

arc projects.

AUSTRALIAN RESTORATION AND CONSTRUCTION PTY LTD
MODERN SLAVERY STATEMENT FY 22/23



EXECUTIVE SUMMARY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

In accordance with the Australian Government's Modern Slavery Act 2018, this policy outlines the position that ARC Projects has taken, and continues to take, assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and continually improve.

The Directors are the principal governing body of Australian Restoration and Construction Pty Ltd (*Trading as ARC Projects*) for the purpose of the Modern Slavery Act 2018 (Cth).

This statement has been approved by the Board for the financial year ending 30 June 2023. This statement is submitted on behalf of Australian Restoration and Construction Pty Ltd (*Trading as ARC Projects*) under section 13 of the Modern Slavery Act 2018 (Cth) (MSA) to cover our reporting period of 1 July 2022 — 30 June 2023.



SASHA JOJIC
MANAGING DIRECTOR



MODERN SLAVERY ACT 2018 (CTH) STATEMENT ANNEXURE

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Identify the reporting entity.

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OUR STRUCTURE.

Describe the reporting entity's structure, operations and supply chains.

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THE RISKS.

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.

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Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.

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OUR OVERVIEW



178+

ARC employ 178 full-time staff members who possess a diverse range of expertise in various aspects of building, restoration, and maintenance for a wide range of projects.



10+

ARC has been involved in the insurance Restoration and Construction industry for both Commercial and Residential projects for over 10 years. Our extensive experience in this industry enables us to provide a wide range of services.



6

ARC has established a significant presence in six locations throughout Australia and New Zealand.



97+

ARC owns 97 fleet vehicles allowing our employees endless access across Australia and New Zealand .



2000+

ARC Group has built a wealth of Equipment readily available for restoring and maintaining facilities.



\$ 120 REV.
m

ARC revenue for FY23/24 is expected to exceed \$120M. Proving a effectiveness in managing our resources and maintaining a competitive position



OUR CLIENTS





OUR SERVICES

While our scope of services might seem like a long list, we believe the whole offering is so much more than the sum of its parts. ARC is a true building repair partner, working with our clients to create tailored solutions that achieve the best outcomes for their specific needs. We are strong advocates of early involvement and return to first principles to ensure our customers get the best value for money throughout the repair/construction/restoration process.



ARC contributes to elevating the professionalism of service providers in the insurance industry through its commitment to three core pillars: People, Planet, and Profit. In fostering innovation and differentiation, ARC recognises that planning, courage, and trust in its people are essential. The emphasis on People involves recruiting top-quality individuals, often through familial connections or referrals, and providing comprehensive training through the ARC Projects Training and Induction Program.

Addressing the second pillar, Planet, ARC acknowledges the need for improved processes and anticipates industry-wide changes, positioning itself as a leader in driving sustainability. Collaboration with key partners is emphasised for a relationship that goes beyond mere transactions. Our focus is Waste Management, Fleet Management and Energy Efficiency and Optimisation.

The third pillar, Profit, underscores the importance of financial success. ARC recognises the significance of technology in achieving profitability and has invested in developing its claims and project management system. This initiative, driven by dissatisfaction with existing systems, enhances efficiency, compliance, and overall job performance, elevating professionalism within the industry and benefiting ARC's clients and insured parties.



OUR 3 MAIN BUSINESS LINES



RESTORATION

ARC Projects features a team of seasoned restoration professionals, providing top-tier services for residential and commercial structures, handling issues like fire, flood, liquid escape, and odours.

As a leading mitigation specialist, we serve the insurance claims industry in Australia and New Zealand, emphasising expertise, reliability, and partnership for optimal outcomes



MAKE SAFE

ARC Projects provides a 24/7, 365 days a year Emergency Make-Safe service Australia wide. Whether a roof needs to be tarped, or a plumber required due to a burst pipe, ARC Projects can deliver across the eastern sea board.

A make-safe construction is a swift and targeted intervention undertaken after a structural incident, natural disaster, or damage to ensure immediate safety. This involves stabilising the site, securing unstable elements, and mitigating hazards. The primary goal is to protect people and property in a safe, temporary manner and the environment before more extensive repairs or reconstruction can occur.



CONSTRUCTION / REPAIRS

ARC Projects manage both commercial and residential construction endeavours, deploying specialised trades as necessary. Our approach involves overseeing the intricacies of diverse projects, ensuring efficient execution and top-notch craftsmanship in both commercial and domestic settings, with a commitment to meeting the unique requirements of each of our clients.

OUR STRUCTURE



We have a relatively simple supply chain. We procure building and construction materials to complete repair works needed for our business's day-to-day operations. These materials are sourced from many preferred suppliers operating in Australia. Our supply chain arrangements include suppliers from the following key areas:

- Domestic and Commercial building products and services
- Capital and Property Works, including building materials and equipment and construction related services.

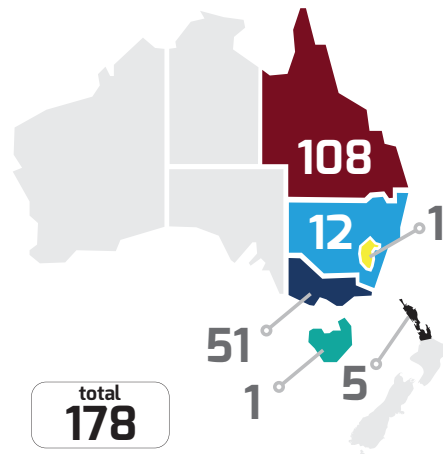
Our long-term strategic relationships with key clients and suppliers, provides stability in our supply chain and procurement processes. We work with our suppliers to ensure a continuing commitment to prevent modern slavery from existing in any part of our business or supply chain.



OUR OPERATIONS

ARC Projects has rapidly expanded in the last 24-36 months. Currently, we have a workforce of 178 employees across 6 offices. Our commitment to attracting top talent and supporting growth remains steadfast, with over 1500 sub-contractors contributing to our fieldwork and dedication to partners.

We foster a family atmosphere within our team, valuing every member, creating an inclusive work environment. Our leadership exemplifies these values, ensuring a trickle-down effect that extends to our service. We pride ourselves on delivering a friendly, family-oriented approach to every claim, enhancing team cohesion, morale, and client interactions. Clients can expect a supportive and welcoming experience, reinforcing our dedication to positive relationships and exceptional service.



ARC Projects has over 10 years of industry experience, specialising in insurance repair services across Queensland, New South Wales, Victoria, ACT, Tasmania and in New Zealand. We pride ourselves on great communication, reliability and professionalism and this is evident in our daily customer satisfaction and continued industry success.

Our primary focus is serving insurance clients, catering to their specific needs and ensuring their satisfaction. Providing tailored solutions and reliable support is at the core of our mission.

MODERN SLAVERY RISKS

With guidance from the Australian Human rights commission, ARC Projects conducts an annual evaluation of its modern slavery risks, utilising various modern slavery risk indices such as the Walk Free Foundation Global Slavery Index. Additionally, we gather information through extensive stakeholder networks, including input from customers, contractors, industry associations, and governments.

In the fiscal year 2023, ARC Projects has determined that the risk of modern slavery within the organisation's operations is low. The company maintains a strong system of human resources policies and procedures designed to ensure compliance with legally mandated employment entitlements and awards throughout the entire workforce. These policies are applicable to all ARC Projects entities under control in Australia and New Zealand.

ARC Projects acquires goods and materials both directly through corporate procurement and indirectly with contractors, working under agreements with ARC Projects. Everyone affiliated with ARC Projects is engaged under lawful and fair contracts directly with Australian Restoration and Construction Pty Ltd (*trading as ARC Projects*). These contracts stipulate compliance with all pertinent Australian laws, encompassing the Modern Slavery Act 2018 (Cth), Fair Work Act, WHS laws, and other applicable legislation.

ARC Projects continues to enhance our comprehension of our supply chain and the associated risk areas. Our priorities have been reassessed based on guidance from industry experts, clients, and the most recent data from the Global Slavery Index.

MATERIAL	COUNTRY	RELEVANT RISK	RISK FACTOR
Timber	Australia		low
Steel	Australia		low
Concrete	Australia		low
Bricks	Australia / Cambodia / India	Manufacturer and supplier of bricks	low
Stone /	Australia / China	Manufacturer and supplier of various imported goods and materials	medium
Electronics and garments	Thailand / India / Vietnam	Manufacturer and supplier of electronics and garments	medium

*Source - Global Slavery Index



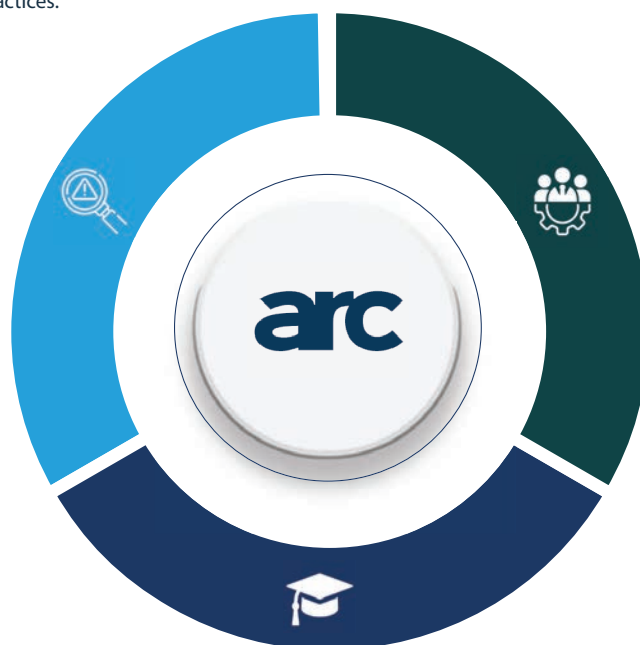
MITIGATION ACTIONS

ON BOARDING DUE-DILIGENCE

When acquiring a new business agreements either for labour force or supply agreements we assess modern slavery risks by reviewing corporate policies, mapping the supply chain, examining labor practices, and checking contractual agreements, audits, and certifications. The intention is to stay updated on regulations and best practices.

CONTRACTOR MANAGEMENT

Enhanced attention to contractor compliance and qualification aligns with the introduction of the Group's Supplier Code of Conduct, emphasising a commitment to ethical standards and responsible business practices within the supplier network.



CONTRACTOR EDUCATION

Contractor education on modern slavery is crucial for ethical business practices. Awareness of supply chain risks and legal obligations empowers our contractors to combat exploitation. Our training seeks to emphasise due diligence, responsible sourcing, and fostering a culture of vigilance. We believe a well-informed workforce is key to eradicating modern slavery from the construction industry.

NEXT STEPS



ARC Projects is launching a modern slavery questionnaire for all subcontractors, regardless of current on-boarding status. This survey is designed to detect and evaluate potential risks, both known and unknown, associated with unintentional modern slavery within our supply chain. Our commitment to proactive risk assessment underscores our dedication to addressing and mitigating any threats related to modern slavery across our subcontractor network.

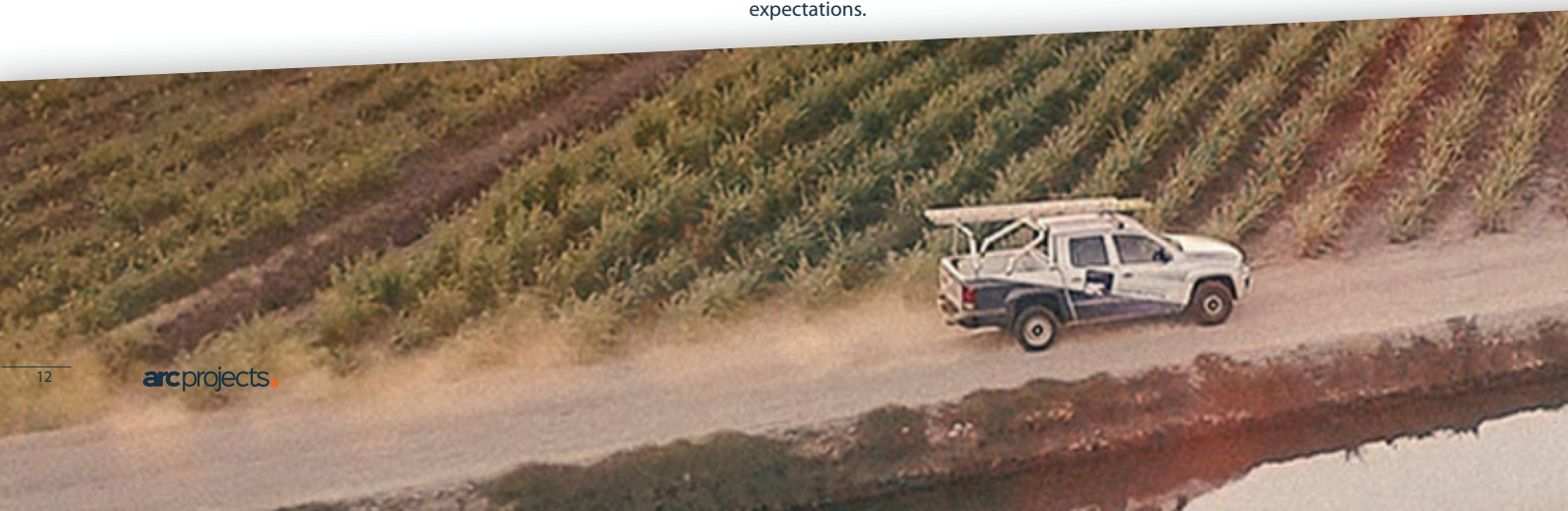


ARC Projects is actively identifying opportunities for refinement and enhancement within our whistle-blower framework. We are working to develop a comprehensive scope that delves into exploring grievance reporting mechanisms and processes. This initiative underscores our commitment to continually improving and ensuring the effectiveness of our systems for reporting grievances and addressing concerns within our organisation.

FUTURE STEPS



Leveraging insights gained from our internal training programs, ARC Projects is poised to extend pertinent training to our supply chain partners. This initiative aims to enhance their understanding of regulatory requirements and compliance standards, fostering a collaborative approach to meeting and exceeding industry expectations.



OUR COMMITMENT



Modern slavery can be defined by eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and, the worst forms of child labour, where children are subjected to slavery or similar practices. It does not include practices like substandard working conditions or underpayment of workers, however, tolerance of less severe abuses can create the conditions that allow modern slavery to occur.

ARC Projects recognises that it has a responsibility to take a strong approach to reject any forms of modern slavery and human trafficking. We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our own business and our supply chain.

We remain committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain. We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.



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