



**MEYER TIMBER PTY LTD
FY24
MODERN SLAVERY STATEMENT**

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MESSAGE FROM THE MANAGING DIRECTOR

Meyer Timber is a family owned timber wholesale business in Australia with a history that dates back to 1975. We value people and human rights, and as such are pleased to make this statement in accordance with the Australian Modern Slavery Act 2018 (Cth) .

Modern Slavery encompasses a number of criminal behaviours, including but not limited to human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and child labour. According to the The Global Slavery Index report of 2023, there were an estimated 50 million people living in modern slavery in 2021, seeing an increase of 10 million people since the 2018 report. The 2023 report lists Australia as the country with the second highest government response to the issue, and we at Meyer Timber are continuing to support this by improving our processes each year to further align with the Modern Slavery Act 2018.

Our key focus in the FY24 year was to ascertain preliminary information from our supply chain to base future mitigation plans on. Forensic supply chain mapping was outsourced to a local sustainability consultant. This was an in-depth process, referencing current expenditure, suppliers, product categories and source countries against numerous databases to produce a latent risk score for our suppliers. This data highlights a greater understanding of the complex issue we face as timber importers, and together with our risk mitigation road map, provides the key geographical areas and product categories to focus our efforts on in FY25.

We at Meyer Timber oppose modern slavery in all forms, and understand this process will be ever ongoing. FY24 has seen a concentrated effort on our internal procedures and policies. FY25 will focus on finalising key documentation, and implementing the next steps from our road map to reduce residual risk.

David Meyer, CEO, Meyer Timber

A handwritten signature in dark ink, appearing to be 'D. Meyer', followed by a long, wavy horizontal line.

OUR COMMITMENT

This Statement sets out Meyer Timber Pty Ltd's (Meyer Timber) commitment to prevent modern slavery in all business activities and within our supply chains.

It outlines the steps we have taken to ensure compliance with the *Modern Slavery Act 2018* (Cth) (MSA).


This Statement covers the activities of Meyer Timber Pty Ltd (ACN: 005 314 321) and each of its related entities, including Meyer Timber NSW Pty Ltd as Trustee for Meyer Structalam Trust, Meyer Timber QLD Pty Ltd as Trustee for Meyer Timber Qld Trust, Newcastle Timber Trading Company Pty Ltd and Timber Building Systems Pty Ltd for the financial year commencing 1 July 2023 and ending 30 June 2024 (FY24 Statement Period).

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Established in 1975, Meyer Timber is a timber wholesaler supplying a mix of Australian and imported Timber to retail and manufacturing customers. In Australia during the FY24 Statement Period, Meyer Timber operated in 6 offices, and 8 warehouse distribution centres across Victoria, New South Wales, Queensland and Tasmania.

Our head office is located in Victoria at 15-45 Dana Court, Dandenong, Vic 3175 and, during the FY24 Statement Period, we employed 200-250 people across our business. Our main business function is timber wholesale, providing a mix of Australian and imported timber to retail and manufacturing industries.

For the purposes of this Statement, the reporting entity, whose operations and associated supply chains are relevant to the FY24 Statement Period is Meyer Timber. Meyer Timber is connected with the following entities by virtue of its Managing Director, David Meyer and Executive Management Board who operate across all entities. Refer table below.

|  | | | | |
|---|--|---|--|--|
| Meyer Timber N.S.W Pty Ltd as Trustee for Structalam Trust ACN: 126 515 606 | Meyer Timber QLD Pty Ltd as Trustee for Meyer Timber Qld Trust ACN: 628 233 518 | Timber Building Systems Pty Ltd ACN: 602 614 808 | Meyer Timber Pty Ltd ACN: 005 314 321 | Newcastle Timber Trading Company Pty Ltd ACN: 673 438 018 |
| Warehouse distribution centre and office | Warehouse distribution centre and office | Manufacturing centre and office | Warehouse distribution centres and offices | Warehouse distribution centre and office |

Meyer Timber operates across eight sites including 4 in Melbourne.

David Meyer is the Managing Director of all entities and thus ensures visibility and transparency across all entities, their operations and management. The Managing Director oversees all policies and operations and is actively involved in the day-to-day running of the company, including enhanced transparency over governance and integration of efforts to mitigate modern slavery risks.

This statement has been prepared in consultation with the above reporting entities by virtue of its Director and Executive Management Committee.

Trade supply chain

Our trade supply chain consists mainly of local and international timber.

Structure of supply chain arrangements

Meyer Timber's policy with direct suppliers has always been and remains to have long-lasting relationships. This is backed up by a commitment to overseas suppliers to visit their production facilities at least once a year. Overseas purchases are made across the group by a small group of purchasers to increase visibility. Meyer Timber understands that this is one step in establishing transparency across its operations and has increased this visibility by commencing the process of mapping its supply chains in FY24.

Supply chain

An analysis of our trade supply chain showed us on a product level in which countries the majority of our products originate from. The top five countries of origin are:

- Australia
- China
- Germany
- Malaysia
- New Zealand

Our non-trade supply chain consists of service providers and contractors across a number of industries including:

- Professional services
- Recruitment
- Insurance
- Repairs and maintenance
- Information Technology, software and telecommunications
- Administration and office support
- Property leasing
- Research and development
- Utility providers

Governance for Modern Slavery

As a business we are continuously reviewing and improving our governance to proactively mitigate risk and increase our organizational accountability. During the FY24 Statement Period we undertook forensic mapping of our supply chain and produced a risk mitigation road map.

Meyer Timber understands the importance of transparency in its operations and is committed to regular visits to the production facilities of overseas suppliers. These efforts are made to increase visibility and help establish or continue long-standing relationships with suppliers. Many visits were undertaken during FY24 by a multitude of staff.

POTENTIAL RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN

We understand that modern slavery is a risk that every business is exposed to due to extended global supply chains and our own operations. It is this risk to the workers engaged in the supply chains that we seek to understand, minimize, and mitigate wherever possible.

In 2024, we have continued the process of identifying which supply chains carry the most risk. We undertook a forensic mapping of our supply chain by delving deep into data showing supplier, product, annual spend, source country and country of purchase. This examination of data provided an initial modern slavery risk score for each supply line with the objective of highlighting the riskiest suppliers and expenditure categories. Following this information on FSC/PEFC Certifications for suppliers/products was taken into account to provide final risk ratings. Subsequently a Modern Slavery risk mitigation roadmap was produced to move forward with reducing risk, beginning with those suppliers in the highest risk rating.

OPERATIONAL RISKS

During the FY24 Statement Period, and prior, Meyer Timber has understood the need for robust recruitment and onboarding processes. We continue to build upon these processes to ensure we comply with all relevant legislation. We have used the same external recruitment company for 20

years. We have a longstanding relationship in which we have more opportunity to directly control and govern the process through this longstanding relationship. Meyer Timber has direct control of onboarding which creates consistency across the hiring of labour. We ensure that all employees understand that they are governed by the Timber Industry Award and Manufacturing Award. Meyer Timber has an Occupational Health & Safety Induction Policy that we include as part of our onboarding process; this ensures clarity on behavioral expectations from our staff.

SUPPLY CHAIN RISKS

Based on our Modern Slavery Risk Assessment prepared in FY24, the most probable types of Modern Slavery Act (MSA) risks in our supply chains have been identified as:

- Child Labour
- Forced Labour

We have used the Modern Slavery Risk Assessment to analyse our supply chains and identify the top 3 countries in which these risks may be present:

- China
- Indonesia
- Malaysia

Additionally, the highest risk product categories sourced from within these regions have been identified during the assessment.

Meyer Timber acknowledges that risks are inherent in its industry and supply chain. By identifying the highest risk countries and products from detailed mapping of our supply chain, we can focus on the areas of most concern when planning steps for FY25.

ACTIONS WE HAVE TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Meyer Timber takes its responsibility to understand and reduce the environmental and social impacts of its business operation and supply chain very seriously. Over this reporting period, we have continued the process of reviewing our supply chain and implementing policies and initiatives to help assess and address modern slavery risks in our operations and supply chain.

Forensic mapping and analysis of the Meyer Timber supply chain was completed during the FY24 period. 95% of expenditure was screened for modern slavery risks and latent risk scores calculated for each supplier and product category.

We continue to actively utilise our current:

- Modern Slavery Supply Chain Questionnaire
- Modern Slavery Policy.

The Modern Slavery Supply Chain Questionnaire (MS Self Assessment Questionnaire) and Modern Slavery Policy have been reviewed and redrafted in FY24 to account for the results of Meyer Timber's forensic supply chain mapping. We have also drafted a new Supplier Code of Conduct.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Meyer Timber reports to the Board quarterly and as part of this we are tracking the progress of our actions to prevent modern slavery and implementing our modern slavery policy..

The Modern Slavery risk mitigation road map, along with the initial latent risk scores from across 95% of our expenditure base form the basis of trackability. Our effectiveness will be evaluated by way of reducing the residual risk scores for high risk suppliers, as these will be adjusted as we move through the mitigation process.

Upon completion of each year we will assess the new areas (suppliers) of highest concern and move our focus to ensure continuous improvement in the current risk scores.

OUR FY25 COMMITMENTS

From the FY25 reporting period, Meyer Timber aims to implement the risk mitigation roadmap that was created this year.

Over the next year, our key focus areas will be:

- The Board to sign off on the draft updated Modern Slavery Policy and Supplier Code of Conduct;
- Send the Supplier Code of Conduct to all suppliers to sign and adhere to;
- Provide a Self-Assessment questionnaire to all high risk suppliers;
- Agree on a Modern Slavery mitigation roadmap with all suppliers that remain high risk after questionnaire completion and additional documentation provided.

PROCESS OF CONSULTATION AND APPROVAL

In order to prepare this joint statement, we engaged with each of the reporting entities covered by this statement and consulted the entities we own or control.

This statement was resolved as approved by the Management Board and is signed off by the sole director of Meyer Timber on 19th December 2024.

David Meyer
Managing Director

Appendix A

The following table summarises how this statement meets the reporting obligations under the Commonwealth Modern Slavery Act 2018.

| Modern Slavery Act reporting requirement | Addressed in Section |
|--|--|
| 1. Identify the reporting entity | Section 1: Our structure, operations and supply chain. Page 4 |
| 2. Describe the reporting entity's structure, operations and supply chains | Section 2: Our structure, operations and supply chain. Pages 4-6 |
| 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. | Section 3: Risks of modern slavery to people in our operations and supply chains. Pages 6-7 |
| 4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes. | Section 4: Actions taken to assess and address our risks. Pages 7-8 |
| 5. Describe how the reporting entity assesses the effectiveness of such actions. | Section 5: Assessing effectiveness. Page 8 |
| 6. Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement | Section 7: Describe consultation. Page 8 |