



**MEYER TIMBER PTY LTD  
FY23  
MODERN SLAVERY STATEMENT**

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## **MESSAGE FROM THE MANAGING DIRECTOR**

Meyer Timber is a multi-generation family business which has a respect for people and human rights as core values in its operations. As such, respect and care for human rights is deeply embedded into our business and we have welcomed the introduction of the Modern Slavery Act as an opportunity to improve our businesses capability to understand the complex issue of modern slavery, and to take steps to mitigate the risk.

As reported in the recent Global Estimates of Modern Slavery 2023, an estimated 50 million people are living in modern slavery. In other words, on any given day, there are 50 million people who are being forced to work against their will under threat or who are living in a forced marriage. Out of these 50 million people, 28 million are living in forced labour, 22 million in forced marriages, and an alarming 12 million are children. But this is not a problem that only occurs in developing countries. The Global Slavery Index 2023 estimates that on any given day in 2021, there were 41,000 individuals living in Modern Slavery in Australia, a prevalence of 1.6 victims of modern slavery for every thousand people in the country.

Global supply chains enhance the prevalence of the issue of Modern Slavery in Australia. As an importer of Timber, we understand the importance of understanding our supply chain and maintaining a degree of direct visibility over our employees and suppliers. A key focus of our actions in FY23 have been on increasing our organisational capacity to implement improvements to responsible sourcing and enhancing management systems and governance frameworks to improve sustainability and reduce human rights risks. We have continued to roll out a Questionnaire to improve our visibility over our supply chain and enhance our understanding. Moving forward we plan on mapping our supply chain which will enhance our due diligence process. We are invested in specialised skills and training in FY24 to further our understanding of this complex issue and create cross-functional working groups to design effective tools and processes to build our internal capability to conduct due diligence.

We still have a long way to go on our journey to supply chain transparency and traceability but we believe that FY23 has been a significant year of improvements and outcomes for our business and its entities with an understanding of a way forward which will see significant developments in FY24.

**David Meyer, CEO, Meyer Timber**



## 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, and Timber Building Systems Pty Ltd for the financial year commencing 1 July 2022 and ending 30 June 2023 (FY23 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 FY23 Statement Period, Meyer Timber operated in 5 offices, and 7 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 FY23 Statement Period, we employed 150-200 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 FY23 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.

			
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).
Warehouse distribution centre and office.	Warehouse distribution centre and office.	Manufacturing centre and office	Warehouse distribution centres and offices.

Meyer Timber operates across five locations with 4 in Melbourne and 1 in Tasmania.

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 be having 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 planned efforts to increase 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
- New Zealand
- Malaysia
- Germany

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 FY23 Statement Period we continued to roll out our Modern Slavery Questionnaire.

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 FY23 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 2023, we have continued the process of identifying which supply chains carry the most risk. We started this process through assessing our direct supply chain through the Global Slavery Index (GSI) (GSI Assessment). The results have helped us identify a premature starting point for our supply chain due diligence, and as a basis and plan for a more detailed due diligence process in the next financial year. This due diligence process has been incorporated into our standard onboarding process for any new suppliers from countries with a GSI over 20.

## **OPERATIONAL RISKS**

During the FY23 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 GSI Assessment the modern slavery risks identified as being associated with the goods and services we buy included:

- governance issues;
- lack of basic needs;

- inequality;
- disenfranchised groups; and
- effects of conflict.

The top 5 countries in which the above risks are prevalent and which are present in Meyer Timber's supply chain, include:

- China
- Indonesia
- Vietnam
- Malaysia
- Romania

Meyer Timber acknowledges that these risks are inherent in its industry and supply chain. Therefore, it is taking steps in FY24 to complete a detailed mapping of the supply chain risks to greater understand the risks and enhance its supply chain due diligence. This is driven by an attempt to create greater visibility over its supply chain to mitigate any risk of modern slavery.

#### **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 commenced 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. We are actively utilising a Modern Slavery Supply Chain Questionnaire and Modern Slavery Policy. Both the Modern Slavery Supply Chain Questionnaire and Modern Slavery Policy will be reviewed in FY24 to account for the results of Meyer Timber's supply chain mapping. We have made plans to complete and integrate more enhanced Modern Slavery due diligence into our corporate governance in FY24 through supply chain mapping which will assist in the governance, implementation, integration and review of the Modern Slavery Questionnaire and Policy.

#### **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.

A monitoring and evaluation framework is being developed to establish metrics so that we can track the effectiveness of implementation of our modern slavery mitigation actions. We will conduct an annual evaluation of the actions undertaken to assess their effectiveness and based on the learnings, will incorporate this into the following years actions, to ensure that we are continuously improving and that our actions have a demonstrated impact.

## OUR FY24 COMMITMENTS

From the FY24 reporting period, Meyer Timber aims to complete a detailed analysis of its supplier due diligence process, starting with the continuation of the review, development and implementation of its Modern Slavery Questionnaire.

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

- Undergo a forensic mapping of its supply chain to increase visibility of its supply chain to mitigate any risk of modern slavery in its supply chain;
- Commence the process of detailed due diligence based on recommendations from the supply chain mapping;
- Develop training programs for training of internal staff on Modern Slavery and of overseas purchasers on audit of overseas suppliers; and
- Establishment of a Meyer Timber Supplier Code of Conduct and the governance, implementation and review of the Meyer Timber Code of Conduct throughout its operations.

## 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 21<sup>st</sup> December 2023.

**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. Page 4
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. Page 6
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. Page 7
5. Describe how the reporting entity assesses the effectiveness of such actions.	Section 5: Assessing effectiveness. Page 7
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 6: Describe consultation. Page 8