

Modern Slavery Statement 2024

Purpose and Scope

Haslin Constructions recognise that modern slavery is a global issue and that it affects vulnerable individuals and communities around the world. We are committed to ensuring there is no modern slavery or human trafficking in our business or supply chains and maintaining transparency throughout its business and in its approach to identify, address, and eradicate modern slavery through its supply chains, consistent with its disclosure obligations under the Modern Slavery Act 2018 (Cth) and Modern Slavery Act 2018 (NSW).

Haslin Constructions expect the same high standards to be adopted by all employees, contractors, suppliers, and other business partners, and we hold the same expectations that our suppliers hold their own suppliers to the same high standards.

Our Business

Haslin Constructions is a construction company based in Sutherland, New South Wales. We specialise in civil infrastructure and commercial construction projects. Our business operates with a strong commitment to ethical principles and responsible business practices. We do not own or control any other reporting entities.

Our Objectives

The aim of this Modern Slavery Statement is to ensure Haslin Constructions develops and conducts all business activities in an ethical manner through the following objectives:

- Recognise the moral obligation to take a robust approach to prevent modern slavery, which is a crime and a gross violation of fundamental human rights.
- Ensure that Haslin Constructions' labour, materials, and manufacturing supply chains are committed to preventing modern slavery in their practises.
- Implement and enforce effective systems and controls to ensure modern slavery does not occur anywhere in our business or supply chains, including but not limited to regular reviews of business practises within Haslin Constructions and along its supply chains.
- Enforce a zero-tolerance to modern slavery in the workplace.
- Provide a framework to ensure we are acting ethically and with integrity in all business dealings and relationships in accordance with our policies.
- Recognise that Haslin Constructions is committed to preventing modern slavery in its various forms, such as slavery, servitude, forced and compulsory labour, unlawful recruitment, child labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.
- Encourage Whistleblowing in so far as all employees are to report wrongdoing, illegal or unethical practices in regard to modern slavery in any parts of the business or supply chains of any supplier, at the earliest possible stage.
- Provide assistance to victims, ensuring their safety and access to support services.
- Raise awareness and provide training to all employees on recognising and combating modern slavery in the workplace and within our supply chains.
- Any employee who breaches this will face disciplinary action, which may result in either warnings being issued or termination of employment for misconduct or gross misconduct.
- Haslin Constructions may terminate its relationship with other individuals and organisations working on Haslin Constructions behalf if they breach this.

Modern Slavery Risks

We acknowledge that the risks of modern slavery may be heightened in some of our supply chains as a result of the geographical location of some suppliers and the source of materials used in products supplied to us. We also acknowledge that we lack visibility in certain overseas markets and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our goods and services. To manage these risks, we will continue to engage with and monitor our supply chains through our due diligence process.

Our Due Diligence Processes:

We conduct due diligence on our suppliers and subcontractors to identify and address any potential risks of modern slavery and human trafficking in our supply chains. Our due diligence process includes:

- Conducting risk assessments to identify potential risks of modern slavery and human trafficking in our supply chains through our purchasing process.
- Engaging with and communicating our commitment to zero-tolerance to modern slavery with our suppliers and business partners.
- Conducting site visits to assess working conditions and labour practices.
- Conducting audits of our suppliers and subcontractors to ensure compliance with our Modern Slavery statement and the Australian Commonwealth Modern Slavery Act 2018.
- Providing training and awareness programs for our employees and suppliers on modern slavery and human trafficking risks and compliance with Modern Slavery Legislation and Haslin's Modern Slavery Statement.
- Implemented within our Code of Conduct for our employees and suppliers' provisions on human rights, labour practices, and ethical business practices.
- Ensuring compliance with the relevant laws and regulations related to modern slavery and continuous monitoring the effectiveness of our Modern slavery statement.

Responsibility for this statement

The prevention, detection, and reporting of modern slavery in any part of the business or supply chains is the responsibility of all those working for Haslin Constructions or under its control, including all employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. Every employee is required to avoid any activity that might lead to or suggest a breach of this. Management at all levels are responsible for ensuring those reporting to them are aware of and understand and comply with this and are given adequate and regular training on it and the issue of modern slavery in supply chains.

The Managing Director of Haslin Constructions Colin Woods has overall responsibility for ensuring that this Modern Slavery statement complies with legal and ethical obligations, and that all those under Haslin Constructions control comply with it. It is his responsibility for implementing and monitoring its use and effectiveness, dealing with any queries about it, and organising audit of internal control systems and procedures to ensure they are effective in countering modern slavery.

Reporting and Monitoring:

We monitor our supply chains and operations to ensure compliance with this Modern Slavery statement and the Australian Commonwealth Modern Slavery Act 2018 and to assess the effectiveness of actions being taken to assess and address Modern Slavery risks. We also encourage employees and suppliers to report any potential violations.

We will continually assess the effectiveness of our actions in identifying and managing modern slavery risks by tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

We will report annually on our progress in addressing modern slavery and human trafficking in our operations and supply chains. Our report will be made publicly available on our website.

This Modern Slavery statement will be formally reviewed on a triennial basis or in line with legislation.

This statement was approved by Colin Woods as the Sole Director and principal governing body of Haslin Constructions Pty Ltd on 10th January 2025.



Colin Woods
Managing Director
Dated 10th January 2025