date form solid ground in our efforts to curtail modern slavery, we acknowledge that more can be done.
- We recognize that further actions are important to reduce risks of exploitation in our operations and supply chains and we seek to make improvements in the future through further refinement of our due diligence and risk management systems.
- Over the next reporting period we plan to further strength our supply chain accountability in the following areas:
 - Developing a robust supplier management framework that incorporates the principles of Ethical sourcing at its heart.
 - Introduction of supplier audits to assess those partners that require remediation
 - Target 90% coverage of our supplier base, including 100% in our high and medium risk categories.
 - Further training for our Procurement team (who are considered our frontline) to empower them to identify risks relating to Modern slavery breaches and provide them with the tools to take action.





Declaration

Pursuant to Section 14 of the Modern Slavery Act 2018, this statement was approved by Jayco Corporation Pty Ltd As Trustee For the Jayco Unit Trust on 21st February 2023.
Tricomposite Pty Ltd approved this statement on 21st February 2023.

Signature 

Name: Gerard Ryan

Position: Chief Executive Officer/Chairman

Dated 21 February 2023