



Modern Slavery Statement

Financial Year 2020

Reitsma Group Statement Modern Slavery Statement for Financial Year 2020

The Board of Directors of Reitsma Group Pty Ltd approve and present the initial Modern Slavery statement for financial year 2020. Reitsma Group Pty Ltd is the principal governing body of both various Reitsma reporting and non-reporting entities covered by this statement.

This joint statement has been prepared and lodged on behalf of Reitsma Group Pty Ltd (ABN 38 622 863 665) and its wholly owned subsidiary and reporting entity Reitsma Constructions Pty Ltd (ABN 54 001 185 879). This statement also covers the non reporting entity Adminacom Pty Ltd (ABN 19 001 376 898).

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 and outlines the process Reitsma Group has undertaken and is continuing to take to ensure that modern slavery is not taking place within our business or supply chain.

Modern Slavery encompasses slavery, human trafficking and forced labour. Reitsma Group has a zero tolerance approach to any form of modern slavery. 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 taking place within the business or our supply chains.

This statement was approved by the board of directors Reitsma Group Pty Ltd on Thursday 10th December, 2020.

Wesley Hart

Pieter Van Zwieten



Managing Director

Director

Reitsma Group Pty Ltd

Reitsma Group Pty Ltd

10th December 2020

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Our Business

Reitsma Constructions Pty Ltd is an Australian based construction company with offices in Seven Hills, NSW and Newcastle West, NSW. We have projects in an area from the mid north coast to the north, Blue Mountains to the west and the south coast, as well as the Southern Ranges.

Reitsma Constructions Pty Ltd is a commercial builder and our supply chain comprises consultants, subcontractors and suppliers.

Our High Risk Areas

Reitsma Group considers the following activities as a high risk of modern slavery:

- Staff engaged by subcontractors or suppliers, where the suppliers' processes are not compliant,
- Engagement of sub consultants, suppliers and subcontractors, where their work practices may be non-compliant.

Particular steps undertaken to mitigate the risks include:

- 1) Assessing the potential modern slavery risks in our operations and supply chains including sub-contractors;
- 2) Developing and reviewing company documentation on modern slavery in operations and supply chains;
- 3) Researching and requesting information on subcontractors and suppliers on their processes and operations to understand how they are tackling the risk of modern slavery;
- 4) Educate staff in modern slavery requirements;
- 5) Taking steps to address any potential modern slavery risks identified.

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We understand the diverse nature of our supply chains will require continuous monitoring. Our contractual documentation will incorporate modern slavery requirements by inclusion in the contract for supply of goods and or services, or our suppliers and subcontractors shall supply a self assessment declaration.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical manner and with integrity. These include:

Work, Health and Safety Policy,

Sustainability Policy,

Modern Slavery Policy,

Reitsma Procedures,

Reitsma Employee Handbook.

Our Subcontractors & Suppliers

Reitsma Constructions Pty Ltd operates a supplier procedure and maintains a preferred subcontractor/supplier list. To ensure all those in our supply chain comply with our values we conduct due diligence on all subcontractors and suppliers before allowing them to become a preferred supplier.

Our anti-slavery policy forms part of our contract with all subcontractors/ suppliers and they are required to confirm that no part of their business operations contradicts this policy. This shall be completed by agreement through contract or by the self assessment declaration.

We are committed, as an organisation, to tackling modern slavery and want to work with subcontractors and suppliers who share our values.

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Training

To ensure a high level of understanding of the risks of modern slavery on our organisation and our supply chains, we intend to educate our staff to create awareness of the impacts of modern slavery.

Impact of COVID-19

Our supply chains remained resilient during the reporting period and existing supply chain relationships were maintained. The impact of COVID-19 resulted in an increase of PPE and safe work measures on all sites including social distancing, hygiene resources, protocols and health information being displayed across all our locations. There was no significant impact in obtaining PPE as existing relationships with suppliers were utilised.

Our Performance Indicators

In determining the effectiveness of our efforts in tackling modern slavery includes:

Responding to any reports received from employees, the public, or law enforcement agencies that modern slavery practices have been identified. During the reporting period, there were no reports received concerning modern slavery practices.

Routine risk assessments including requesting information from suppliers and subcontractors at time of engagement.

Approval of this Statement

This statement was approved on the 10th of December 2020 by the Directors of Reitsma Group Pty Ltd. This statement cannot be amended without the full support and approval of all Directors of the Reitsma Group.