

The ITI Timber Group is a multinational corporation and Australia's largest independent wholesaler of timber and building products with over 250 employees. The ITI Timber Group is privately owned with locations in both New Zealand and Australia.

The ITI Timber Group's operations include the selling of timber and building products to merchants and manufacturers across Australia and NZ. The company procures its products from locations across the world as well as domestically. In this context, its supply chains include the local distribution centres where importation of materials into Australia are stored and the subsequent sale and distribution of timber products to merchants across Australia and New Zealand.

As part of its statement, the ITI Timber Group reports on its actions to assess and address modern slavery risks in the global and domestic operations and supply chains of the company and its entities. These actions include its employment practices and providing training for workers. This statement describes how it is working with suppliers to mitigate these risks and how it is working with its suppliers and contractors to identify possible risks

Modern Slavery Policy

We have developed a Policy on Modern Slavery which outlines that our committed to eliminating modern slavery throughout our business and supply chains. The same standard is expected from all contractors, suppliers, and other business partners. These objectives are an integral part of our strategy on future business, to ensure we achieve corporate responsibility, statutory compliance and demonstrate due diligence.

Implementation of the actions outlined in the Policy is a shared responsibility and all stakeholders are responsible for ensuring that all business and procurement activities are undertaken in a manner that ensures the elimination of modern slavery being present in our business or supply chains.

Modern Slavery Risks

ITI Timber Group's supply chain includes the sourcing of products such as timber and the procurement of labour. Based on the published Modern Slavery risk indicators we applied the industry and geographic risk factors to categorise all our suppliers into Low, Medium and High Risk. The significant majority of our suppliers are in Low to Medium categories.

Our response to tackling the risk of Modern Slavery is to acquaint our suppliers assessed as medium or high risk with our policy on Modern Slavery and have begun the process of assessing the risks of Modern Slavery being present in our supply chain by auditing these suppliers and assessing their compliance with this policy.

We require these suppliers to detail their labour practices as well as their policies and practices around Modern Slavery This process is ongoing and, in the future, will be applied to all suppliers and

new suppliers. As we continue to work with our suppliers on this issue, we will expect them to have suitable anti-slavery and human trafficking policies and processes to be able to continue to supply the ITI Timber Group.

Due Diligence and Modern Slavery

The ITI Timber Group will practice due diligence in its approach to the risk of Modern Slavery by:

- Recognising that modern slavery takes various forms, such as slavery, servitude, debt bondage, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- Training our employees to understand and be aware of the forms and risks of modern slavery in our business and supply chains and understand our commitment to this policy and the systems and controls we have in place.
- Assessing the risks of modern slavery being present in our supply chain by auditing our current suppliers and assessing their compliance.
- Actively managing our relationships with suppliers based on these supplier audits to eliminate the risk of modern slavery being present in our supply chain.
- Publishing a Modern Slavery Statement.
- Being committed to acting ethically and with integrity in our business dealings and relationships and to continue to develop, implement and enforce systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.

Consultation with other Controlled Entities

The ITI Timber Group controls related entities including Timspec (NZ) and John Cook & Sons (NSW). When consulting with various suppliers across all entities, a representative from each business will be represented so as to be included in all the risk assessments and actions the Group has taken towards the elimination of Modern Slavery. As these entities use the same policies and processes, operate in the same sector, and have many shared suppliers and the same Directors we will provide a single, consolidated statement of actions to address modern slavery risks.

This Modern Slavery Statement has been approved by the Board of Directors of ITI Timber Group and signed by the Managing Director, Michael Shadbolt.



Michael Shadbolt (**Managing Director**)

Date: 24 May 2022