

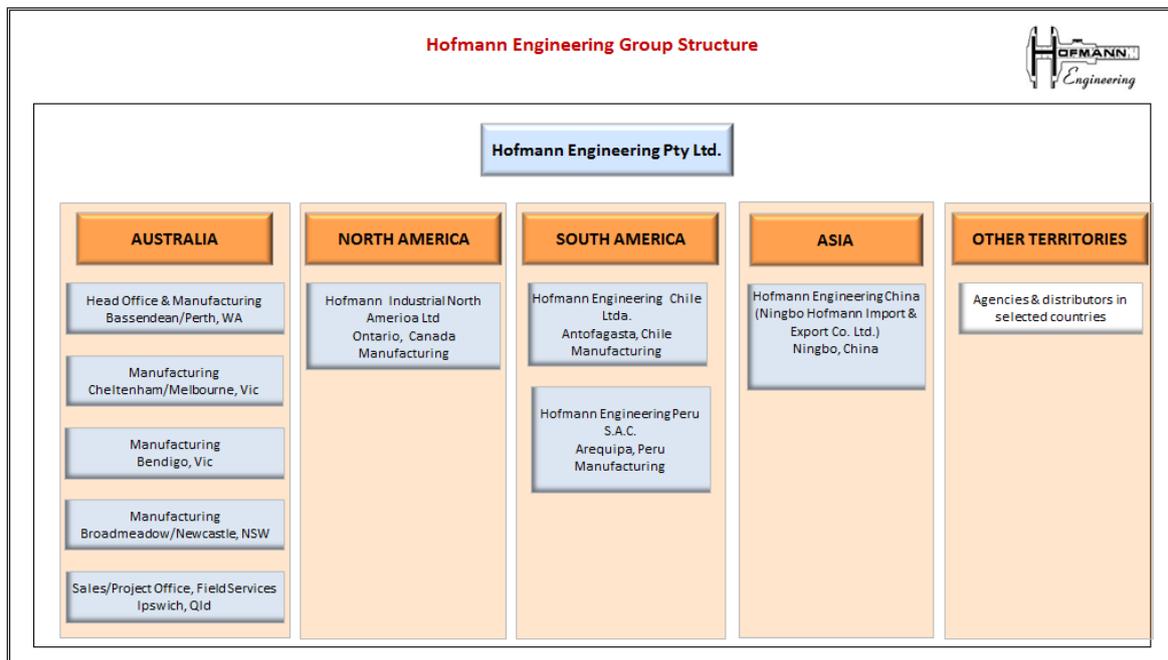
Modern slavery and human trafficking statement

1. Introductory Statement

This statement outlines the actions of Hofmann Engineering Pty Ltd and its controlled entities (collectively “The Hofmann Group”) to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain during the year ended 30 June 2020. This statement is intended to comply with the requirements of the Australian Government’s Modern Slavery Act 2018.

2. Structure, operations and Supply Chain

The Hofmann Group’s head office is in Western Australia. It operates out of 5 locations in Australia and has subsidiary companies located in Canada, Peru, Chile and China. The Hofmann Group have Agents and Distributors located in selected international territories.



Established in 1969 as a family business by the two brothers John and Erich Hofmann, the business has grown, developed and diversified to become one of Australia’s foremost engineering concerns.

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From the outset, quality and integrity have been the bedrock of the Hofmann business philosophy. Its present activities include design, manufacture, repair and refurbishment of mining and industrial equipment, gearing for heavy and light industries, precision engineering products, special purpose tooling and also production line and processing equipment. Its customer spectrum ranges from the world's great resource and mining conglomerates, through to leaders in international aerospace technology and includes many high profile company names from almost every manufacturing industry in between.

The group also has extensive capabilities and experience in welded plate-work fabrication in all forms, thicknesses and sizes. Heat treatment for every purpose and condition, together with other allied and complementary engineering capabilities and facilities, which include a metallurgical laboratory, state of the art metrology equipment, electro-chemical plating and on site repairs and machining, make Hofmann's a truly versatile and practical, one stop solution for most of all metallic engineering requirements.

The Hofmann Group has a complex supply chain. The group directly sources significant quantities of goods and services ranging from stationary to precision machine tool parts. While our operations are complex, The Hofmann Group aims is to ensure that human rights are respected and Modern Slavery is not tolerated within our operations and supply chain.

We have a centralised purchasing department which controls the procurement of externally provided process, products and services. Purchasing (aided by the QM department; using the technical requirements and input provided by the Project Manager), is responsible for the selection and assessment of suppliers. Suppliers that are nominated by the customer (special process or source control parts) are still subject to the same evaluation process as other suppliers.

As part of the supplier selection process, suppliers are required to complete and sign Assessment forms. These forms include code of conduct sections including compliance with our modern slavery and human trafficking laws. Suppliers are also subject to audit either through telephone/video conference or in person discussion at the supplier's premises. Our Supplier selection process also provides that if the supplier is a smaller business and does not have their own documented policies then they need to abide by the Hofmann Engineering Groups supplier code of business conduct.

3. **Risks and Actions taken to assess and address the risks of modern slavery**

The Hofmann Group view Modern Slavery as a non-financial risk that is not easily measurable using conventional tools and KPI reporting methods. It is important to our business that we lead by example and demonstrate that we have set and operate to the highest possible standards to act ethically and responsibly at all times and accordingly expect the same from our suppliers and trading partners.

Our customers around the world, and across numerous industries, are increasingly seeking assurance that supply chains do not have any links to human rights abuses. This reflects the philosophy of the Hofmann Group.

Using a risk-based approach we undertake appropriate due diligence of our current and potential suppliers. During pre-qualification, the tendering process, at the renewal of an existing contract terms, or during routine supplier audits we conduct an assessment of our suppliers. If an unacceptable level of risk is identified, we work with the supplier to determine appropriate corrective action. If the issues can't be resolved alternate suppliers will be considered.

We expect our purchasing department to communicate our Supplier Standards to suppliers and require suppliers to sign acceptance and acknowledgement of our Supplier Code of Conduct. Our Supplier Code of Conduct details the expectations we have for all of our suppliers and draws on internationally accepted standards of:

- Anti-Corruption, Anti-Bribery, Anti Money Laundering
- Corporate Governance,
- Labour and Human Rights
- Health and Safety, and
- Environmental Management.

We are currently redrafting our standard Terms and Conditions of Purchase to ensure compliance with Modern Slavery Laws is specifically referred to. The implementation of these Terms and Conditions will further strengthen the Hofmann Groups management of Modern Slavery.

4. How to assess the effectiveness of Actions taken to assess and address the risks of modern slavery

We rely on processes within our Supplier Assessment program and due diligence to provide us with a mechanism to help us track the effectiveness of our programme. Supplier Assessments are carried out at the tendering phase or pre-qualification phase for new suppliers and existing suppliers are reassessed as part of our Internal Audit process. To date the assessment program shows no supplier as presenting a risk.

5. Consultation process with entities within the Hofmann Group

The Hofmann Group structure is detailed at 2

All the Hofmann Group's policies, processes etc. including those dealing with modern slavery and human trafficking are available and maintained as documented information on the Hofmann Group's Intranet and the Group's ERP system. This information is shared by all entities and is easily accessible for all staff, accordingly all Hofmann Group employees are aware of the policies and processes around modern slavery.

This Modern slavery and human trafficking statement 2020 has been written on the letterheads of our subsidiaries, signed by a Director and the General Manager of each Subsidiary.

A handwritten signature in black ink, appearing to read 'Erich Hofmann'.

Erich J Hofmann - Managing Director

This statement for the Hofmann Group was approved by the board of Hofmann Engineering Pty Ltd as the parent entity on 28 April 2021.

A handwritten signature in black ink, appearing to read 'Erich Hofmann'.

Erich J Hofmann
Managing Director - Hofmann Engineering Pty Ltd
28 April 2021