

MODERN SLAVERY STATEMENT – 2023 / 24

This statement is made pursuant to the Modern Slavery Act 2018 (the Act) and sets out the steps AJ Baker & Sons has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

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 in any area of our business dealings.

Our Company

AJ Baker & Sons Pty Ltd (the company) is a large Australian commercial refrigeration, air conditioning and catering equipment company, with over 260 employees nationally. The company was founded in 1920, and is a privately owned company incorporated in Australia. It has its head office in Perth, Western Australia.

Our supply chain is multi-faceted with some equipment being sourced directly from manufacturers in Europe and the United States, some through distributors, and the remainder including personal protective equipment, worker and staff uniforms etc from local SME's.

Our Suppliers

Many of the larger overseas businesses we import from issue annual corporate sustainability reports (CSR) which include their actions on investigations into Modern Slavery in their manufacturing processes including the supply of prefabricated componentry – these clearly state that no points of concern are present.

We have focussed our activities this year on our smaller suppliers in the clothing, personal protective equipment and electronics sectors as these pose the most significant risk of modern slavery in their supply chains.

Activity

The policy was updated to locate the responsibility into the Compliance department to ensure that a degree of oversight is maintained.

The task of completing the Modern Slavery awareness training for senior and supplier contact staff throughout the organisation was achieved in this reporting period.

Of the suppliers surveyed, most of which are small enterprises with 20 or less employees, we found that only a small amount of them had actually become aware of the impact of Modern Slavery and taken preliminary steps to address the matter. Those that had a policy and have surveyed or actually visited their suppliers, were able to confirm no evidence of the matter in their supply chain.

Concerningly, a significant portion of small enterprises could not confirm that any actions had been taken to assess their supply chains and some could not acknowledge they knew anything about it.

Conclusions and Further Action

It is clear from observations on this reporting period activity, that as a larger organisation we need to spend some time educating our smaller suppliers and assisting them in the need to question the integrity of their supply chain.

This is most effectively completed by completion of the online training modules that are readily available, and links to these will be forwarded in the very near future.

We would also anticipate that our in-house training will be stepped up in the next reporting period to include supervisors, project managers and senior mechanics.

AJ Baker and Sons will be investigating the principles of sustainable procurement and social responsibility during the next reporting period to bring ourselves more into line with marketplace expectation.

This statement has been reviewed and approved by the Board, and is signed by Peter Michael Baker, Chairman of Directors.

Peter Baker

16-July 2024

Chairman of Directors

Date