

# TOGA

## MODERN SLAVERY STATEMENT 2023

### ABOUT THIS STATEMENT

This modern slavery statement (**statement**) is made by Toga Pty Ltd ACN 000 926 947 (**Toga Pty Ltd**), being the parent company of the TOGA group of companies (**TOGA**) pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**) for the financial year of 1 July 2022 to 30 June 2023 (**reporting period**). Toga Pty Ltd is a reporting entity pursuant to section 5 of the Act.

The purpose of this statement is to outline TOGA's approach to minimising the risk of modern slavery in our business operations and supply chains. The statement sets out the actions taken by TOGA during the reporting period to reduce the risk of modern slavery practices in our business operations and supply chains as well as how TOGA intends to continually improve its processes.

At TOGA, we are committed to ensuring that modern slavery has no place within our operations or supply chains. We recognise the importance of addressing this global issue and take our responsibility seriously in combating modern slavery in all its forms. This statement outlines our approach to preventing and mitigating the risk of modern slavery, as well as our ongoing efforts to promote transparency and accountability. We strive to operate in an industry that is free from exploitation, where all individuals are treated with dignity and respect. TOGA is committed to reducing the risks of modern slavery in our business operations and supply chains, and to responding to incidents where they might occur.

### OUR STRUCTURE AND OPERATIONS

TOGA is a fully integrated development, construction, FF&E procurement and property investment business which was established in 1963. TOGA is a family-owned company built on a strong foundation of values which are the guiding principles for the way we work.

TOGA has various subsidiaries which contributed to its annual consolidated revenue as at 30 June 2023. The key entities comprising TOGA include:

- Toga Pty Ltd ACN 000 926 947 - Toga Group Hub Finance entity (73 employees)
- Toga Cranes Pty Ltd ACN 655 082 189 (7 employees)
- Toga Project Services Pty Ltd ACN 000 965 515 – Provision of construction development and project management services (52 employees)
- Toga Constructions NSW Pty Ltd ACN 143 154 045 – NSW Construction entity (59 employees)

- Robert Edwards Real Estate Pty Ltd ACN 000 605 818 – operating entity for Toga Sales & Leasing (8 employees)

TOGA's workforce is mostly comprised of skilled workers who are either located at TOGA's head office or at remote offices set up on TOGA's construction sites. Our peoples' capabilities range from site selection, land acquisition, concept planning and design, property development, project management, asset management, construction and sales, leasing and marketing.

## OUR SUPPLY CHAINS

TOGA's business involves the following primary supply chains:

1. Consultants including architects, structural, services, façade, environmental and geotechnical consultants involved in the design process.
2. Contractors and subcontractors including plumbing, electrical, waterproofing, early works, and demolition trades.
3. Suppliers of goods, services, and materials for all stages of construction as well as asset management.
4. Suppliers and manufacturers of FF&E.
5. Sales agents for residential apartments as well as conjunction agents, marketing, and PR firms.
6. Ownership and management of commercial and retail premises and hotels, including facilities management, security, and property managers.
7. Information technology infrastructure and services.
8. Professional services including legal, tax, accounting, audit and insurance.
9. Outsourced offshore services such as accounts payable, treasury and IT support services.

## WHAT ARE THE RISKS?

TOGA's developments are located in Australia where there is a strong legal framework, minimum wage laws, regulations governing workplaces and a robust labour market.

While the risk of modern slavery may be less extreme in Australia compared to other countries, TOGA recognises that the risk of modern slavery and exploitation does exist within Australia and that ongoing efforts are required to effectively identify, prevent and address modern slavery in all its forms.

Notwithstanding the above, the property development and construction industry has certain components which are assessed to have a higher risk of modern slavery practices including where our operations may be connected to activities of suppliers of goods and labour with whom we have a business relationship.

This includes the risk of work being undertaken by subcontractors engaging in forced labour and/or engaging migrant workers as well as procurement of materials sourced from countries where modern slavery practices might exist.

In this reporting period, TOGA has again assessed its operations and supply chains and confirm the following areas in our operations and supply chains are particularly at risk of modern slavery practices:

Area	Potential risk
Contractors and subcontractors	<p>We have identified potential risks associated with:</p> <ul style="list-style-type: none"> <li>• Low skilled workers</li> <li>• Temporary, casual and part-time workers</li> <li>• Migrant workers</li> <li>• Undeclared labour</li> <li>• Excessive working hours</li> <li>• Exploitation of vulnerable workers</li> </ul>
Suppliers of good, services and materials	<p>We have identified potential risks associated with:</p> <ul style="list-style-type: none"> <li>• Compliance with local labour laws</li> <li>• Instances of forced labour</li> <li>• Exploitation of vulnerable workers</li> </ul>

Area	Potential risk
FF&E procurement	<p>We have identified potential risks associated with:</p> <ul style="list-style-type: none"> <li>• Compliance with local labour laws</li> <li>• Instances of forced labour</li> <li>• Exploitation of vulnerable workers</li> </ul>
Outsourced offshore services	<p>For services outsourced to India, we have identified potential risks associated with:</p> <ul style="list-style-type: none"> <li>• Compliance with local labour laws</li> <li>• Instances of forced labour</li> <li>• Exploitation of vulnerable workers</li> </ul>

## ACTIONS TAKEN

1. **DOCUMENTATION** - TOGA continues to require suppliers to provide:
  - **Modern Slavery Statement:** detailing the steps suppliers have taken to minimise modern slavery practices within their own supply chain.
  - **Minimum Supply Requirements:** upon tender which include minimum mandatory WHSE, community, human and business conduct requirements.
  - **Self-Assessment Questionnaire (SAQ):** upon execution of any construction subcontract with TOGA, suppliers are asked to complete a SAQ which assists suppliers to identify types of modern slavery related risk, improve transparency across shared supply chains and identify areas for further due diligence.
  - **Independent Certification:** if TOGA deems suppliers high risk due to the location or products they supply, TOGA requests evidence of audit and assurance from third party providers trusted by TOGA.
  - **Review of TOGA template contracts:** refining suppliers and contractors' contractual obligations to comply with modern slavery legislation and implement their own safeguards to minimise risk.
2. **POLICIES** – TOGA continues to review and strengthen its policy and procedure framework, particularly in relation to aspects of the business operations exposed to potential modern slavery practices and risk, setting clear expectations and guidelines for ethical business practices. These include:
  - **Code of Conduct** – this applies to all TOGA employees but also extends to TOGA's external business partners with an expectation they too follow the spirit of the Code to ensure standards of conduct and TOGA's ethical and compliance expectations are met.
  - **TOGA Modern Slavery Policy Statement** – a high level policy statement outlining TOGA's position on modern slavery.
  - **Work, Health and Safety Policy** - implements and maintains mandatory safe working conditions for all team members and contractors.
  - **Appropriate Workplace Behaviour Policy** - prohibits workplace bullying, harassment, or discrimination in any form.
  - **Anti-Corruption, Bribery and Political Donations Policy** - prohibits any activities associated with corruption or bribery and setting clear criteria for permissible political donations.
  - **Whistleblowing Policy** - sets out TOGA's commitment to the reporting and investigation of misconduct or improper situation and provides employees, supply chain participants, and our clients the opportunity to report suspected instances of human rights violations anonymously and with appropriate protection.

- **Procurement Policy** – requires that employees making commercial commitments on TOGA’s behalf must:
  - Seek to reduce adverse social and environmental impacts from the supply chain; and
  - Take reasonable steps to ensure that people in the supply chain are treated with respect, have adequate working conditions and work in a safe and healthy environment.
- **Contractors and Subcontractors Policy** - Outlines policies regarding performance on human rights, health & safety and environmental issues when engaging contractors and applies TOGA policies to its contractors (including suppliers) requiring:
  - all contractors and subcontractors to comply with applicable Australian and international laws regarding employment practices and benefits, anti-discrimination and work, health and safety.
  - all contractors to ensure that they do not, and that their supply chain does not, engage in any ‘modern slavery’ practices including forced labour, exploitation, debt bondage and deceptive recruiting for labour or services.

These policies set the tone for how business is conducted, how disclosures can be made and how TOGA will respond.

### 3. REPUTABLE SUPPLIERS

The development of long-standing relationships with reputable suppliers over the 60 years of trading have allowed TOGA to have a greater understanding of the culture and practices of our suppliers and more easily identify where the risk of modern slavery practices may exist. We engage a family of subcontractors who are assessed before and after each project to ensure they provide high quality services, including well established safety, quality, and labour practices. We aim to set realistic cost targets and delivery timeframes for all subcontractors and suppliers in our supply chain.

Our subcontractor and supplier selection process remains the focus of complying with government mandated standards and WHSE requirements aligned to our social and environmental values. We continue to work with an e-sourcing portal and integrated service provider connected to over 20,000 top suppliers, with full visibility and reliability. This ensures a review of our key suppliers where products are inspected and modern slavery statements uploaded to mitigate any modern slavery, dangerous or substandard working conditions, corruption or environmental damage in their supply chain.

Our outsourced offshore services are located in India which has a vulnerable population and is high risk for modern slavery practices. Accordingly, we have engaged a tier one service provider under strict contractual obligations in relation to compliance with applicable laws, and who has proactively issued a global modern slavery statement detailing the full extent of safeguards it has in place to prevent modern slavery in its supply chain and operations.

#### 4. INTERNAL AUDITS

Our payroll ensures that remuneration for all employees plus legal entitlements are paid and checked against the Fair Work pay calculator. During the reporting period, TOGA transitioned to a new payroll and HR management software system to further enhance our internal payroll capabilities and ensure ongoing compliance.

#### 5. ONGOING ENGAGEMENT WITH SUPPLIERS

During the reporting period, TOGA business units continued to review their respective supply chains including considering the geography, industry and workforce and took opportunities to engage with suppliers overseas. Examples of this include:

- members of TOGA FF&E team visiting its stone supplier's warehouse and showrooms in Dongguan and Xiamen, China;
- members of TOGA's construction team visiting window manufacturer and suppliers in the Philippines; and
- members of TOGA's finance team visiting offshore accounts service provided in India.

Visits to international suppliers and service providers assist with mitigating modern slavery risks in the following ways:

- providing firsthand visibility into the working conditions of employees and enabling a transparent assessment of workplace safety, sanitation, and general labour conditions.
- allowing direct access to employees to gauge their job satisfaction.
- meaningful engagement with the supplier which invites the opportunity to discuss a shared commitment to ethical sourcing.
- an opportunity for general due diligence, audit and compliance checks.

#### 6. EDUCATION

This year we have rolled out an online training program for all staff raising awareness of risks of modern slavery both in our supply chain and on construction sites and information on how to report. Training equips employees with the necessary tools to recognize red flags, such as irregular working conditions, restricted freedom of movement or withholding of identification documents. It also educates employees on the various forms of modern slavery. By rolling out training to all staff, TOGA aims to promote a culture of vigilance and responsibility within the organisation as the training encourages employees to report any suspicions or concerns they may have, in turn creating a supportive environment for disclosure. This information can then be used to investigate and address potential cases of modern slavery effectively.

## ASSESSING THE EFFECTIVENESS

The entire framework is subject to continuous improvement and evaluated by Senior Management to assess effectiveness and strategize improvements accordingly.

Our incident report register enables fast and accurate reporting for employees, which includes capturing the following:

- Date reported.
- How the incident report was received.
- Nature of the matter.
- Status of the matter.
- Who is responsible for investigation and developing policy responses.

Employees may also report directly to their manager, the Group General Counsel or in accordance with our Whistleblowing Policy. Suppliers and contractors are contractually obliged to notify us upon becoming aware of any actual or suspected modern slavery practices in connection with the performance of their work. Any matters identified would then be appropriately investigated, reported and actions designed to resolve any instances of modern slavery practices.

We will continue to work collaboratively with our peers to educate and understand what we can do both as a company as well as an industry.

No instances of modern slavery have been identified in 2022-2023 in TOGA's operations and supply chain. We will continue to monitor and assess our actions to address modern slavery risks and take necessary action in response to risks that are identified.

## CONSULTATION PROCESS WITH SUBSIDIARIES IN PREPARING THIS STATEMENT

TOGA maintains one leadership team across each of its subsidiaries and there is therefore one management team responsible for coordinating TOGA's response to modern slavery risks in its operations and supply chains. The preparation of this Statement and all actions referred to in it have been managed by TOGA's leadership team.

## OUR FUTURE PLANS

TOGA's efforts to date have been focused on our risk identification, governance and establishing our internal understanding of modern slavery risks relevant to our business operations.

We recognize that eliminating modern slavery practices in the property development and construction industry is an ongoing long-term goal that requires a commitment to continuous improvement and a focus on implementing well considered effective priorities and plans.

Our roadmap has identified the following priorities and initiatives for the financial year ended 30 June 2024.

<b>Priority Area</b>	<b>Activities</b>
<b>Policy review and update</b>	We will undertake a review of policies to ensure consistency in our approach against modern slavery both in the workplace and across our supply chain to ensure we meet the positive duty to eliminate harassment and to manage the risks of psychosocial harm to workers and suppliers.
<b>Digitisation of incident reporting and management</b>	Integrating modern slavery incident reporting and management into TOGA's digital platform.
<b>Expand self-assessment questionnaire</b>	Expand self-assessment questionnaire to TOGA's property investment division as part of a broader update to asset management processes.
<b>External review</b>	Engage with an external consultant to provide tailored advice on assessing the effectiveness of our actions.

## **APPROVAL**

This Modern Slavery Statement was approved by the Board of Toga Pty Ltd on 19 December 2023 for lodgment on the Register.



Allan Vidor AM  
Managing Director, TOGA  
Date: 19-Dec-23