



Modern Slavery Statement 2023

Message from the CEO

This is the first modern slavery statement made by 1300TempFence, a family-owned business offering secure and safe-site solutions to the construction and events industries.

Over the years, we have familiarised ourselves with the concept of “modern slavery”. This has come about with the introduction of the *Modern Slavery Act 2018* (Cth) (“the Act”) and our engagement with customers who have been reporting, and continue to report, pursuant to the Act. We understand the term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour. The worst forms of child labour means situations where children are subjected to slavery or similar practices, or engaged in hazardous work. These are serious crimes and we recognise that businesses need to play their part in mitigating the risks of modern slavery.

Throughout this statement where we refer to the term modern slavery “risk”, we refer to the risk of harm to people, rather than the risk of harm to our business. This approach is consistent with our people-focused foundation value to treat everyone with honesty, integrity and respect.

Our inaugural statement provides an overview of the risks of modern slavery in our operations and supply chains, the steps we have taken to assess those risks during the year ended 31 June 2023 (“Reporting Period”) and how we plan to progress our efforts in the next reporting period. Our statement reflects the early stages in our journey to better understand our connection to modern slavery and we endeavour to achieve continuous improvement in our approach to mitigating modern slavery within our sphere of influence.

Steven Keith Ashenden

Steve Ashenden
Chief Executive Officer
Tuesday 28th November 2023

1 Our Structure, Operations and Supply Chains

1.1 Structure and operations

Ready Industries Pty Ltd (“Ready Industries”) is a privately owned Australian company (ABN 40 109 057 972). It is wholly owned by Ready Holdings Pty Ltd (“Ready Holdings”) which is in turn wholly owned by Ready Unit Company Pty Ltd (“Ready Unit Trust”). References in this statement to “Reporting Entities”, “we”, “us” or “our” refers to these three entities. Ready Holdings and Ready Unit Trust are non-trading and do not employ individuals or procure goods or services. 0508TemFence is the business operating in New Zealand and it is wholly owned by Ready Holdings NZ limited which is owned by Ready Unit Trust.

Ready Industries records 100% of the corporate revenue in Australia so it is a reporting entity for the purposes of the Act, in addition to its holding companies, Ready Holdings and Ready Unit Trust. Ready Industries does not own or control any other entity.

Our registered address is located at 27 Wimmera Street, Ormond Vic 3204 and our head office is located at 1/539 Mt Derrimut Road Derrimut VIC 3026. We have offices in Dandenong South (Victoria), Wetherill Park (New South Wales), Parkinson (Queensland), Bells Creek (Queensland), Hendon (South Australia), Forrestdale (Western Australia), Queanbeyan East (New South Wales) and Mayfield North (New South Wales).

We are an equipment hire and sales business which services infrastructure and civil engineering projects, commercial, industrial and residential construction works, landscaping, demolition and events.



Infrastructure



Civil



Events



Residential



Landscaping



Commercial



Industrial



Demolition

Projects that we support include:

- Road
- Rail
- Bridges
- Tunnels
- Airports
- Telecoms
- Water
- Ports
- Energy
- Sewers

Our customers include large corporations, some of which are reporting entities pursuant to the Act:



The goods and services we provide form part of the supply chain of our customers' businesses, and, as a result, we have been subject to modern slavery due diligence and understand the impetus of businesses seeking to drive change throughout their supply chains.

We hire and sell a large range of products including:

Temporary fences	Plastic sheet temporary fencing
Portable toilets and showers	Temporary pool fencing
Site cameras	External hoarding
Water filled barriers	Internal hoarding
Crowd control barriers	Stays
Picket fencing	Shade cloth
Nosie reduction barriers	Dog bars
Semi-permanent fencing	Metal handrails
Metal wiring	Traffic management & ground protection
Gates	Safety signs
Perspex viewing windows	Star pickets and accessories
Plinth boards	Cable ties
Channel cable protector	Survey pegs
Sandbags	Banners

We sell or lease these products under our brands, as shown below:



1.2 Our workforce

Ready Industries employs approximately 180 employees across our operations who perform roles across the following divisions:

- Executive management
- Finance
- Information Technology
- Hire and sales
- Supply chain
- Marketing and business development
- Human Resources
- Customer service
- Operations, including operations managers, site supervisors, labourers

Over 95% of our employees are employed on a permanent, full-time basis.

1.3 Supply Chains

In 2023, we procured goods and services from over 800 third party suppliers. Our main areas of spend were on the following categories:

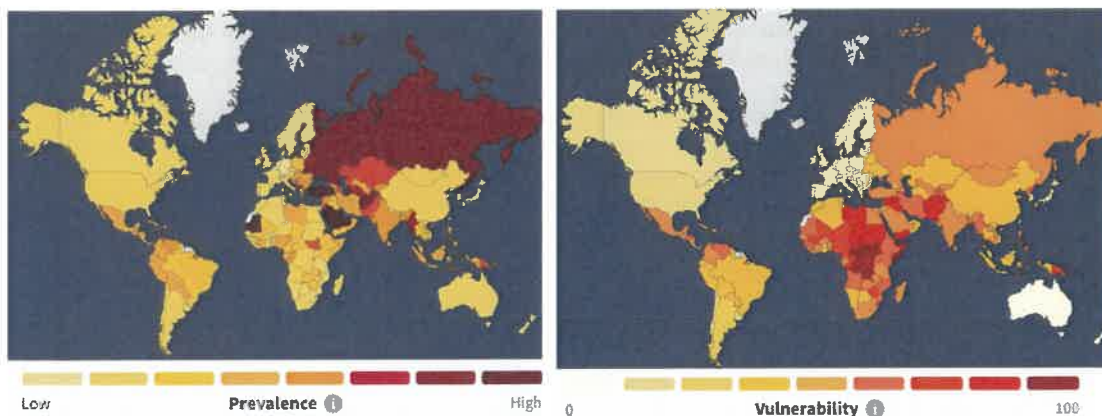
- Temporary fencing contractors who install our fencing products on project sites
- Signage supplies
- Insurance
- Retaining wall systems
- Freight services
- Surveillance cameras
- Timber, particleboard and melamine-laminated products
- Plumbing, heating and air-conditioning
- Warehouse and storage
- Quarry products and cement
- Pallets and packaging solutions
- Engineering consulting services
- Steel sheet and coil
- Towing and automotive repair
- Cleaning equipment
- Property maintenance and cleaning
- Traffic safety equipment
- IT services including VPN service, network configuration, VM hosting and support services
- IT software and hardware
- Temporary fencing repair contractors
- Temporary fencing agents who we outsource our stock to
- Labour hire
- Office consumables
- Utilities and waste removal services
- photovoltaic products
- Construction, civil engineering and building products
- Professional services and financial services
- Rotomolding products
- Rental vehicles
- Equipment hire including forklifts and cranes
- Traffic management equipment

Ready Holdings also procures assets and provides financing facilities to service Ready Industries. Ready Unit Trust does not procure goods or services.

2 Risks of modern slavery practices in operations and supply chains

2.1 Modern slavery risks in our operations

In describing the risks of modern slavery in our operations, we reflect upon the definition and how it is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. As shown in the maps below from the Global Slavery Index ("GSI"), modern slavery is prevalent in certain parts of the world, but all countries have varying levels of vulnerability to modern slavery. Australia and New Zealand, along with the Scandinavian countries, have been ranked as some of the least vulnerable countries to modern slavery. Despite this, the GSI estimates that in 2021, 41,000 people were living in modern slavery in Australia and 8,000 in New Zealand.



The relatively low jurisdiction risk for modern slavery, combined with our compliance with industrial relations laws and regulations, our competitive remuneration framework and our workplace culture of treating people with honesty, integrity and respect means that there is a low risk that our operations have caused, contributed or been linked to modern slavery.

2.2 Modern slavery risks in our supply chains

Like most companies relying on offshore manufacturing of products for sale and hire, the most significant modern slavery risks are likely to exist in our supply chain. In applying the United Nations Guiding Principles on Business and Human Rights (“UNGPs”), we consider that our main exposure to modern slavery exists via our relationship with third parties (being linked), rather than any direct causal impacts or contributory actions of our business (cause or contribute). For example, we procure a large proportion of products made in China, as well as the United States, Canada, South Korea and Malaysia. An overview of the risks of modern slavery in our supply chain, and those of our New Zealand subsidiaries, is set out below:

High risk categories	Types of modern slavery risks	Drivers of risk
Construction, timber and building products	Forced labour	As shown in the GSI maps earlier in this statement, there are elevated risks where raw materials extraction and manufacturing takes place in jurisdictions with greater prevalence of, and vulnerability to, modern slavery risks.
Labour hire, property maintenance and cleaning	Worst forms of child labour	
Photovoltaic products	Debt bondage	
Manufactured equipment and products	Deceptive recruiting for labour or services	Jurisdiction risk, combined with the utilisation of vulnerable workers (eg displaced workers, itinerant workers, workers from ethnic minority groups, migrant workers) in higher risk sectors, can lead to exploitation and modern slavery.
Freight (including shipping)	Trafficking in persons	
Raw material inputs in manufactured products such as metals, steel, plastics, rubber.		

On 28 September 2022, the US Department of Labor released an updated List of Goods Produced by Child Labor or Forced Labor which drew attention to “critical supply chains in clean energy—highlighting China’s use of forced labour in polysilicon production (a key input in solar panels) and the use of child labour in the Democratic Republic of the Congo for the mining of cobalt (an input in

lithium-ion batteries).¹ Solar panels form part of our supply chain in the production of the Solar/Wireless Site Cameras that we sell to customers.

In terms of our office operations, modern slavery risks may form part of products such as ICT hardware by virtue of the manufacturing of hardware as well as the mining and processing of raw materials used to manufacture these items, for example, the cobalt used in lithium-ion batteries, present in phones, tablets and computers. Corporate merchandise, office furniture and consumables are also considered to have higher modern slavery risks for similar reasons but in the manufacturing sector.

Contracted labour is also considered as having higher risks of modern slavery. The factors driving the risk include:

- the pattern of opaque contracting arrangements for the provision of labour, resulting in limited transparency.
- short lead times and pricing pressures on contractors and subcontractors.
- the utilisation of vulnerable worker groups, including workers with temporary visas who are charged recruitment fees subjecting them to situations of debt bondage.

We outsource the installation of temporary fencing to a network of contractors and agents. We recognise that this may result in limited visibility over the workforce deployed by the temporary fencing contractors and agents carrying out the work. However, for the reasons set out in the following section, we consider the risks of modern slavery in our contractor workforce to be low.

3 Actions to assess and address the risks²

3.1 Due diligence

According to the UNGPs, the term 'due diligence' refers to an ongoing management process to identify, prevent, mitigate and account for how an entity addresses actual and potential adverse human rights impacts in their operations and supply chains, including modern slavery.

The UNGPs sets out four key parts to due diligence:

1. Identifying and assessing actual and potential human rights impacts.
2. Integrating your findings across your entity and taking appropriate action to address impacts.
3. Tracking your entity's performance to check whether impacts are being addressed.
4. Publicly communicating what you are doing.

In our first year of reporting pursuant to the Act, we commenced the early stages of the due diligence process. We worked with an external subject matter expert to review our supplier list to perform a desktop modern slavery risk assessment. We will continue to work with them to develop a framework and an action plan for 2024.

3.2 Contractor management

All of our temporary fencing contractors are required to register and be compliant via our online contractor management system. This system tracks business details, insurances, licences and inductions. Contractors cannot commence work with us without registering on the system and maintaining compliance with our requirements. Once a contractor is onboarded, a training supervisor

¹ https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2021/2022-TVPRA-List-of-Goods-v3.pdf

² The measures described in this part 3 are applicable to the New Zealand subsidiaries.

is allocated to them to provide training in our processes including installation manuals, manual handling procedures and site requirements. Their ongoing performance is then monitored by our local operations manager and project manager in each state to ensure ongoing compliance.

We seek to build and invest in longer term relationships with our temporary fencing contractors and agents. We will work with our external subject matter experts to incorporate modern slavery risk assessments as part of our contractor management system. The longevity in our relationships with contractors will help to garner cooperation to embed modern slavery considerations in our ways of working.

3.3 Direct workforce

We ensure all employees have full rights to work in Australia and New Zealand. Our employees are offered competitive remuneration packages in excess of the minimum wage and are given access to safety training to ensure the well-being of all personnel and compliance with regulations. We comply with all applicable workplace relations requirements. We also support our employees by providing an Employee Assistance Program to all staff across the business. As part of our development of an action plan for 2024 we will seek to implement measures to mitigate the risks of modern slavery in our direct workforce.

3.4 Remediation

In working with our subject matter experts, we understand that grievance mechanisms are the cornerstone to remediation. We provide a mechanism to report grievances via our whistleblowing policy which sets out the ways in which concerns can be raised, assessed, and investigated. Individuals that make a report are protected from retaliation as outlined in the policy. We routinely monitored the reports made pursuant to the policy during the Reporting Period.

The UNGPs describe the responsibility to remedy human rights impacts in the following way:

Degree of involvement		
Cause	Contribute	Directly Linked
An entity may cause modern slavery if its operations directly result in modern slavery practices.	An entity may contribute to modern slavery if, through its actions or omissions, it facilitates or incentivises modern slavery practices.	An entity may be directly linked to modern slavery via a business relationship, where it does not cause or contribute to the modern slavery risk.
Response		
Cease or prevent the impact.	Cease or prevent contribution and use leverage to mitigate impact.	Seek to prevent and mitigate the impact. Appropriate steps may depend on leverage, availability of alternate vendors, significant of contractual relationship, severity and consequence of termination.
Remediation measures		
Provide for or cooperate in remediation.	Provide for or cooperate in remediation.	Take a role in remediation, including using leverage to encourage remediation by entities that caused or contributed to the impact.

If we are found to have caused or contributed to modern slavery, we would take guidance from the UNGPs in our approach to remediation. We will work to improve the effectiveness of our grievance mechanisms to ensure that it is accessible to, and understood by, stakeholder groups.

4 Assessing the effectiveness of actions

Our aim is to seek year on year improvement in our approach to supplier due diligence for modern slavery risks and our internal mitigation measures in respect of our direct workforce. We will work on an action plan to incorporate modern slavery considerations in our operations and supply chains. This will include supplier modern slavery risk assessments as part of our supplier onboarding processes and the development of relevant policies to mitigate the risks of modern slavery in our business, as well as standard supplier terms. We will also work to improve the effectiveness of our grievance mechanisms.

5 Consultation and approval

Through its centralised functions, the Reporting Entities engaged in a consultation process to prepare this statement as between themselves and their owned or controlled entities.

This Statement was approved by the board of directors of Ready Unit Company Pty Ltd, the principal governing body of the higher entity, on Tuesday 28th November 2023 and signed by Martin Fouracre, a director of the board.

A handwritten signature in black ink, appearing to read 'mf', with a stylized flourish at the end.

Martin Fouracre
Director of Ready Unit Company Pty Ltd
Tuesday 28th November 2023

Statement Annexure

Reporting criterion	Page
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