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INTRODUCTION

Who we are

The brand name 'CIP Constructions' is synonymous with an extensive portfolio of commercial and industrial builds across the Australian mainland since inception of the founding company.

We, as a company, are committed to addressing the risks of modern slavery across our business through proactive engagement with our team members, clients, business partners, and suppliers.

What we do

We provide design and construction management services to suit our clients', or their tenants', needs and functional requirements. Our roots in construction, with experience and innovation combining together to deliver a personalised and progressive approach to our clients.

Our experience and interdisciplinary knowledge of proven building practices - spans from small distribution facilities to technically advanced business parks and industrial facilities.

We are a service-focussed business, and we proactively engage with our clients, suppliers, and business partners to achieve best practice outcomes. Our transparent and open approach is reflected in the long term relationships that we develop with our clients, consultants, and construction partners.

Our Team

At CIP Constructions, we are a diverse, experienced team of construction professionals positioned across our operating locations in:

- Queensland,
- New South Wales,
- Victoria,
- South Australia, and
- Western Australia.

Our business is driven by our collective efforts, and we rely on effective communication, mentorship, teamwork, knowledge, and expertise.



GOVERNANCE & STRUCTURE

CIP Constructions is an Australian, family-owned national business with offices in New South Wales, Queensland, Victoria, South Australia and Western Australia.

Our construction capabilities centre on the industrial and commercial sectors - partnering with developer and commercial clients.

Our projects are delivered via early contractor involvement, design and construct, managing contractor, and traditional construction methods of procurement.

As at the data of this publication, 115 people were employed by the company nationally. CIP Constructions comprises of the following industries (listed below) which are registered in Australia, and governed by a board of directors.

References in this statement to CIP Constructions refers to the reporting entities of:

- CIP Consolidated Pty Ltd
- CIP Constructions Pty Ltd
- CIP Constructions Group (QLD) Pty Ltd

Our construction business is delivered through:

- CIP Constructions Pty Ltd, and
- CIP Constructions Group (QLD) Pty Ltd

Both of which are managed by our CEO and supported by a senior management team - inclusive of respective state managers.

While CIP Consolidated Pty Ltd provides corporate support - our supply chain is managed by CIP Constructions Pty Ltd and CIP Constructions Group (QLD) Pty Ltd.

CIP CONSOLIDATED PTY LTD

ABN: 30 643 593 533

CIP CONSTRUCTIONS GROUP PTY LTD

ABN: 51 643 598 930

BUILDING LICENSES:

NSW - 358957C, VIC - CCB-U 67670,

SA - BLD 309156 B, WA - BC 103743

CIP CONSTRUCTIONS GROUP (QLD) PTY LTD

ABN: 93 643 599 982

BUILDING LICENSES:

QLD - 15219075

CIP RESIDENTIAL PTY LTD

ABN: 33 648 286 319

BUILDING LICENSES:

NSW - 378905C

OUR SUPPLY CHAIN

To deliver our projects - we partner with Australian-based service providers, suppliers, subcontractors, and consultants.

Our supply relationships for construction activities are direct with our business partners. For non-construction products, the entities do not procure from sources outside of Australia.

Works completed by subcontract companies are primarily delivered on a 'supply and install' basis, while services provided by consultants and suppliers are on a 'supply-only' basis.

The majority of the products for our projects continue to be sourced from within Australia. However, due to specification requirements or manufacturing constraints, our supply partners source products from countries such as China, Vietnam, Germany, Spain, and Italy.

Such products include:

- Steel structure components,
- Facade systems,
- Glazing and tiling,
- Vertical transport services,
- Solar panels, and
- Specialist electrical services componentry.

Our review of information collated about our supply partners in this past year, supports our assessment that the overall risk of modern slavery within our business operations is **low**.

Procurement for project delivery through our supplier and subcontract network equates to approximately 95% of our purchasing activity - with the remaining 5% relating to consumables used in our state and project offices.



MANAGING THE RISK

Assessment

The scope of risk across our supply chain was assessed against the following five criteria:

- **Sector/industry:** Informal or unregulated; have little visibility over lower tier suppliers; have high levels of seasonal work; known to have low rates of pay.
- **Product/services:** Manufactured in industries known to have low rates of pay and high rates of manual labouring.
- **Geographic risk:** Manufactured in a country that has engaged in or is under the threat of conflict; which have a poor democratic governance and weak rules of law.

- **Supply chain model:** Supply is through companies that have complex supply chains that are difficult to monitor; companies who use subcontractor or labour hire; entities with a history or non-compliance and which are poorly managed/have inefficient procurement and sourcing processes.
- **Spend:** The value of annual spend by CIP Constructions across the entities: CIP Constructions Group (QLD) Pty Ltd, and CIP Constructions Group Pty Ltd and the change in spend value year to year.

To **assess risk**, we reviewed our supply chain by:

- Determining key products supplied (eg. steel, concrete, glazing, metal products, solar panels, vertical transport, HVAC).
- Identifying the business partners who supplied the service and/or product.
- Reviewing the value of spend against the above suppliers.
- Identifying the number of new partners onboarded during the year and whether they posed any risk to the businesses.

Once collated and evaluated against the five risk criteria, we identified the following:

- A substantial (60%) increase in spend value across both entities, due to an increase in the number of projects won (post COVID-19 and business expansion), the monetary value of the projects, and changes to specifications driven by client and 'Green Star' requirements.
- A 40% increase in the number of subcontractor companies who had not previously worked with CIP Constructions. (This was also resultant from the company expanding into South and Western Australia.)
- A 20% increase in procurement of some products from outside of Australia due to cost, low/no availability in Australia, or improved delivery times compared to a local supply. This primarily applied to structural steel, electrical components, vertical transport, solar panels, and glazing.

The assessed levels of risk in our **supply chain** was:

- 60% low risk,
- 30% medium risk - assigned on the basis that they may procure goods from overseas countries with documented sector/industry or geographic risks.
- 10% high risk - assigned on the basis that they are widely known to

use high levels of contract labour in both production and installation.

Note: We have no reason to believe that any of the above noted as high or medium risk have engaged in any modern slavery activities.

We acknowledge that risks - beyond our knowledge - may arise in the way that products are produced or procured.

Actions Taken

Key actions that we completed in this reporting period include:

- **Pre-qualification:** Every supplier and contractor engaged by the construction entities in the reporting period completed a new pre-qualification, which included mandatory modern slavery questions.
- **Tender interviews:** Modern slavery risks and impacts were discussed with all suppliers and subcontractors during the tender interview.
- **Site inductions:** We included information on modern slavery in the site inductions presented on all projects.
- **Awareness training:** We conducted modern slavery awareness training with some project personnel.

Actions for the Next Period

Key actions that we have identified for the next reporting period include:

- **Risk evaluation:** Inclusion of additional supply information into our evaluation matrix to enhance the integrity of the information that we collect.
- **Awareness training:** Awareness and application training to be developed for positions which directly interact with suppliers and subcontractors.
- **Client discussions:** Identifying opportunities with our clients to strengthen the use of Australian-made products to support local industry and reduce modern slavery risks.

CONSULTATION

How we Consulted

During the reporting period that this statement covers - and in the development of this statement - we actively engaged and consulted with all companies that we own or control.

During this engagement, we:

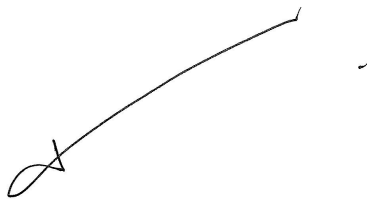
- Discussed the reporting requirements of the Modern Slavery Act 2018,
- Convened quarterly meetings to review compliance to pre-qualification completion, review spend value, and identity risks,
- Agreed actions to address any risks,
- Provided relevant materials and updates to positions who directly deal with suppliers and subcontractors.

STATEMENT OF APPROVAL

This statement is issued by CIP Consolidated Pty Ltd (ABN 30 643 593 533) and covers CIP Constructions Group Pty Ltd (ABN 51 643 698 930), and CIP Constructions Group (QLD) Pty Ltd (ABN 93 643 599 982) - each being a 'reporting entity' for the purposes of the Modern Slavery Act 2018 (Cth).

This statement has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and explains the actions taken by CIP Constructions to assess, and address, the modern slavery risks in our operations and supply chain during the reporting period from **1 July 2022 to 30 June 2023**.

This statement was approved by the board of directors for each of the reporting entities on the **31 August 2023**.

A handwritten signature in black ink, consisting of a stylized, cursive script that starts with a large loop and ends with a sharp upward stroke.

Mark Hendry

Chief Executive Officer

OUR LOCATIONS



SYDNEY

6 HARVEY STREET
PYRMONT NSW 2009
1800 829 877

MELBOURNE

130 CHESTNUT STREET
CREMORNE VIC 3121
1800 829 877

BRISBANE

3/3986 PACIFIC HIGHWAY
LOGANHOLME QLD 4129
1800 829 877

ADELAIDE

1 FREDERICK PLACE
ADELAIDE SA 5000
1800 829 877

PERTH

OFFICE 4 / LEVEL 24
108 ST GEORGES TERRACE
PERTH WA 6000
1800 829 877