
SITZLER PTY LTD MODERN SLAVERY STATEMENT

2022

This Modern Slavery Statement has been prepared and submitted under section 13 of the Modern Slavery Act 2018 (Cth) by Sitzler Pty Ltd (Sitzler) as a single reporting entity.

Who we are

Sitzler is a highly regarded Australian construction company delivering quality projects safely and in an environmentally and socially conscious manner, throughout Australia since 1976.

With the ability to scale our resources, we have adapted to meet the many different market opportunities encountered over the past 45+ years. From the early days of building in the remotest parts of Australia, Sitzler's project portfolio now spans across the country covering all sectors and industries of the economy.

Our business is based on the simple premise of honesty, integrity and being respectful to our clients, staff and trade partners which has ensured our continual growth as a trusted and professional industry specialist.

We collaborate with our clients, employees, stakeholders and the community to deliver projects of lasting quality.

Our People

Our people are the greatest contributors to our success. Our strength is derived from the integrity and reliability of our people who are our most important asset. We are committed to attracting, retaining and building a skilled and motivated workforce.

We strive to be an employer of choice and prides itself on staff retention, team building and collective knowledge retention with many staff exceeding 10 years and up to 30 years of service. Sitzler's success has been built on its staff, and the dynamic and professional culture which we continue to support.

Sitzler is an Equal Opportunity Employer offering a diverse workplace which also boasts decades of successful recruitment and employment of Indigenous workers.

The success and reputation of Sitzler has been formed by our long-term management team who we have grown within. It is this team that has been instrumental in leading us from a north Australian construction company to a national construction specialist, with the ability to deliver on even the largest of projects.

Sitzler directly employs over 250 persons in addition to many more who are engaged by our subcontractors, suppliers, consultants and advisors.

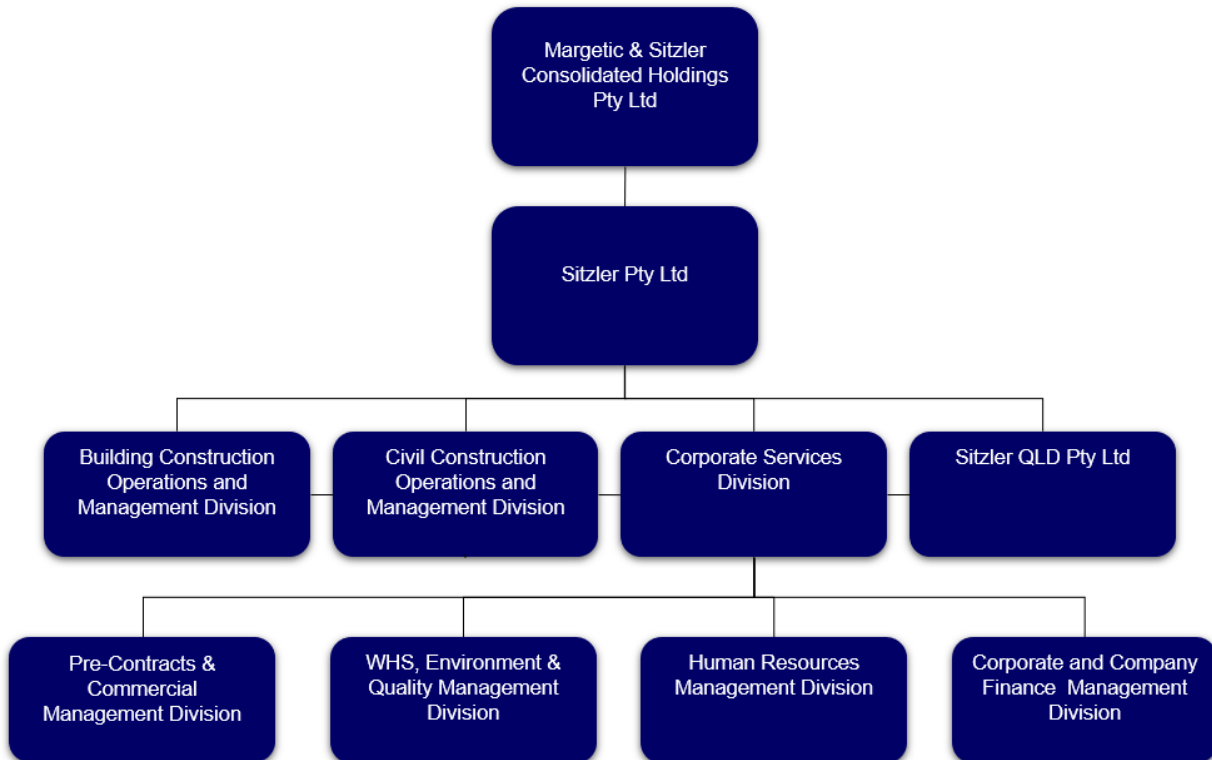


Business Structure and Operations

Sitzler Pty Ltd is a privately owned business, incorporated in the Northern Territory of Australia and a Margetic & Sitzler Consolidated Holdings Group Company. Sitzler Pty Ltd owns Sitzler QLD Pty Ltd.

Sitzler operate within and deliver Commercial Construction and Civil Construction projects in multiple industry sectors. Our key clients include State and Territory Government entities, Commonwealth Government entities and a variety of private clients. Sitzler participate in joint venture and alliance projects and works.

Our business structure defines the overall operations of Sitzler and the key functions and works undertaken.



Building Construction Operations and Management Division

Over the past 60 years, Sitzler have built a solid reputation as a preferred delivery partner for projects within the Commercial and Industrial sectors across South Australia, Northern Territory and Western Australia. Our award-winning success and repeat client base is a testament to our ability to work collaboratively with clients, subject matter and industry experts to deliver quality and high performing facilities that provide maximum operational capability and value for money outcomes for our clients. Our project portfolio is comprehensive as it is diverse, ensuring that we have the capability, capacity and experience to understand and deliver your projects objectives in full.

Civil Construction Operations and Management Division

Sitzler have a proven capability to undertake a wide range of Civil and Infrastructure projects. Highly experienced in these sectors, we can deliver projects in all locations from remote Australia to Capital Cities across Australia. Sitzler's civil capabilities cover any project requirement including roadworks, bulk earthworks, subdivision and bridge construction to electrical, mechanical and hydraulic infrastructure works. With a modern, well-maintained fleet of plant and equipment combined with experienced engineers, operators, site and project managers, Sitzler can undertake complex civil projects, producing quality outcomes while at all times offering exceptional value for money.

Sitzler QLD Pty Ltd

Sitzler QLD undertakes commercial and industrial construction projects in the Queensland region.

Corporate Services Division

Sitzler corporate services divisions include our highly experienced personnel that provide support and services for the operations of the business.

Where We Operate

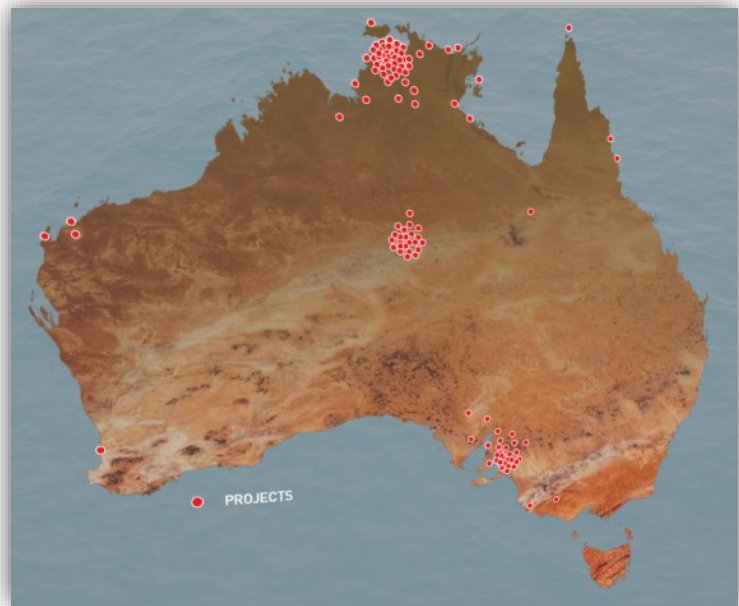
Sitzler have a long history of delivering high-profile infrastructure projects across Northern Australia, including some of the Territory's most iconic developments.

On the back of our success in Northern Australia, Sitzler expanded operations across the Southern, Western and Eastern states to service the needs of our clients.

45+ years later, Sitzler is now a national delivery entity with the capability and resources to deliver construction solutions throughout Australia.

We maintain offices and facilities in the following regions –

- NT – Berrimah – Head Office, Workshops, Yards and Depots
- SA – Unley Office and St Mary's Warehouse
- WA – Fremantle office and Exmouth Office and Warehouse
- QLD - Maroochydore Office



Our Supply Chains

Our Supply chains are integral to our business operations and success.

As a Commercial Construction and Civil Construction business our supply chains are vast and varied.

Sitzler conduct our operations and works within Australia and in turn source our required services, materials and supplies from locally based supply chains that meet the project required specifications for the design outputs.

Sitzler maintain an approved Subcontractor entity listing of more than 1100 and a Suppliers network of approx. 4000 entities.

Sitzler maintain records of the supply chains for subcontractors and suppliers in relation to goods and services that we deliver.

Sitzler engages with our supply chains through subcontract agreements, services agreements, consultancy agreements and purchase orders.

Goods and services purchased include construction materials, uniforms, personal protective equipment, stationary, machinery, equipment hire, car and fleet leasing, design services, communications, security, trade services, labour hire, security & information technologies, insurance, legal services, waste, recycling, environmental products, consultant and technical services.

The main types of good and services procured by Sitzler include –

- Labour – including contractors and labour hire in accordance with all Commonwealth and State / Territory laws and requirements
- Materials – such as building materials, quarried products, concrete and asphalt
- Plant and equipment

Risk of Modern Slavery in Operations and Supply Chains

Sitzler have assessed our operations and supply chains to identify any risk factors for modern slavery practices that may be inadvertently incorporated into our business operations.

Sitzler acknowledge that due to the technical and complexity nature of our operations, some of our supply chain suppliers may be sourcing individual components or raw materials from vendors in locations where modern slavery may exist.

Sitzler determines its operations and supply chains are at a low risk of modern slavery, however these factors need to be monitored and managed. Sitzler will continue to focus on developing our understanding of the depth and complexities of these supply chains.

All of Sitzler's workforce are located in Australia and are subject to Australian Federal and State / Territory laws for industrial relations, work, health and safety and human rights.

Sitzler's procurement of goods and services are majority sourced from the Australian market and as such are subject to compliance with Australian laws which do not invoke slavery practices.

International supply chains or suppliers that source some parts / components internationally for certain products may have a heightened risk for modern slavery risks.

We have determined that the following goods and services that the business utilise may represent a heightened risk of modern slavery –

- Stationary suppliers
- Information and communication technology equipment (ICT)
- Workwear / uniform clothing
- Plant & Equipment

Action Taken by Sitzler to Assess and Address the Risks of Modern Slavery in Operations and Supply Chains, including due diligence and remediation processes

Sitzler has applied a risk management framework for the business to ensure we enact our due diligence to address risks identified in the areas of concern and to enact mitigation measures which include -

- developing a business policy on modern slavery to define and communicate Sitzler's commitment to supporting ethical labour practices and preventing the existence or prospect of modern slavery within our organisation and supply chains
- conducting modern slavery due diligence risk assessments to identify, prevent, and mitigate modern slavery risks in our operations and supply chains
- contractually requiring our subcontractors, subconsultants and suppliers to take reasonable steps to identify and address modern slavery risks
- developing a supplier code of conduct for implementation within our operations and supply chains
- raising awareness of modern slavery risks, including the use of training tools and communications; and
- continuously improving our existing processes to tackle modern slavery risks.

Remediation

After receiving any report of a modern slavery occurrence, Sitzler Senior Managers, inclusive of the Pre-Contracts and Commercial Team, SEQ and Operations Management will meet to prepare a report to the Directors including potential remediation strategies. The strategies will include but not be limited to –

- reviewing and improving existing policies and procedures
- additional employee and supplier education programs
- increased / improved supplier surveys and auditing
- ceasing relevant activities – including termination of contracts with non complying suppliers.

Measurement of Effectiveness of Actions

Sitzler will continue to build on our relationships with our suppliers to gain further understanding of their business and supply chains to ensure that any potential risks of modern slavery occurring within a suppliers operations can be addressed and dealt with.

Sitzler will ensure that our supply chains participate in the surveys and build a further understanding and knowledge base to reduce the business risk profile.

Consultation Process

Sitzler Pty Ltd has consulted with the Sitzler executive team and Directors in regards to this Modern Slavery Statement. Sitzler QLD Pty Ltd operates under the same management systems and is operated by the same executive team and Directors as Sitzler Pty Ltd.

Sitzler have implemented a Modern Slavery Policy which outlines Sitzler's commitment to prevent, detect and report the risk of slavery or human trafficking within its operations. The policy is on display at all Sitzler Workplaces.

Any Other Relevant Information

Sitzler has commenced enacting the business processes to reduce the risk of modern slavery in our supply chains and will continue to enact business processes on a continual improvement model to effectively identify and address any potential risk exposure of modern slavery in the business and supply chains.

Approval

This Statement was approved by the board of Sitzler Pty Ltd on the 28th April 2023.



Stephen J Margetic
Managing Director