



Holman Industries
Head Office

11 Walters Drive, Osborne Park WA 6017
PO Box 1538, Osborne Park DC WA 6916
+61 8 9416 9999
sales@holmanindustries.com.au
www.holmanindustries.com.au

Modern Slavery Statement FY2021

This statement is made subject to the Modern Slavery Act 2018 (Cth) ('Act') for the financial year ending June 2021 on behalf of Bookleaf Pty Ltd as Trustee for Eden Unit Trust trading as Holman Industries.

This statement is Holman Industries second 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.

Our Company

Holman Industries is an Australian owned company which has been operating since 1966. The company specialises in garden hardware products for irrigation, water, plumbing, garden lighting and lifestyle. Holman Industries distribute products wholesale throughout Australia and New Zealand with exports shipped to USA, UAE, Thailand, and Vietnam. Holman Industries import manufactured goods from suppliers in China, USA, and Cyprus into warehouses in Perth, Melbourne, Brisbane, and Sydney. Manufacturing of plumbing PVC pipes fittings is carried out in the Perth and Brisbane facilities using domestically sourced raw materials.

Holman Industries is committed to operating the business lawfully and ethically and only in working with suppliers that are aligned with our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection, staff inclusion and diversity.

Our Supply Chain

As an importer and exporter, Holman Industries have a simple supply chain that includes the purchase of products from long standing and reputable clients who align with the same ethos as our own. The company's compliance and senior management team have various policies and procedures in place that support the day-to-day operations along with the companies Australian Trusted Trader certification to ensure all staff and suppliers meet Holman Industries core values.

Risk of Modern Slavery:

Our compliance and senior management team consistently review our policies and procedures and in FY21 conducted a risk assessment of the business to understand where supply chain risks may exist. A key part of this assessment was understanding the existing controls in place and identifying any potential gaps.

Key modern slavery risks identified through the assessment included:

- Labour – Due to Holman Industries location with offices in Australia and New Zealand, most employees are directly employed and adhere to the company's strict induction and Code of Conduct policies. Labour hire services are used in peak season trade and are only sourced from reputable companies and adhere to the Company's Code of

Melbourne

145 Northcorp Blvd, Broadmeadows VIC 3047
PO Box 627, Pascoe Vale VIC 3044
+61 3 8335 4444
melbourne@holmanindustries.com.au

Brisbane

1-2/68 Lisgar St, Virginia QLD 4014
P.O. Box 749, Virginia BC QLD 4014
+61 7 3834 2100
brisbane@holmanindustries.com.au

Sydney

2/98 Kurrajong Ave, Mount Druitt NSW 2770
P.O. Box 1538, Osborne Park WA 6916
+61 2 9933 6500
sydney@holmanindustries.com.au

Plumbing Manufacturing

298A Stapylton Jacobs Well Rd,
Stapylton QLD 4207
+61 7 3807 1922



Holman Industries
Head Office

11 Walters Drive, Osborne Park WA 6017
PO Box 1538, Osborne Park DC WA 6916
+61 8 9416 9999
sales@holmanindustries.com.au
www.holmanindustries.com.au

Conduct and other relevant corporate policies and procedures.

- Sourcing and purchasing – Holman Industries are aware that manufacturing facilities, particularly those outside of Australia and New Zealand, may have poor working conditions, which can increase risk for slavery-like practices to occur. These facilities may have unrealistic delivery of timeframes that might require suppliers to engage in excessive working hours make cost savings on labour hire or rapidly increase workforce size.

Actions to manage Modern Slavery:

Holman Industries management set clear expectations that our employees and suppliers should be alerted to involvement in modern slavery and should any employee be made aware of any risk in our supply chain then a formal report to the Managing Director is submitted.

Actions Holman Industries have adopted to help mitigate modern slavery are:

- Implementation of several practices to enable us to enforce the standards to prevent the risk of Modern Slavery in our supply chains and to encourage disclosure of any such practices within our business.
- Where possible the company works directly with suppliers and producers, but long-distance relationships take work which is why regular visits to our suppliers to see their operations are important to senior management and the company. Due to recent worldly events, this had been limited so we do request documentation for conformity and have them frequently monitored by our overseas compliance auditor.
- As an importer and manufacture of raw goods, we source all our raw products domestically and from a reputable source who also has stringent compliance to the Australian Modern Slavery Act.

Assessment of the effectiveness of these actions:

Holman Industries recognises the value of continual improvement and the importance of assessing the effectiveness of the actions taken to address modern slavery risks through reporting on the program of works.

The transparency and strong relationships the company holds with our suppliers means shared values and policies are maintained. This will be continued to be monitored and documented throughout the year 2021/2 and beyond.

This statement was approved by the board of trustees for Bookleaf Pty Ltd as Trustee for Eden Unit Trust trading as Holman Industries on 30th December 2021.

Wally Edwards
Trustee
Bookleaf Pty Ltd

Melbourne

145 Northcorp Blvd, Broadmeadows VIC 3047
PO Box 627, Pascoe Vale VIC 3044
+61 3 8335 4444
melbourne@holmanindustries.com.au

Brisbane

1-2/68 Lisgar St, Virginia QLD 4014
P.O. Box 749, Virginia BC QLD 4014
+61 7 3834 2100
brisbane@holmanindustries.com.au

Sydney

2/98 Kurrajong Ave, Mount Druitt NSW 2770
P.O. Box 1538, Osborne Park WA 6916
+61 2 9933 6500
sydney@holmanindustries.com.au

Plumbing Manufacturing

298A Stapylton Jacobs Well Rd,
Stapylton QLD 4207
+61 7 3807 1922