

Modern Slavery Statement 2021/2022

This statement has been published in accordance with the Modern Slavery Act 2018. It sets out the steps taken by Quickway Group during the financial year ending 30 June 2022 to prevent modern slavery in our business operations and supply chain.

Introduction

Name of Company Quickway Group Pty Ltd
ABN 25 627 274 435
ACN 627 274 435
Address 40/2 Slough Avenue, Silverwater, NSW, 2128

Type of Business Construction specialising in transport and utilities infrastructure, providing services in roads and bridges, concrete structures, tunnels, rail, communications, electrical, water, and traffic management

Area of operation Head Office in Sydney with short term project bases throughout Australia

Quickway is committed to conducting business with honesty and integrity; in treating all people with dignity and respect and in complying with applicable laws, regulations and treaties. Quickway is committed to protecting and promoting human rights throughout its businesses. Quickway does not tolerate human trafficking, slavery, servitude, forced labour (including prison labour), debt bondage, deceptive recruitment for labour or services, the worst forms of child labour, and forced marriage, or any use of force or other forms of coercion, fraud, deception, abuse of power or other means to achieve control over another person for exploitation.

The statement has been prepared in consultation with the group businesses consisting of the following operating entities:

- Quickway Group Pty Ltd
- Quickway Constructions Pty Ltd
- Quickway Solutions Pty Ltd
- Quickway Water Pty Ltd
- Quickway Construction Services Pty Ltd

Our Supply Chains

Supply Chain	How Managed
Staff – Internal Employed	Staff are engaged via Individual Employment Agreements with ongoing monitoring of overtime
Project delivery staff involved in construction work and associated activities – Internal Employed	Staff are engaged via Fair Work Commission-approved Enterprise Agreement
Project delivery staff involved in construction work and associated activities – Subcontracted	Subcontractors are required to provide details of Industrial Instrument (e.g. Fair Work Commission-approved Enterprise Agreement, Modern Award, etc.), and Subcontract Agreements require our subcontractors to comply with relevant laws and regulations relating to modern slavery.
Suppliers of materials, plant, and equipment	Supplier requirements are communicated through Supply Chain Policy, and Supply Agreements require our suppliers to comply with relevant laws and regulations relating to modern slavery.
Consultants	Consultant requirements are communicated through Supply Chain Policy, and Consultancy Agreements require our suppliers to comply with relevant laws and regulations relating to modern slavery.

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Areas of potential for the risk of modern slavery

Quickway only purchases from and engages with reputable companies operating in Australia, and has not been able to identify any modern slavery practices within our business operations or supply chain.

Related policies

We have in place several policies which contribute to our aim of combating modern slavery, all of which are available to employees via our Company Management Systems.:

- SYS-POL-07 Equal Employment Opportunity Policy sets out our approach to equal opportunities and the avoidance of discrimination in all our working practices
- SYS-POL-06 Code of Conduct & Confidentiality Policy reiterates our ethical code of conduct in relation to suppliers and outlines our commitment to operating in a socially and environmentally responsible way. This policy includes Anti-Bribery & Corruption which demonstrates our commitment to preventing and prohibiting bribery and corruption in all areas of the organisation.
- SYS-POL-14 Supply Chain Policy sets out our expectations of suppliers in preventing modern slavery and human trafficking. This policy is communicated during Supplier onboarding.
- SYS-POL-16 Whistle Blower policy set out guidelines for reporting and investigation of any activity that is contrary to company or legal guidelines. Anyone can submit an anonymous report via the company website.

Supplier Adherence to our Values and Ethics

To ensure all those in our supply chain and contractors comply with our values, we expect our suppliers to have a natural respect for our ethical standards in the context of their own culture. We specifically expect our suppliers to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, subcontractors and other third parties as set out in our Supply Chain Policy. All of our suppliers of goods, services and materials must sign up to our Terms and Conditions prior to their engagement.

Training of Management

Quickway ensures relevant modern slavery training, provided by Anti-Slavery Australia, is undertaken by the staff responsible for the procurement of goods and services and for the engagement of employees. These staff members include National Commercial / Contracts Manager, Resource Manager, National Pre-Contracts Manager, People and Culture Manager, Office Manager, and Human Resources Advisor.

Compliance Monitoring

Quickway commits to undertaking regular auditing to ensure compliance with this statement, and to assess and address any modern slavery risks or practices that might arise.

This Statement is made pursuant to the Modern Slavery Act 2018 and constitutes our Group's Modern Slavery Statement for the financial year ending 2022 and applies to all operating entities within the Quickway Group.

Signed on behalf of Quickway Group



Derek Mullally, Managing Director

Dated 21st Dec 2022