



2022 / 2023

Tomkins Commercial & Industrial Builders

Modern Slavery Statement



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MESSAGE FROM OUR GENERAL MANAGER

At Tomkins, we seek to address abuse of human rights within the wider construction industry supply chains. We support the ongoing efforts to address this global issue and the leadership of the International Labor Organisation (ILO), which has identified construction, manufacturing, mining, and utility industries as targets for eliminating human rights abuse.

Tomkins will report annually on the risks of modern slavery in our operational and supply chains and take actions to address those risks. We will proactively audit our supply chain with a commitment to ensuring workers within our supply chain are treated fairly, ethically and with respect. We also recognise that our industry has exposure to modern slavery risks through challenges to supply chain transparency.

To address this risk, we will support our staff and contractors to achieve responsible procurement

across our business. Our initiatives will mitigate risks in our supply chain not complying with human rights, labour rights and environmental laws as we identify non-compliance and long-term job security of our people, suppliers, and subcontractors.

This modern slavery statement outlines our actions and commitment to work with our project and industry contractors and suppliers to understand our supply chain risks and eliminate modern slavery in our operations.

Julian French

General Manager

Tomkins Commercial & Industrial Builders Pty Ltd

WHO WE ARE

Tomkins Commercial is a private company that is a family-owned national construction business based on the belief that building is more than a contract – it's a relationship.

For more than 70 years, Tomkins has embodied that ethos by building strong relationships with clients across Australia.

With more than \$400 million of work-in-hand, Tomkins' profile and capabilities have grown to deliver large-scale industrial and residential projects while remaining true to its origins of

continuing to deliver smaller specialty builds and tenancy fitouts that our clients continue to value. No additional consultation was required as Tomkins does not own or control other entities.

**Tomkins Commercial & Industrial Builders Pty Ltd
T/As Tomkins Commercial & Industrial Builders
ABN 98 061 732 778 | ACN 061 732 778**



3 LOCATIONS
ACROSS
QUEENSLAND



500+ PROJECTS
COMPLETED
TO DATE



90% OF OUR SUPPLIERS
ARE BASED IN
AUSTRALIA

Building is more than a contract – it's a relationship.

OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAIN

Tomkins operates in the construction industry across three broad market sectors, each with similar supply chains:

- New build projects, such as health, education, sporting facilities and commercial offices.
- Fitout and refurbishment projects, primarily in existing commercial office buildings.
- Building remediation projects in residential, commercial and infrastructure facilities.

Tomkins' business operations are headquartered in Brisbane, with offices on the Sunshine Coast and the Gold Coast.

Delivering social and economic value through the work we do is a priority for Tomkins. To achieve this, we work closely with local suppliers and subcontractors to ensure projects bring opportunities such as jobs, and traineeships to deliver ongoing benefits now and into the future.

We focus on local supplier networks and, are able to engage businesses from within the project area to be a part of the construction journey. Where possible we ensure project spend is local and benefits the local community.

BRISBANE Head Office	SUNSHINE COAST Office	GOLD COAST Office
11 Ashtan Place Banyo QLD 4014	Unit 4 / 21-23 First Av Maroochydore QLD 4558	GL /72 Nerang St Southport QLD 4215

TOMKINS WORKFORCE

OUR PEOPLE

On 30 June 2022, Tomkins employed 160 staff, nearly all of whom were employed directly and under permanent, fixed-term, part-time or casual contracts or under an enterprise bargaining agreement. Like many other employers in our industry, Tomkins makes use of licensed labour-hire providers, working with highly regulated organisations providing these services.

All Tomkins and labour hire employment contracts comply with the relevant Modern Award or better, and the National Employment Standards (NES) or higher employment standards. These arrangements significantly reduce the likelihood of modern slavery.



SUBCONTRACTORS

Tomkins is a design and construct, construct only, and project management construction company in which most worksite activities are subcontracted to Queensland-based businesses. Tomkins deals with approximately 100 subcontractor businesses at any one time, with most of these businesses classified as small to medium enterprises.

Our subcontractors engage most of their employees directly. Tomkins provides support and conducts reviews of their compliance to relevant employment laws. In some instances, these subcontractors engage their own subcontractors or material suppliers. Tomkins' subcontract contract terms require subcontractors to seek approval before subcontracting any of their own works.

We acknowledge that we may not always have direct supervision over our third-party workforce or complete transparency over their terms and conditions of employment.

SUPPLY CHAIN

As part of our standard procurement practice, all suppliers and subcontractors, regardless of their location of operations, are required to comply with Tomkins contract terms which include a Supplier Code of Conduct. This contractual term outlines our zero-tolerance policy in relation to modern slavery.

In the reporting year, we sourced goods and services from Australian-based suppliers and subcontractors, including:

- Professional services
- Trade services
- Construction materials and services
- Cleaning and waste removal
- Plant and equipment hire
- Labour hire
- Electrical and data services
- Office supplies and maintenance

In addition, we sourced limited goods and services directly from overseas-based suppliers, mainly in the doors and windows segment from China.

We acknowledge that construction materials can be processed and assembled in different countries, which can elevate the risk of modern slavery. Our supply chain for raw materials is complex and often unclear, making it extremely challenging for end users to trace their origins, so we are vigilant in our approach to monitoring this.





RISK OF MODERN SLAVERY IN THE SUPPLY CHAIN

Construction is an identified sector prone to labour exploitation, due to the use of temporary workers in low-skilled and low-wage jobs, in both the Australian on-site workforce, which is easily monitored or avoided and in the procurement of building materials. Construction industry workers in our economic region of the world represent up to 18% of those subject to modern slavery.

LABOUR HIRE

There remains a risk of underpayment, or indentured workers being exploited as migrants within Australia, despite the significant licensing or compliance processes. We monitor contractors, works and behaviours on-site in addition to external reviews for compliance and education of the subcontractors on workplace laws.

CONSTRUCTION MATERIALS

Our most difficult challenges are assessing labour rights, safety, human rights and compliance in the overseas supply chain of construction materials such as timber, plastic, glass, cement, gypsum, hardware, metals, tiles, textiles, brick, stones and sand.

PARTS & MECHANICAL EQUIPMENT

We are aware that the labour rights and health and safety in overseas supply chains of parts, engine or vehicle parts and other manufactured goods, including the production of metal products or components, are exposed to modern slavery risks which need to be managed.

ELECTRONICS

We acknowledge the hidden risks of labour conditions, and health and safety in overseas electronics supply chains, particularly child labour.

As known hidden risks, we have been able to better distinguish and prioritise risks and opportunities to ensure our collective compliance on Tomkins' projects.



*How we prevent and mitigate
the risk of modern slavery.*

TOMKINS COMMERCIAL has collaborated with our supply chain to better understand the origin and circumstances surrounding the products and services we utilise.

Through this collaboration, we have acquired valuable knowledge about specific areas that may necessitate further inquiry to ensure that our supply chains comply with applicable regulations.

AREAS OF RISK WITHIN THE CONSTRUCTION INDUSTRY

MATERIALS

Materials generally used for construction purposes may originate from regions where the risk of modern slavery is high. Therefore, we highly recommend our suppliers conduct meticulous inspections of the materials before importing them into Australia to eliminate any possibility of supporting such unethical practices.

OPERATIONS

Within our and our suppliers' Operations, goods and services that are of high risk include: cleaning, stationery, electronics and garments.

SERVICES

In providing our services and those of our subcontractors, specific risk areas require additional monitoring to ensure compliance. Examples of these risks include:

An example of materials required in Construction that are Medium to High Risk:

- ! BRICKS → HIGH RISK
- ! CLAY → MEDIUM RISK
- ! TIMBER → HIGH RISK
- ! CEMENT → MEDIUM RISK
- ! TEXTILES → HIGH RISK
- ! LIME → MEDIUM RISK
- ! ELECTRONICS → HIGH RISK
- ! RUBBER → MEDIUM RISK

Sham contracting	Subcontracting arrangements	Poor conditions
Sham contracting is where an employer deliberately misrepresents an employment relationship as an independent contractor arrangement in an attempt to avoid legal obligations.	Complex subcontracting arrangements are common in the construction industry and can create challenges in identifying and addressing modern slavery risks. These arrangements involve multiple tiers of subcontractors, making it difficult to track the full scope of the workforce involved in producing goods or providing services.	The groups most vulnerable to risk include those with low skills, such as cleaners, security personnel, those employed in part-time or casual arrangements, and those lacking proper work authorisation in Australia.
The practice is often done to save money on employee benefits and avoid the application of Industrial Relations laws, including minimum wage rates and protections against unfair dismissal.	When there is a lack of transparency and accountability in these subcontracting practices, it can disguise the potential for modern slavery risks to be present. The lack of direct control over lower-tier subcontractors can result in unscrupulous labour practices.	Workers could be working in unsafe environments against their will, either because they were coerced or paid to obtain the job. They may also face harsh working conditions, such as excessively long hours or the possibility of being deported.

COMPLIANCE & GOVERNANCE ACTIONS TAKEN TO ADDRESS MODERN SLAVERY

Tomkins is committed to compliance in all aspects of its operations.

STRONG SYSTEMS

Tomkins has a strong and robust quality management system to provide expertise across a wide range of issues and project forms and deliver a framework that ensures compliance across our compliance obligations, including modern slavery, construction, health and safety, environmental and procurement disciplines.

QUALITY AND COMPLIANCE

To ensure we deliver quality and compliance, we have a dedicated team of professionals whose key focus is on the quality of our work throughout design, construction and delivery. Our Quality Manager regularly audits our sites to ensure compliance with not only the relevant standards and building codes but with the high standards expected of Tomkins.

QUALITY MANUAL

The team have developed a Quality Manual to provide technical information to our teams and to define the minimum requirements our project

POLICIES

The following policies and procedures outline Tomkins' approach to managing risk in relation to modern slavery:

Policy/Procedure	Purpose
Supplier and Contractor Code of Conduct	Sets Tomkins' minimum standards of the conduct of our subcontractors and suppliers in the areas of labour, human rights, integrity, ethics, health, safety, environment, and tax compliance.
Whistleblower Policy (CLG-POL-18)	Provides a reporting framework through which Tomkins employees, subcontractors, suppliers, and members of the public can report instances of actual or suspected unethical or unlawful conduct without fear of reprisal.
Whistleblower Procedure (CLG-PRO-12)	The procedure applies to disclosures who wish to disclose reportable conduct regarding Tomkins' activities.
Modern Slavery Policy (CLG-POL-16)	Outlines Tomkins' commitment to developing our business sustainably by effectively managing economic, environmental and social risks and opportunities.

teams need to comply with. New chapters of the Quality Manual are regularly added, reviewed and updated to align with changing compliance and include our Modern Slavery obligations. In combination with the Quality Manual, the Safety Manager has also implemented quality-focused training programs to continually educate our team on the expected standards and our compliance obligations.

PROPERTY, CONSTRUCTION AND MODERN SLAVERY

Practical responses to managing risks to people is a guide to help the property and construction industry respond effectively to the Modern Slavery Act 2018 (Cth). The Act requires Tomkins to report annually on their efforts to address risks of modern slavery in their operations and supply chains.

Our Modern Slavery Management Framework has been developed to prevent, detect, and respond to incidents of modern slavery abuses in our operations and supply chain. Our policies and procedures which are reviewed regularly to ensure compliance.

CONTRACTUAL AND MANAGEMENT CONTROLS

Tomkins encourages a contractual and cooperative approach in working with project partners and suppliers on implementing risk mitigation measures in our supply chain.

We recognise that direct enquiries with our subcontractors supported by contractual obligations and diligent obligations on our suppliers are the single most important step we can take to avoid, identify, and remediate instances of modern slavery in our operations and supply chain.

To address this, we:

- Issue a modern slavery self-assessment questionnaire (SAQ) to be completed prior to appointment as a supplier or subcontractor;
- Include Modern Slavery questions in our Pre-Tender interviews;
- Conduct training for Tomkins employees;
- On-site induction, which covers Modern Slavery issues and what to look out for;
- Site and office signage promoting whistleblower details and signs of modern slavery to look out for; and
- Review and update policies and procedures on an annual basis.

REPORTING OF HUMAN RIGHTS CONCERNS

Tomkins has a whistleblower mechanism that allows employees, subcontractors, suppliers, clients, and members of the public to anonymously report

instances of actual or suspected modern slavery associated with the company's operations. There were no concerns reported or raised during the 12 months prior to the publication of this statement.

RESPONSE AND REMEDY FRAMEWORK

We are investigating and considering the Mindereoo Foundation Walk Free initiative and the Human Rights Resources and Energy Collaborative's Modern Slavery Response & Remedy Framework.

In adapting this model and the supporting recommendations, Tomkins' response will depend on its relationship to the harm – that is, whether it has caused, contributed to or is directly linked to the harm.

Cause

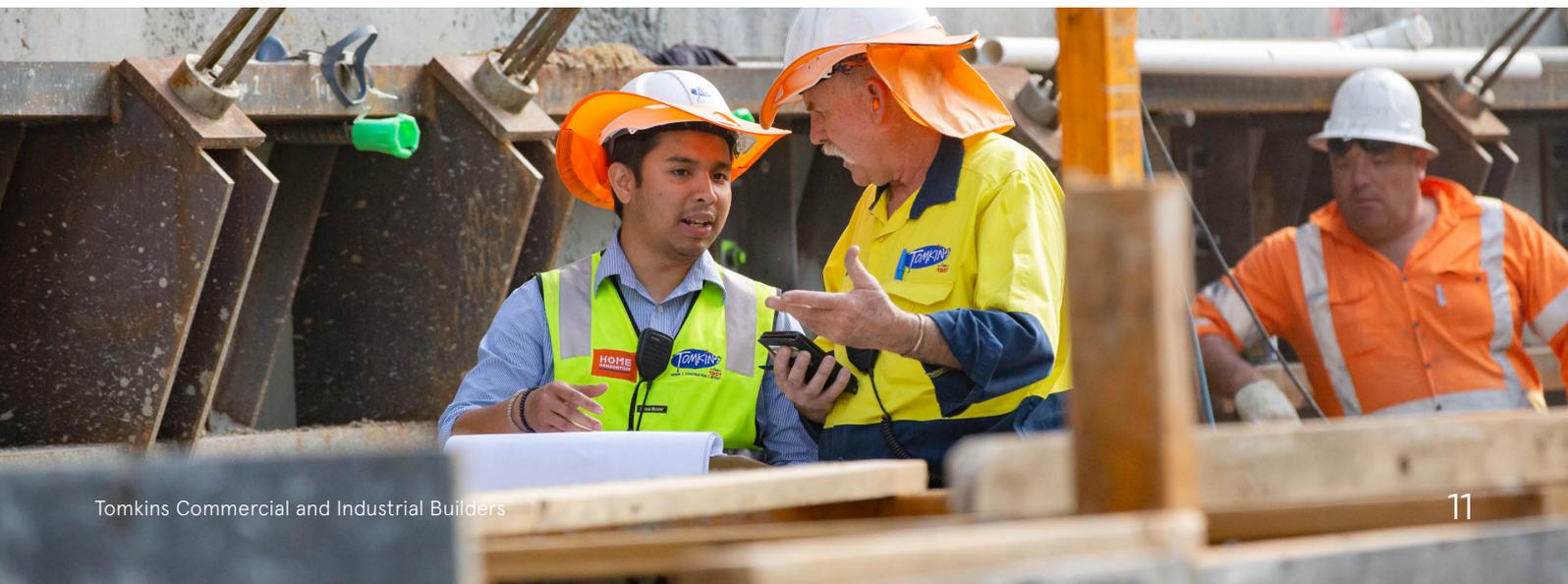
A company causes harm when its activities (or omissions) in and of themselves result in harm. For example, a company uses forced labour.

Contribute

A company contributes to harm when its activities significantly facilitate, enable, or incentivise a third party to cause harm. For example, a company engages a low-cost cleaning contractor to service staff accommodation that does not pay their workers adequately.

Directly linked

A company is directly linked to harm caused by a third party if the harm is directly linked to its products, services, or operations through its business relationships. For example, an energy company purchases cables manufactured using components from a supplier that exploits its workers.



MEASURING THE EFFECTIVENESS OF OUR MODERN SLAVERY FRAMEWORK

2022-23 A START

During this first reporting period, the principal focus was to develop and implement a structured approach for identifying modern slavery risk in the supply chain.

Key actions	Progress	Detail
Provide modern slavery awareness training for Tomkins employees and subcontractors on project sites	Commenced	All staff are completing modern slavery training to increase awareness of the signs and areas of risk. Modern slavery section to be included in our site induction pack and signage highlighting the risk of modern slavery, what to look out for and how to report it is posted on all our work sites and offices.
Initiating a collaborative approach with competitors to standardise modern slavery due diligence processes with subcontractors	Commenced	We have contacted others engaged in the Building Consortium Project and Tier 2 contractors or suppliers.
Develop remediation framework	Investigate	A remedy and response framework.
Providing additional educational materials to our suppliers and contractors	Commenced	Approach suppliers to ask if they would like additional support from Tomkins to help address modern slavery within their supply chain.
Implement compulsory annual completion of modern slavery assessment for all contractors	In progress	Tomkins identifies the need for active assessment within our business and all contractors.
Integration of modern slavery Assessments into our Tender process Commenced Tomkins will conduct an assessment and provide a risk weighting on contractors within the tender process.	Commenced	Tomkins will conduct an assessment and provide a risk weighting on contractors within the tender process.

CONTINUAL IMPROVEMENT

2023-2024 ACTION PLAN

We seek to continue our obligations to build upon the progress we have made and continue to engage and educate our suppliers in relation to modern slavery.

This will include:

- Implement a supplier onboarding process to include compulsory Modern Slavery assessment at the point of set up within our finance systems.
- Implement structured modern slavery awareness training for Tomkins' employees.
- Train our project teams to conduct traceability studies on high-risk products.
- Provide our suppliers with the tools and knowledge to participate in our traceability studies.
- Measure our effectiveness by reviewing our approaches and strategy to address compliance by identifying our next steps in minimising risks on our projects.





APPROVAL

Mr Michael Tomkins, as the Director, was involved in the development, consultation, and implementation of this Modern Slavery Statement. Tomkins maintains a consistent leadership team, including a General Manager, Head of Corporate Services, and four senior members who assist in implementing the process. This statement was approved and signed by Michael Tomkins as the Sole Director and principal governing body of Tomkins on 3 June 2023.

Michael Tomkins
Sole Director
Tomkins Commercial & Industrial Builders Pty Ltd
3 June 2023