



M+J BUILDERS

Modern Slavery Statement 2024-2025

MJBUILDERS.COM.AU



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Introduction

This Modern Slavery Statement has been prepared under the Modern Slavery Act 2018 (Cth) by M+J Builders Pty Ltd (M+J Builders) as a single reporting entity.

Who We Are

M+J Builders is a proudly Northern Territory owned and operated commercial construction company, delivering high-quality projects for government, defence, education, health, and private clients since 2008. We are known for our strong relationships, local knowledge, and commitment to supporting local businesses and communities. With extensive experience in remote and complex works, we focus on delivering sustainable, cost-effective, and culturally respectful outcomes. Our reputation is built on integrity, accountability, and the safety of our people and the communities in which we operate.

We take great pride in our commitment to building long term relationships with subcontractors and suppliers alike and their teams. Our longstanding working relationships have allowed us to continually grow the business without compromising on exceptional service and quality finishes.

At M+J Builders, our core values are employees, customer service, innovation, integrity, respect, and enjoyment. We value strong relationships and open communication with our team, clients, partners, and community. We are committed to delivering quality and safety on every project, fostering a workplace where people are empowered, diverse perspectives are respected, and continuous improvement is encouraged.

Our People

Our people are our greatest asset. We strive to be an employer of choice, fostering a diverse, inclusive, and safe workplace. We actively support Indigenous employment and training opportunities.



Business Structure and Operations

M+J Builders is a privately owned business operating primarily in commercial construction and related works. Our clients include government agencies and private sector organisations. We participate in projects as principal contractors, subcontractors, and in unincorporated joint ventures where required.

Where We Operate

M+J Builders operates across the Northern Territory, with a base in Darwin and Alice Springs and works delivered throughout the Top End and remote regions.

M+J Builders is a trusted, family-run construction company that has been operating in the Northern Territory for more than 10 years.

We service clients from Darwin to Alice Springs and everywhere in between, no matter how remote. Our clients span the insurance, commercial, government, defence and residential sectors. We are valued for our quality and risk assurance and pride ourselves on our comprehensive project management systems.

We believe in supporting local communities, fostering neighbourhoods and building collaborations that stem from our deep connection to the Northern Territory.



INSURANCE	DEFENCE	COMMERCIAL	RESIDENTIAL	GOVERNMENT
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Our Supply Chains

Our supply chains are integral to our business operations and success. As a commercial construction business, our supply chains are diverse, spanning a wide range of goods and services. M+J Builders conducts its operations within Australia and sources required services, materials, and supplies from locally based supply chains that meet project specifications and design requirements. We maintain an approved subcontractor register of more than 800 entities and a supplier network of approximately 1,000 entities. M+J Builders keeps detailed records of subcontractors and suppliers relating to the goods and services we deliver. These include construction materials, uniforms, personal protective equipment, stationery, machinery, equipment hire, design services, communications, security, trade services, labour hire, information

and communication technologies, insurance, legal services, waste management, recycling, environmental products, and consultant and technical services.

Risks of Modern Slavery Practices

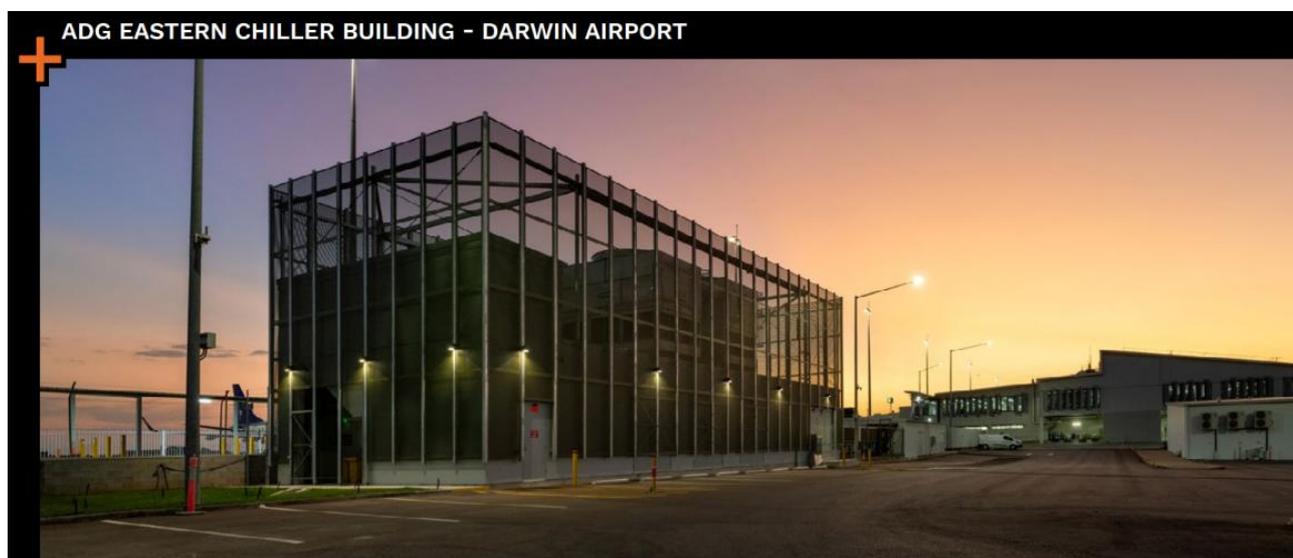
M+J Builders recognise that our supply chains may pose a risk of modern slavery, especially where goods are sourced internationally, including PPE, ICT equipment, and uniforms. While our operations are primarily within Australia and subject to Australian labour laws, we remain vigilant to potential risks.

We are committed to doing business in an ethical and transparent way, at all times avoiding modern slavery within our organisation and upholding human rights. We are also committed to working with subcontractors and suppliers to ensure risks of modern slavery are adequately addressed and that minimum standards in relation to modern slavery requirements are met.

M+J Builders has identified the following risks in relation to modern slavery practices:

- + The risk that we may cause modern slavery practices within our direct workforce.
- + The risk that we may contribute to modern slavery practices within our subcontractors.
- + The risk that we may be directly linked to modern slavery practices within our broader supply chain.

This understanding guides our approach to risk assessment, due diligence, and continuous improvement to prevent and address these risks.



ADG EASTERN CHILLER BUILDING - DARWIN AIRPORT

Actions Taken

M+J Builders takes steps to mitigate these risks by:

- + Implementing a Modern Slavery Policy.
- + Reviewing this policy on an annual basis.

Assessment of Risks

Contract Management

M+J Builders enters into a broad range of contractual arrangements with suppliers and subcontractors in a field of industries. Our contractual models range from one off purchase orders with standard terms and conditions to high value bespoke individual project contracts agreements.

Our contracts contain provisions requiring subcontractors to certify that all statutory requirements and wages have been paid, and to comply with our extensive safety regime and standards, reducing the risk that we will contribute to modern slavery practices.

M+J Builders do not engage with contractors that refuse to be bound by these terms, regardless of cost.

Employee Management

All of our direct employees are engaged under employment contracts that comply with Fair Work Australia's National Employment Standards. We meet or exceed all relevant employment legislation and industrial awards, ensuring no employee is paid less than the minimum wage, and all superannuation and leave entitlements are met. M+J is dedicated to the safety of our employees; our entire business is underpinned by a strong safety culture with a goal of continual improvement towards a zero-harm environment for our workforce, stakeholders, and the wider community. In 2024, M+J achieved ISO 45001 accreditation, reflecting our commitment to best practice in occupational health and safety. Accordingly, the risk of modern slavery practices within our permanent workforce is negligible. Our highest risk in this area relates to third-party labour hire providers. We have stringent requirements in our labour hire agreements, including clear obligations for the proper payment of wages, and we only engage local, reputable, licensed providers. We recognise that migrant workers, particularly those without the legal right to work in Australia, can be at greater risk of exploitation. Therefore, we use the Department of Home Affairs' Visa Entitlement Verification Online (VEVO) system to confirm that all workers have the legal right to work in Australia.

Policies and Code of Conduct

We have adopted a number of policies, including our Modern Slavery Policy, External Complaints Management Policy, and Equality and Diversity Statement, which apply to all staff and contractors. In addition, our Code of Conduct clearly sets out expectations for staff behaviour, ethical standards, and legal compliance. All company policies and the Code of Conduct are accessible to employees through our Business Management System platform, SharePoint, ensuring they are available and easily referenced at all times.

Remediation

We maintain reporting mechanisms for concerns about modern slavery and will take appropriate action, including investigating reports, engaging with suppliers, and where necessary, ending relationships with non-compliant suppliers and referring matters to relevant authorities if required.

Measuring Effectiveness

We regularly review our risk management processes, supplier relationships, and training effectiveness to continuously improve how we identify and address modern slavery risks.

Continued Commitment

M+J Builders have committed to completing the following items within the next 12 months:

- + Implementation of a Supplier Code of Conduct
- + Implementation of Supplier Modern Slavery Questionnaire and Risk Matrix.
- + Including Modern Slavery clauses in contracts with suppliers and subcontractors.
- + Raising awareness with employees and key partners through training and communication.

Consultation

This statement has been prepared with input from our Directors, Senior Leadership and People and Culture Team.

Approval

This Statement was approved by the Board of M+J Builders Pty Ltd on 15 October 2025.

Jessica Buckley
Jessica Buckley

DIRECTOR

M+J Builders

Michael Buckley
Michael Buckley

DIRECTOR

M+J Builders

DATE: 15/10/2025

