

MODERN SLAVERY STATEMENT

This statement is made pursuant to the Modern Slavery Act 2018 (the Act) and sets out the steps AJ Baker & Sons has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery in any area of our business dealings.

Our Company

AJ Baker & Sons Pty Ltd (the company) is a large Australian commercial refrigeration, air conditioning and catering equipment company, with over 245 employees nationally. The company was founded in 1920, and is a privately owned company incorporated in Australia. It has its head office in Perth, Western Australia.

The company's main operations are conducted on customer premises and building sites, and workers involved include direct employees and specialist subcontractors. The company's operations also include its state based sales and administrative functions.

The company's supply chains include the manufacture and transportation of the products it sells, the packaging supplied, and the products it uses for the installation, service and maintenance of commercial refrigeration, air conditioning and catering equipment.

In this context, the company's supply chains includes overseas factories, where refrigeration, air conditioning and catering equipment and its component parts are made, the packaging is produced, raw materials are manufactured / procured, the importation of said items into Australia, as well as subsequent sale and distribution.

This supply chain also includes services that contribute to its operation, such as cleaning, gardening and maintenance providers that service the company's offices and premises.

High Risk Areas

The company imports equipment from many areas of the world, including Europe, USA and Asia, and ensures all suppliers endeavour to comply with the requirements of the Modern Slavery Act 2018. Not every country has passed a Modern Slavery Act at this time, with only Australia and the UK having comparable legislation, although France has a similar act. The G20, G7 and UN are working towards the goal of global legislation to protect human rights and mitigate against slavery.

The company employ thorough due diligence to ensure all suppliers uphold code of conduct agreements to ensure compliance with the Act. Steps are also being taken to understand in more detail the other areas of supply chains where there may be a risk. A review of supplier terms and conditions / contracts has been the first step.

Our Suppliers

The company operates a supplier policy whereby due diligence is conducted on each supplier to determine they meet the highest of ethical and human rights standards. An online search is also conducted to ensure these suppliers have not been convicted of offences related to modern slavery, underpayment of staff or anything related to human rights abuses. A form has been developed which all suppliers will complete to confirm that no part of their business contradicts the Modern Slavery Act provisions. Every supplier is requested to be compliant with the United Nations Universal Declaration of Human rights, and the 10 principles of the Global Compact.

This form is part of our contract with suppliers and we require that they confirm to us that:

1. They have taken steps to eradicate Modern Slavery within all parts of their business, including their supply chain.
2. They hold their own suppliers to account over Modern Slavery.
3. They pay all employees the prevailing minimum wage in whatever country they operate.

We may terminate the contract at any time should a breach of these terms be identified.

Training

The company will conduct training of staff who are engaged in procurement to ensure compliance with the Act, and so they can inform the company of any breaches they detect.

Summary

We continue to review how we can improve vigilance and strategy to addressing risks of Modern Slavery in our supply chain. To this end we continue to work in partnership with our suppliers in order to mitigate risks.

We will ensure that the work done to date is reinforced but also consider how this can be improved going forward.

To date, no instances of Modern Slavery in our business or supply chains have been identified.

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes A J Baker & Sons Pty Ltd's Modern Slavery Statement for the 2020 financial year.

Approved by the Board and signed by Peter Michael Baker, Chairman of Directors.



Chairman of Directors

Date: 5/03/2021