



Modern Slavery Statement 2024

Reporting Entity:

AJ Grant Building
ABN: 13 080 764 567
Financial Year 2024

Registered Office:

1/398 The Boulevard,
Kirrawee NSW 2232
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2024

PURPOSE

The purpose of this document, AJ Grant Building Pty Ltd Modern Slavery Statement, is to recognise and report the actions we have undertaken to assess and address the modern slavery risks in our operations and in our supply chains during financial year 2024, in compliance with the Modern Slavery Act 2018.

OUR COMMITMENT

AJ Grant Building Pty Ltd is committed to conducting business in an ethical, legal, and socially responsible manner.

At AJ Grant Building Pty Ltd, we recognise that slavery and human trafficking can occur in many forms. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. AJ Grant Building Pty Ltd is fully committed to operating responsibly and establishing and adhering to the highest ethical standards. We will not tolerate any forms of slavery or human trafficking in our business or in our supply chain.

AJ Grant Building Pty Ltd has the vision to provide 'safe, quality places to live, work and thrive for all Australians'. The AJ Grant Building Pty Ltd way is to 'build a better tomorrow' which defines how we conduct our business internally and externally and sets the foundation on which the business operates and succeeds. Our business is built on trust, reliability, and honesty to deliver a vast and complete range of interconnected services to our customers and clients.

OUR VALUES

TEAMWORK: Fostering a collaborative and inclusive work environment where employees are valued, encouraged to contribute ideas, and work together to achieve common goals.

HONESTY AND TRANSPARENCY: Conduct business with honesty, integrity, and transparency in all interactions.

CUSTOMER FOCUS: Dedication to deliver high-quality Home/Property, building & repair services, and insurance industries and services that meet or exceed industry standards and client expectations.

REALIABILITY: Build trust through consistency delivery of high-quality Home/Property, building & repair services, and insurance solutions.

SUSATABILITY: Commit to sustainable practices in Home/Property, building & repair services methods, and insurance policies to protect the environment for future generations.

These outcomes are key to our company culture and ongoing, measurable success. These values include valuing our people and our community, ensuring safety, and creating an environment where people speak up on concerns. AJ Grant Building Pty Ltd recognises the importance of community and therefore always endeavours to ensure works are managed and completed by local trades, utilising local services and local staff, with the addition of a national support network.

OUR STRUCTURE

AJ Grant Building Pty Ltd has been operating in the building industry since 1992 to provide building and home repairs, maintenance, renovation, and modifications for residential and commercial properties. AJ Grant Building Pty Ltd is an incorporated company, domiciled in Australia under the Corporations Act 2001 (Cth). Australian owned and operated with offices across Australia. AJ Grant Building Pty Ltd services insurance repairs, however prior to 2024 they delivered solutions in a variety of sectors, including Education, Government, Retail, and Real Estate.

We bring together the right people for the job and actively cultivate a culturally and gender diverse workforce. With over 120 employees and just over 1200 trade partners, our diverse team includes various trade professionals such as carpenters, plumbers, electricians, and engineers as well as providing expertise in claims management, business management, project, and site management.

As a nominated insurance builder, AJ Grant Building Pty Ltd.'s core operations consist of assessing, quoting and co-ordinating the repair and/or restoration of insured premises, primarily residential, through our sub-contractor network of trades.

AJ Grant Building Pty Ltd provides:

- 24/7 Make Safe and Emergency Response services to its clients and customers.
- Disaster Relief: Our emergency response team is skilled and experienced in conducting temporary repairs to ensure the property is made safe, secure, and free from further damage.
- AJ Grant Building Pty Ltd are industry leaders in responding to catastrophic events and providing the best service and support to insurance clients, customers, and homeowners.
- BuildPro is our custom-built claims management system that has been designed, developed, and utilised by AJ Grant Building to help provide a more streamlined, comprehensive service to our insurance partners.

ACCREDITATIONS



OPERATIONS AND SUPPLY CHAINS

AJ Grant Building Pty Ltd is 100% Australian privately owned and led by our directors (& Founders) and executive General Managers. With more than 30 years' experience in providing a diverse range of civil and building construction services to Insurance, government, and private clients, AJ Grant Building Pty Ltd delivers quality projects around the country.

The management team includes functional expertise in Group Projects, HR, IT, Workplace Health, Safety, Environment and Quality, Customer Service, Marketing & Business Development. Additionally, a management team support and lead the business, delivering national operations, insurance assessing, insurance repairs, supply chain and account management outcomes. AJ Grant Building Pty Ltd currently employs over 120 FTE across its 10 offices. AJ Grant Building Pty Ltd has operations in 7 States and Territories throughout Australia.

AJ Grant Building Pty Ltd has suppliers across the following categories.



*Ancillary Products includes but is not limited to - property agents, promotional merchandise, fleet management, consultants, office consumables, technology & IT support, cleaning, consultants, labour hire providers, uniforms, PPE, temporary labour agencies

POLICIES AND GOVERNANCE

AJ Grant Building Pty Ltd sets policy and governance from the Board of Directors and Executive General Managers.

AJ Grant Building Pty Ltd have a suite of formal policies in place that are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Workplace Health and Safety approach, Discrimination Policy, Recruitment Policy, Code of Conduct, and our Whistleblower Policy.

Discrimination Policy

AJ Grant Building Pty Ltd is committed to creating a workplace environment for its employees, and persons who work on behalf of AJ Grant Building Pty Ltd, free from unlawful discrimination.

Recruitment Policy

This policy includes wording “AJ Grant Building Pty Ltd complies with the Modern Slavery Action 2018 (Cth) and does not engage individuals to perform unpaid work, nor do we tolerate child labour practices and managers must act on any matter brought to their attention in accordance with this Policy.”

Code of Conduct

AJ Grant Building Pty Ltd’s Code of Conduct sets out conduct expectations and applies to AJ Grant Building Pty Ltd’s employees. Under this Code of Conduct, all employees are expected to act consistently with fundamental AJ Grant Building Pty Ltd values, ethical behaviour, respect for others, accountability, and transparency in their business conduct. It details expectations on Personal Conduct.

Professional Conduct, stewardship of company resources and Protection and Promotion of AJ Grant Building Pty Ltd’s reputation. The Code specifically notes compliance “with the *Modern Slavery Action 2018 (Cth)*, does not engage individuals to perform unpaid work nor do we tolerate child labour practices.” This code also provides protections against conflicts of interests and bribes in AJ Grant Building Pty Ltd’s business and supply chain.

Supplier Code of Conduct

Our Supplier Code of Conduct and was released to our active supplier base in 2023. This sets out our expectations, including ethical business conduct, human rights, and labour practices. Our supplier code of conduct is included in our terms and conditions contract.

Whistleblower Policy

AJ Grant Building Pty Ltd’s Whistleblower procedure which includes a confidential and anonymous reporting process, was completed, and made available in September 2021 and applies in respect of its business operations and supply chain. AJ Grant Building Pty Ltd is committed to ethical practices across all areas of our business and encourages reporting to an independent provider of any information regarding misconduct, the existence of an improper state of affairs, illegal activities, unethical behaviour, breaches of legislation, behaviour which is oppressive, discriminatory or grossly negligent, unsafe work practices, serious risks to public health, safety or the environment or any conduct which poses a serious risk to health and safety of any person at the workplace.

This policy specifically references “non-compliance with the Modern Slavery Action 2018 (Cth)” as improper conduct reportable under this policy. To date, zero instances have been identified.

Workplace Health and Safety Practices

Safety and compliance are paramount in our workplace to ensure our workers are protected and return home to their families at the end of each day. As part of our commitment to WHS and providing an open and on-going dialogue with our contractors, we will continually share information that is imperative to the safety of our workers, our contractors and their workers and business as a whole.

All suppliers to AJ Grant Building Pty Ltd are also expected to provide their employees with a safe and healthy working environment to prevent accidents and injury and minimise exposure to health risks. Suppliers shall comply with the health and safety laws and regulations in the jurisdictions in which they operate and provide, though not limited to, the following:

- (a) Clean and safe facilities
- (b) Occupational health and safety training
- (c) A system for injury and illness reporting
- (d) Protective measures to prevent injuries/illnesses to workers.

Environmental Practices and Standards

This standard relates to the AJ Grant Building Pty Ltd commitment to comply with all environmental laws and regulations applicable to our operations. Such compliance shall include, but is not limited to, the following items:

- (a) Obtaining and maintaining environmental permits and timely filing of required reports
- (b) Proper handling and disposal of hazardous materials
- (c) Monitoring, controlling, and treating discharges generated from operations.

UNDERSTANDING MODERN SLAVERY RISKS

AJ Grant Building Pty Ltd has considered risks that may possibly cause, contribute and/or be directly linked to modern slavery practices. AJ Grant Building Pty Ltd has considered risk factors such as the sector, industry, types of products and services, geographic locations, and business models. AJ Grant Building Pty Ltd acknowledges that the diversity of products and services provided to AJ Grant Building Pty Ltd by subcontractors and suppliers can potentially expose AJ Grant Building Pty Ltd to modern slavery risks in the supply chain, particularly further down the supply chain. However, all contracts are with clients and contractors who are based in Australia. AJ Grant Building Pty Ltd is a reputable company with strong cultural values demonstrated with systems and processes in locating, identifying, assessing, and managing subcontractors and suppliers. Internally, all employees are expected to complete an interactive and assessable learning program on Modern Slavery practices and policies to communicate our commitment and ensure an understanding of responsibilities under the Act to control any associated risks. This content is included in our initial employment inductions, and we provide ongoing refresher training.

As the higher risk presents further down within our supply chain, AJ Grant Building Pty Ltd and the entities it controls adopt a collaborative approach with suppliers to combat modern slavery. AJ Grant Building Pty Ltd continues to build-out our supplier relationship program focusing on national partnerships with preferred suppliers that we can also share with our

contractors. We are forging long-term strategic partnerships with an array of different suppliers relevant to our industry and general business. AJ Grant Building Pty Ltd has procurement frameworks and onboarding criteria that outline our expectations prior to a contract being awarded.

ACTIONS TAKEN THIS REPORTING PERIOD

Staff Training and Development

AJ Grant Building Pty Ltd provides Modern Slavery Awareness education to all new staff before commencement of employment, with the mandatory requirement to complete an online training module and obtain an expected pass result. Mandatory refresher training was provided to all staff during 2024.

Supplier Engagement

AJ Grant Building Pty Ltd created a Modern Slavery Awareness Module which was distributed to all existing AJ Grant Building Pty Ltd suppliers and forms part of the onboarding process for new suppliers. Supplier participation and acceptance are tracked and recorded via our custom-built supplier information portal (BuildPro).

Contractor Ethical Sourcing Assessment

We are taking steps that will allow our contractors to complete a set of ethical sourcing questions to provide further insight to our contractors sourcing practices and highlight any potential modern slavery risks.

MEASURE OF EFFECTIVENESS OF ACTIONS

All suppliers to AJ Grant Building Pty Ltd are required to fulfil our terms and conditions, adhere to our policies, and operate within the applicable legal requirements. Our supply chain team has been designed to focus on all supply chain facets and may request additional information from suppliers regarding their compliance efforts and/or engage in additional monitoring activities to confirm supplier's compliance, including on-site inspections of facilities, use of questionnaires, review of publicly available information or other measures necessary to assess supplier's performance.

During the reporting period, AJ Grant Building Pty Ltd did not receive any reports regarding modern slavery or labour rights concerns.

MOVING FORWARD

AJ Grant Building Pty Ltd is focused on continuously improving our awareness and response to the risk of modern slavery in our business and supply chains. This includes regulating and improving policies and procedures that are designed to ensure that we are doing everything within our power to address all forms of modern slavery risks in our operations and supply chains. More specifically, we are committed to taking proactive steps to prevent, detect and report modern slavery practices, and to ensuring that people at all levels of our supply chains do the same.

To further strengthen governance and controls around modern slavery risks, AJ Grant Building Pty Ltd is committed to completing the below activities in FY25 reporting period:

- Continued engagement with our employees with Modern Slavery training and communication.
- Providing our suppliers with a compulsory Modern Slavery Awareness Module and track their participation for both existing and potential contractors prior to onboarding.
- To ensure continuous improvement and a deeper awareness of the risk within our supply chain, by establishing our Contractor Ethical Sourcing Assessment.
- To ensure Modern Slavery becomes a standard agenda item during supplier performance meetings.
- Report and take other appropriate action if any modern slavery practices are discovered in our operations and supply chains.

Future plans to enhance the measures AJ Grant Building Pty Ltd has already undertaken, as set out above in this statement, supports commitment to effectively identify and address any potential risk exposure of modern slavery in the business and supply chain as part of the ongoing modern slavery roadmap.

This statement was approved by the AJ Grant Building Pty Ltd Board of Directors.



Adam Grant

Director



Robert Nicholls

Director

AJ Grant Building acknowledges the Traditional Custodians throughout Australia and their continuing connection to the land, sea and the community. We pay respect to all the Aboriginal and Torres Strait Islander peoples, their culture and their Elders past and present.

VISIT
reconciliation.org.au

