



HUTCHIES

2024

Modern Slavery Statement

REPORTING CRITERIA

No	Mandatory reporting criteria	Hutchies' statement	Pages
1	Identify the reporting entity	We are Hutchies	4—5
2	Describe the reporting entity's structure, operations and supply chains	Structure and reporting & Supply chains	6—9
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Managing risk	10—12
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Our progress	12—14
5	Describe how the reporting entity assesses the effectiveness of these actions	Our progress	12—14
6	Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Structure and reporting	6—7
7	Any other relevant information	Nil	

BOARD APPROVAL

The Board of Directors are the principal governing body of J Hutchinson Pty Ltd for the purpose of the Modern Slavery Act 2018 (Cth). This statement has been approved by the Board for the financial year ending 31 December 2024 on 10 April 2025.

This statement is submitted on behalf of J Hutchinson Pty Ltd under section 13 of the Modern Slavery Act 2018 (Cth) (MSA) to cover our reporting period of 2024.



Russell Fryer
Managing Director

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We are Hutchies

Hutchies is Australia's largest privately owned builder. Over five generations, we've played a big part in building our country.

We have complex supply chains due to the diversity in project scale, number of projects built annually, and geographical locations throughout Australia. We are also Australia's largest 'self-performing' builder, with more than half of our workforce being site based and undertaking some of our own direct trades (as opposed to strict subcontracting arrangements). Our supply chain includes direct engagement (employment), subcontracting, supply only, and manufacturing.



90+

Trades / services in our supply chain



200+

Projects built annually



1,900

Direct company members (employees)



5

Generations

SOLID AND TRUSTED FOUNDATIONS

Built on the foundations laid down by five generations of the Hutchinson family and more than a century of stability and leadership, Hutchies' divisions leverage the financial strength, resources, accredited integrated management systems, and industry leading tools, to enhance our offering.



\$0

Debt

FINANCIALS ↗



1912

Established

HISTORY ↗



ISO

Accredited methods

SYSTEMS ↗



16

National locations

CONTACT ↗



50+

Sectors & subsectors

EXPERIENCE ↗



10,000+

Subbies & suppliers

CAPABILITY ↗



15+

Dedicated services

CAPABILITY ↗



200+

Initiatives we support

THE HEART ↗



Hutchies' people are all based in Australia.

QUEENSLAND 80%

VICTORIA 9%

NEW SOUTH WALES 7%

TASMANIA 3%



98%

Company members are permanent full-time (2% casual / part-time)



12%

Female workforce



73%

Workforce based on site (27% off site)



16YR

Avg senior leader tenure

Structure and reporting

STRUCTURE & CONSULTATION

Hutchies as a group operates under the single entity of J Hutchinson Pty Ltd (ABN 52 009 778 330) (Hutchies).

Our core business uses the Hutchinson Builders brand, supported by specialist sub-brands or 'divisions' which are trading names under the J Hutchinson Pty Ltd group.

The company's registered address is 584 Milton Road, Toowong QLD 4066 Australia. We have offices and yards up and down the east coast of Australia.

Our controlled entities (shown over page) are non-operating entities. Our position on modern slavery does not change with these entities taken into consideration as they do not have supply chains or employees.

OPERATIONS

In FY2024/25 we forecast a consolidated revenue of \$3 billion and with a \$434 million debt free balance sheet.

Annually we construct around 225 projects across the country, with a presence in most states and territories. We operate in all sectors of the construction industry, providing building and construction services to all types of clients (including government, institutional and private bodies).



SUPPLY CHAINS

Hutchies' supply chains are multi-tiered and complex. We source a wide range of goods and services necessary for our projects and operations, and use subcontract arrangements with other businesses.

In 2020, we began engaging with and mapping our supply chain, which due to the complexity and scale, remains ongoing. This year we have refined our short term focus and developed an action plan to prioritise efforts in known high risk areas, as shown on page 8.

Despite many of our subbies and suppliers being classed as small-medium enterprises (turning over less than \$100M), they are contractually bound to Hutchies' requirements, policies, and relevant local laws when working with us.

Licencing

hutchies.com.au/licences

Financials

hutchies.com.au/financials

Policies

hutchies.com.au/policies



ENTITY RELATIONSHIPS

SINGLE OPERATING
ENTITY / GROUP

J. HUTCHINSON PTY LTD

CORE CONSTRUCTION
BRAND / BUSINESS

**HUTCHINSON
BUILDERS**
Established 1912

ALL EMPLOYMENT & OPERATING ACTIVITIES
ARE ENGAGED BY J HUTCHINSON PTY LTD

NON-OPERATING
INVESTMENT ENTITIES

HB Catering Pty Ltd
Trey Developments Pty Ltd
Weyson Pty Ltd
Hutchinson Modular Pty Ltd
Building Industry Supplies Pty Ltd

THESE ENTITIES DO NOT ACTIVELY OPERATE,
AND HAVE NO EMPLOYEES OR SUPPLY CHAINS

Supply chains

Hutchies' typical supply chain consists of three core tiers. We mostly engage directly with tier 1 suppliers and subcontractors, who each have their own supply chains. In some instances, we also engage directly with partners in tier 2 and very rarely tier 3.

In 2024, we launched our new Vendor Management Tool, which serves as the starting point for having more visibility of our supply chain through a single portal. Future enhancements will include onboarding and prequalification processes to help minimise risks of modern slavery. This tool is a significant step towards ensuring compliance and transparency across our supply chain.

This year, we continued our offshore audits with facades and undertook desktop analysis of high-risk operational supply areas, including stationery and electronics. We continue to map our supply chain to identify the locations of our suppliers, the materials or products they may use, their awareness of the Modern Slavery Act (MSA), and to pinpoint areas where we need to concentrate our efforts to reduce the risk of modern slavery.

As we deepen our understanding of our supply chain and associated risk areas, we have re-evaluated our priorities, taking guidance from industry experts, clients, and the latest data from the Global Slavery Index. Investigations into tier 2 and tier 3 spaces with our subcontractors and suppliers are ongoing, reflecting our commitment to full transparency and compliance.

Everyone affiliated with Hutchies is engaged under lawful and fair contracts directly with J Hutchinson Pty Ltd. These contracts stipulate compliance with all pertinent Australian laws, encompassing the Modern Slavery Act 2018 (Cth), Fair Work Act, WHS laws, and other applicable legislation. Through continuous evaluations and collaborations, Hutchies remains committed to building a resilient and ethically responsible supply chain.

HUTCHIES' DIRECTLY SOURCED HIGH RISK MATERIALS

Category	Hutchies' source country	Risk
Timber	Australia	● LOW RISK
Facade glazing	Malaysia & China	● MEDIUM RISK
Steel	Australia (but may be processed offshore)	● MEDIUM RISK
Concrete	Australia	● LOW RISK
Bricks	Australia	● LOW RISK
Stone	Italy (but may be processed offshore)	● MEDIUM RISK

Source / Hutchies

CASE STUDY

Electronics Supply Chain

Hutchies predominantly procures electronic components from Apple Pty Limited, Cisco Australia, HP Inc, and Samsung. Recognising potential risks, we engage global firms who are mature in their compliance with ethical standards.

In November 2024, we conducted desktop audits to assess adherence to labour, safety, environmental, and ethical standards. Apple Pty Limited showed strong compliance, auditing 94% of its supply chain and publishing a list of 98% of its direct suppliers. Independent third-party audits and extensive

engagement, including surveys and a grievance hotline, were noted. Apple demonstrated significant improvements, addressing 175 grievance reports in 2023, mostly related to delayed performance payments.

Cisco Australia demonstrated robust practices, with social and environmental onboarding, annual check-ins, and third-party audits covering 490,000 workers. Four grievance reports were filed and closed, and Cisco worked with its supply chain to eliminate recruitment fees, returning USD \$2.2M to 1,865 workers in 2023.

HP Inc reported 695 grievance reports in 2023, none related to

modern slavery, and conducted 326 audits, with 65% by third parties. Eleven suppliers were found non-compliant, with 1,400 workers remedied. Samsung publishes a list of 80% of its supply chain publicly, reflecting a commitment to transparency.

This engagement informs our procurement strategies, emphasising Hutchies' dedication to social responsibility, ethical business practices, and trusted supplier relationships. Through continuous evaluations and collaborations, Hutchies remains committed to building a resilient and ethically responsible supply chain.



TYPICAL SUPPLY CHAIN

RAW MATERIALS

TIER 3

MANUFACTURERS

TIER 2

SUPPLIERS /
SUBCONTRACTORS

TIER 1

HEAD CONTRACTOR



90%+

Subcontractors and suppliers are based in Australia



10%

Are procured from China (5%), Malaysia (3%) & Central Europe (2%)

OTHER TIER 2 & TIER 3 CONSTRUCTION RISK SOURCES

No	Country	Relevant high risk areas potentially in Hutchies' supply chains	2018 Risk	2023 Risk
1	China	Manufacturer and supplier of various imported goods and materials	● HIGH RISK	● HIGH RISK
2	Vietnam	Manufacturer and supplier of furniture and garments	● MEDIUM RISK	● MEDIUM RISK
3	Cambodia	Manufacturer and supplier of bricks	● HIGH RISK	● MEDIUM RISK
4	Thailand	Manufacturer and supplier of electronics and garments	● MEDIUM RISK	● MEDIUM RISK
5	Malaysia	Manufacturer and supplier of glazing and electronics	● MEDIUM RISK	● MEDIUM RISK
6	India	Manufacturer and supplier of bricks, electronics and garments	● MEDIUM RISK	● HIGH RISK
7	Indonesia	Manufacturer and supplier of plastics, bricks and stone	● MEDIUM RISK	● MEDIUM RISK

Source / Global Slavery Index

Managing risk

Hutchies continues to work with our vendors to provide support in various key areas, including resources, training, assistance in scoping, specification and tracking of products in our projects.

Our continuous engagement with our partners is aimed at raising awareness of potential risks, sharing knowledge, understanding challenges, and identifying practical solutions that foster positive change. Part of this approach involves revisiting Hutchies' own procurement arrangements and implementing processes to identify, manage, and reduce potential risks within our supply chain. We view this not as a solo endeavour but as a joint effort, where working hand in hand with industry groups and our suppliers to make a tangible and significant difference in our industry.

MATERIALS & SERVICES

When not correctly procured, the below common areas of the construction supply chain may have a risk. We continue to provide our suppliers with awareness and support to better manage these risks in their supply chains, and therefore Hutchies' operations and projects.



90%+

Suppliers / subcontractors have direct employees



45%

Suppliers / subcontractors use manufactured products



Bricks

● HIGH RISK



Cement

● MEDIUM RISK



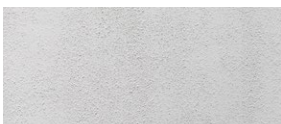
Clay

● MEDIUM RISK



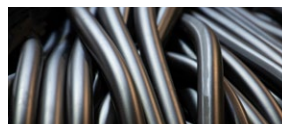
Electronics

● HIGH RISK



Lime

● MEDIUM RISK



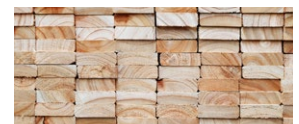
Rubber

● MEDIUM RISK



Textiles

● HIGH RISK



Timber

● HIGH RISK



Stationery

● HIGH RISK



Electronics

● HIGH RISK



Garments

● HIGH RISK



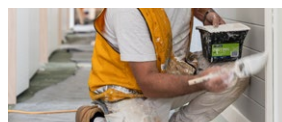
Cleaning

● HIGH RISK



Subcontracting

● HIGH RISK



Unlicensed services

● HIGH RISK



Working rights

● HIGH RISK



Working conditions

● HIGH RISK



VISIBILITY

Hutchies has built our own Vendor Management platform to improve the way we work with suppliers. This tool provides more visibility over who we work with and how. We're in the process of building an external portal to enable vendors to engage more with us. In the future we plan to incorporate our onboarding prequalification processes to further enhance our supply chain understanding.

VENDOR MANAGEMENT

Using existing data Hutchies has

Complete

VENDOR PROFILES

Validating business details, licences, insurances & financials

Complete

VENDOR ONBOARDING

Expanding vendor profiles with more data

Planned

SUPPLY CHAIN MAPPING

Deeper understanding of our supply chain

Planned

ROADMAP

As part of Hutchies' commitment to sustainability, we've worked with industry leaders to help inform our next steps in managing risk. This includes developing our next roadmap to identify resource requirements, areas of focus and priorities over the next few years. We've been working closely with industry bodies and consultants to understand best practice for our industry, and to develop practical steps to continue engaging with our shared supply chain in a consistent manner.

INDUSTRY ENGAGEMENT

Opportunities across shared vendors to minimise disruption

Complete

EXPERT ADVISORY

Practical understanding of requirements

Complete

RESOURCE IDENTIFICATION

Appoint support to drive day to day objectives

Planned

NEXT ROADMAP

Establish priorities and ongoing engagement with supply chain

Planned

Our progress

In 2024 Hutchies renewed it’s strategic purpose: building the next century. We will achieve this through the best people, a consistent culture, meeting mutually beneficial client needs, and being sustainably profitable. These objectives underpin our commitment to ensuring Hutchies remains stable while staying nimble and adaptable for another 100 years. We have a genuine interest in doing sensible things that have a sustainably positive impact on our people, supply chain and communities.

Supplier Survey
l.hutchi.es/ethicalsurvey ↗

Supplier Information Hub
l.hutchi.es/ethicalinfo ↗

ACHIEVED

We’re proud of the initiatives we’ve achieved since embarking on this journey. Construction supply chains are complex, and we’re taking a measured and considered approach to minimise duplication and maximise efficiency for our vendors.

- ✓ Vendor Management Tool
- ✓ Vendor Profiles
- ✓ Vendor Compliance
- ✓ Electronics Supplier Desktop Audits
- ✓ Updated Policies & Procedures
- ✓ Industry Working Groups
- ✓ Strategy Development
- ✓ Leadership Training
- ✓ Internal Information Hub
- ✓ Contract & Agreement Clauses
- ✓ Supplier Surveys
- ✓ Supplier Information Hub
- ✓ Facade Glazing Supplier Audits
- ✓ Centralised Procurement Support
- ✓ ESG Reporting Group









ONGOING

From the outset we have adopted a continuous improvement approach to minimising our risks of modern slavery. Our progress to date has seen us implement a range of new processes and tools to better understand our supply chains.

- ✓ Industry Engagement
- ✓ Expert Support
- ✓ Supply Chain Engagement
- ✓ Vendor Compliance
- ✓ Vendor Surveys
- ✓ Vendor Profiles
- ✓ Vendor Compliance
- ✓ ESG Reporting Group
- ✓ Risk Monitoring
- ✓ High Risk Category Audits
- ✓ Continuous Improvement
- ✓ Supply Chain Mapping
- ✓ Meet Client & Community Expectations

FUTURE

We continue to refine and improve what we're doing. By partnering with specialists in this space, we're eager to continue working with our supply chain to minimise risks of modern slavery in the most sustainable ways possible.

-  Appoint Support Resources
-  Appoint External Consultant
-  Develop New Sustainability Roadmap
-  Develop Vendor Onboarding
-  Continue Mapping Supply Chain
-  Strengthen Due Diligence
-  Continue Developing Knowledge & Tools
-  Risk Assessment & Prioritisation
-  Carbon Reporting

EFFECTIVENESS

Hutchies thrives off a culture of continuous improvement. Assessing the effectiveness of what we do is paramount to our evolution and to ensure we're making a positive impact in everything we do.

Our Operations Team continuously monitor a number of key indicators which help measure our effectiveness through:

- Customer expectations
- Engagement with our supply chain
- Data we collect annually as part of our ethical sourcing survey and day to day interactions
- Industry best practice
- Working with our clients to identify areas for improvement across procurement and site conditions
- Bi-annual review of applicable policies and procedures to ensure they are practical
- Independent expert human rights advisory support from Better Sydney and Mills Oakley



HUTCHIES.COM.AU