



Holman Industries
Head Office

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Modern Slavery Statement FY2020

Holman Industries is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operations on 1st January 2019. The Act requires reporting entities subject to the Act, to produce an annual slavery statement. Holman Industries first annual statement is due on the 31st of December 2020.

Bookleaf Pty Ltd as Trustee for Eden Unit Trust trading as 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 and staff inclusion and diversity.

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 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:

As an importer and manufacture of raw goods it is important, Holman Industries consider how our products and suppliers can be linked to modern slavery. We source all our raw products domestically and from a reputable source who also has stringent compliance to the Australian Modern Slavery Act.

Our imported products do hold a risk due to:

- Traceability of the supply chain where the degree of ethical practices could be waived.
- Supply coming from countries where it is reported to have high prevalence of modern slavery or labour rights violations.
- Delivery of timeframes that might require suppliers to engage in excessive working hours make cost savings on labour hire or rapidly increase workforce size.

Melbourne

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Plumbing Manufacturing

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Actions to manage modern slavery:

- Holman Industries has adopted 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.

Holman 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.

Holman Industries continue to monitor and keep strong relationships with our suppliers to enable the risk of Modern Slavery to be minimised. 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 2020 and beyond.

This statement was approved by the board of trustees for Bookleaf Pty Ltd on 30th December 2020.

Wally Edwards
Trustee
Bookleaf Pty Ltd

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