



SGQ Pty Ltd

**Modern Slavery Statement
Financial Year 2023**



Integrity | Reliability | Collaboration

SGQ Pty Ltd Annual Modern Slavery Statement

OUR COMMITMENT:

SGQ Pty Ltd conducts civil construction operations within QLD Australia, with an annual consolidated revenue of over \$100 million. SGQ Pty Ltd remains an Australian, family owned company with strong emphasis on sound legal, social & corporate responsibilities.

We are committed to combatting modern slavery and human trafficking throughout all aspects of our business administration, management, operational scopes and subsequent supply chains. This statement outlines our efforts to address and mitigate modern slavery risks within our business and among our suppliers.

SGQ operates primarily in the civil construction sector in QLD, Australia. Our supply chains are complex and involve various stakeholders, including suppliers of raw materials (bricks, cement, timber, steel and manufactured components) as well as other major contractors and subcontractors.

We recognize the potential risks associated with these supply chains and are dedicated to promoting responsible and ethical sourcing practices throughout our operations.

OUR RISKS:

To assess the risks of modern slavery in our operations and supply chains, we have conducted a comprehensive risk assessment across all relevant areas of our business. This assessment considered factors such as geographical location, industry sector, and the nature of goods and services procured. Based on this assessment, we have identified the following key areas of risk:

- **Labor Recruitment:** Ensuring fair and ethical practices in the recruitment of labor, particularly in high-risk regions. Use of Labor hire also presents external risk of modern slavery practices.
- **Subcontracting:** Monitoring and addressing potential risks related to modern slavery in our subcontracting relationships.
- **Supply Chain:** Identifying risks within our supply chain and collaborating with suppliers to promote ethical conduct and transparency.



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POLICY AND PROCEDURE:

SGQ is committed to maintaining a work environment that is free from modern slavery, exploitation, and abuse. To achieve this, we have implemented the following policies and procedures:

- **Code of Conduct:** Our Code of Conduct clearly outlines the company's commitment to respect human rights, promote fair labor practices, and combat modern slavery in all its forms.
- **Supplier Code of Conduct:** We have established a Supplier Code of Conduct that sets out our expectations regarding human rights, labor practices, and ethical conduct for our suppliers.
- **Due Diligence:** SGQ conducts thorough due diligence on potential suppliers and subcontractors to identify and address modern slavery risks.
- **Employee Training:** We provide regular training to our staff to raise awareness about modern slavery and equip them with the tools to identify and report any potential issues.
- **Grievance Mechanism:** SGQ maintains a robust grievance mechanism to allow employees, contractors, and stakeholders to report concerns related to modern slavery safely and confidentially.

ACTIONS:

During the reporting period, SGQ will take the following actions:

- Continue to Review & Assess risk across our operations and supply chains
- Maintain and communicate our Code of Conduct and Supplier Code of Conduct to all relevant stakeholders.
- Conducted due diligence on suppliers and subcontractors to ensure compliance with our ethical standards.
- Continue to Train our employees to raise awareness of modern slavery and to report any concerns.
- Engage with any identified high-risk suppliers to address concerns and promote responsible practices.



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CONTINUOUS IMPROVEMENT:

As part of our ongoing commitment to eradicating modern slavery, SGQ will take the following steps:

- Continuously review and update our policies and procedures to align with the latest best practices and legal requirements.
- Collaborate with industry partners, NGOs, and government agencies to strengthen our efforts against modern slavery.
- Conduct regular risk assessments to identify emerging threats and address them proactively.
- Provide additional training and resources to employees and suppliers to improve awareness and knowledge of modern slavery risks.
- Publish this Annual Modern Slavery Statement on our website and make it publicly available to demonstrate our commitment to transparency and accountability.

SGQ remains dedicated to promoting ethical and responsible practices throughout our operations and supply chains. We are committed to combating modern slavery and will continue to work diligently to ensure that our business does not contribute to, or benefit from any form of modern slavery

This Statement was approved by the Sole Managing Director of SGQ Pty Ltd, Mr Mark Goodwin on 08 August 2023. This statement applies to all operations under SGQ Pty Ltd. SGQ Pty Ltd does not own or control other entities under its operation.



SGQ Pty Ltd
Mark Goodwin
Managing Director

