

Modern Slavery Statement 2020– 2021

Introduction

Ausbuild Group Pty Ltd ACN 609 450 419 and its wholly owned subsidiaries (*Refer Annexure 1*) are making this statement in accordance with section 14 of the Modern Slavery Act 2018. This statement outlines the process and approach the Group is adopting to ensure that the risk of modern day slavery occurring in our business operations and supply chains is minimised.

Structure, Operations and Supply Chains

Ausbuild Group Pty Ltd is a land development and construction company incorporated in Australia with its head office in Capalaba, Queensland. (*Refer Annexure 1 for wholly owned subsidiaries*)

Its primarily focus is on development of residential land and the construction of new residential dwellings within South East Queensland.

Ausbuild Group Pty Ltd is operated by a board of directors, including four executive directors who run the operation, and set corporate policies and procedures.

Ausbuild has two main operational divisions;

- Land Acquisitions & Development
- Construction

Ausbuild has over 100 employees and has a turnover in excess of \$250 million. Ausbuild engages with over 250 suppliers and subcontractors to deliver over 1000 combined products per year, in the land and housing construction divisions.

Ausbuild rejects modern slavery in all its forms and always endeavours to source from reputable suppliers and subcontractors.

Ausbuild's main operations and supply chains are set out below.

Area	Operations	Supply Chains
Land Acquisitions & Development	Acquiring land, Construction and marketing of new residential land developments, Site rehabilitation, Civil construction projects, Trunk infrastructure.	Civil engineering construction companies, Building contractors, Bulk transport providers, Professional services & indirect goods and services.
Construction	Building of new residential dwellings and maintenance of residential houses	Construction and Building Suppliers, Supply & Install companies, Plumbing & Electrical suppliers, Construction companies, Construction Sub-Contractors; including; - {Earthmoving, Foundations, Concreting Carpentry, Plumbing, Electrical, Roofing, Insulation, Waterproofing, Cabinetry, Flooring, Internal lining/fixing, Painting, Rendering, Landscaping etc.}, Professional services & indirect goods and services.

Risks of Modern Day Slavery practices in supply chain

Ausbuild engages with Australian based suppliers which source materials both domestically and internationally.

We deal with suppliers and subcontractors which are Australian entities, that are governed by Australian legislation and law. We regard these subcontractors and suppliers to be of low risk for any exposure to modern day slavery.

We acknowledge that raw materials and other items are sourced by our suppliers by one or more other companies/entities which Ausbuild have no direct interaction with. Ausbuild acknowledges that the extended supply chain of our suppliers and subcontractors (companies Ausbuild have no interaction with) are deemed to be at potential risk of having an exposure to modern day slavery.

The procurement of these materials from outside of Australia by our suppliers, has been identified as the highest at-risk area in our supply chains.

Actions taken to assess and address Modern Day Slavery risks

Ausbuild requires all suppliers and subcontractors it engages with to behave and conduct themselves in line with our code of conduct, core values and stance on Modern Day Slavery.

Ausbuild expects its suppliers to warrant that they comply with all applicable modern day slavery laws and take all reasonable and necessary steps to identify, investigate and eliminate modern day slavery in its operations/supply chains. Suppliers are required to provide Ausbuild (on request) sufficient information, pertaining to their supply chains to enable Ausbuild to comply with its obligations under modern day slavery laws.

Ausbuild will introduce a modern day slavery clause into supply agreements with suppliers that are deemed to be high risk and who do not have their own modern day slavery statement and process.

Periodic meetings with suppliers can occur with questions directed at suppliers to ensure compliance with modern day slavery legislation.

Ausbuild is committed to working with reliable suppliers and subcontractors who commit to operating at the same standard as Ausbuild and who comply with modern day slavery law.

Steps to Assess Effectiveness

- Introduction of periodic meetings with suppliers to discuss how their business is addressing risks. This will help Ausbuild and the suppliers in assessing risk and the effectiveness of their processes in minimising it.
- Ongoing training for procurement/purchasing staff and senior managers who are responsible for supply chains.
- Training to provide current legislation requirements for modern day slavery.
- Making information available and transparent.

Ausbuild will investigate any reports received from; Employees, the Public, Customer and law Enforcement Agencies, of any indication of modern day slavery practises occurring.

Consultation with reporting entities within Ausbuild Group

Ausbuild Group Pty Ltd controls other entities (refer Annexure 1 below). Representations from these entities were included in creating this modern day slavery statement.

Ausbuild Group Pty Ltd related other entities, use the same policies and processes, operate in the same sector and have many shared suppliers. All Ausbuild entities share the same board of directors, so we have provided a single consolidated modern day slavery statement.

This modern day slavery statement has been approved by the board of directors of Ausbuild Group and signed by the Joint Managing Directors.

Looking forward

Ausbuild has several policies and processes in place which demonstrate our approach to promoting ethical and legally compliant business conduct, these include;

- Bullying, Harassment, Discrimination, and Victimisation
- Code of Conduct
- Privacy
- Workplace Grievance Resolution
- Performance Management and Discipline
- Supplier and Subcontractor Code of Conduct

Ausbuild will review current policies surrounding procurement and supply chains to ensure it meets best practise in respect to modern day slavery assessment and reporting.

Ausbuild rejects all types of modern-day slavery and are committed to minimising the risks of any form of modern-day slavery taking place within our business and supply chains.

Approval

This Statement has been approved by the board of directors of Ausbuild Group Pty Ltd on the 10th of March 2021.

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Matthew Bell
Joint Managing Director
Ausbuild Group Pty Ltd

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Matthew Loney
Joint Managing Director
Ausbuild Group Pty Ltd

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Michael Loney
Joint Managing Director
Ausbuild Group Pty Ltd

Annexure 1. (Wholly owned subsidiaries of Ausbuild Group Pty Ltd)

Ausbuild Pty Ltd/ Ausbuild Plus Pty Ltd/Ausbuild Land Corp Pty Ltd/Ausbuild Projects Pty Ltd/Ausbuild Homes Pty Ltd/Shiacove Pty Ltd/ Ausbuild Development Corp Pty Ltd/Ausbuild Development Corp No 2 Pty Ltd /Ausbuild Development Corp No 3 Pty Ltd/Ausbuild Development Corp No 4 Pty Ltd/Ausbuild Development Corp No 5 Pty Ltd/Ausbuild Development Corp No 7 Pty Ltd/ Ausbuild Development Corp No 8 Pty Ltd/Ausbuild Development Corp No 9 Pty Ltd/Ausbuild Development Corp No 10 Pty Ltd/Ausbuild Development Corp No 11 Pty Ltd/ADC Group Pty Ltd/ADC Group No 1 Pty Ltd/ADC Group No 2 Pty Ltd/ADC Group No 3 Pty Ltd/ADC Group No 4 Pty Ltd/ADC Group No 5 Pty Ltd/ADC Group No 6 Pty Ltd/ADC Group No 7 Pty Ltd/ADC Group No 8 Pty Ltd/ADC Group No 9 Pty Ltd/ADC Group No 10 Pty Ltd/ADC Group No 11 Pty Ltd/ADC Group No 12 Pty Ltd/ADC Group No 13 Pty Ltd/ADC Group No 14 Pty Ltd/ADC Group No 15 Pty Ltd/Ausbuild Australia Pty Ltd/Ausbuild Partners Pty Ltd/APD Holdings No 1 Pty Ltd