



**Modern Slavery Statement**

**Modern Slavery Statement Approval**

**We hereby certify that the Modern Slavery Statement for T.J. & R.F. Fordham Pty Ltd for the financial year ended 30<sup>th</sup> June 2025 was tabled on 27<sup>th</sup> November 2025 and approved.**

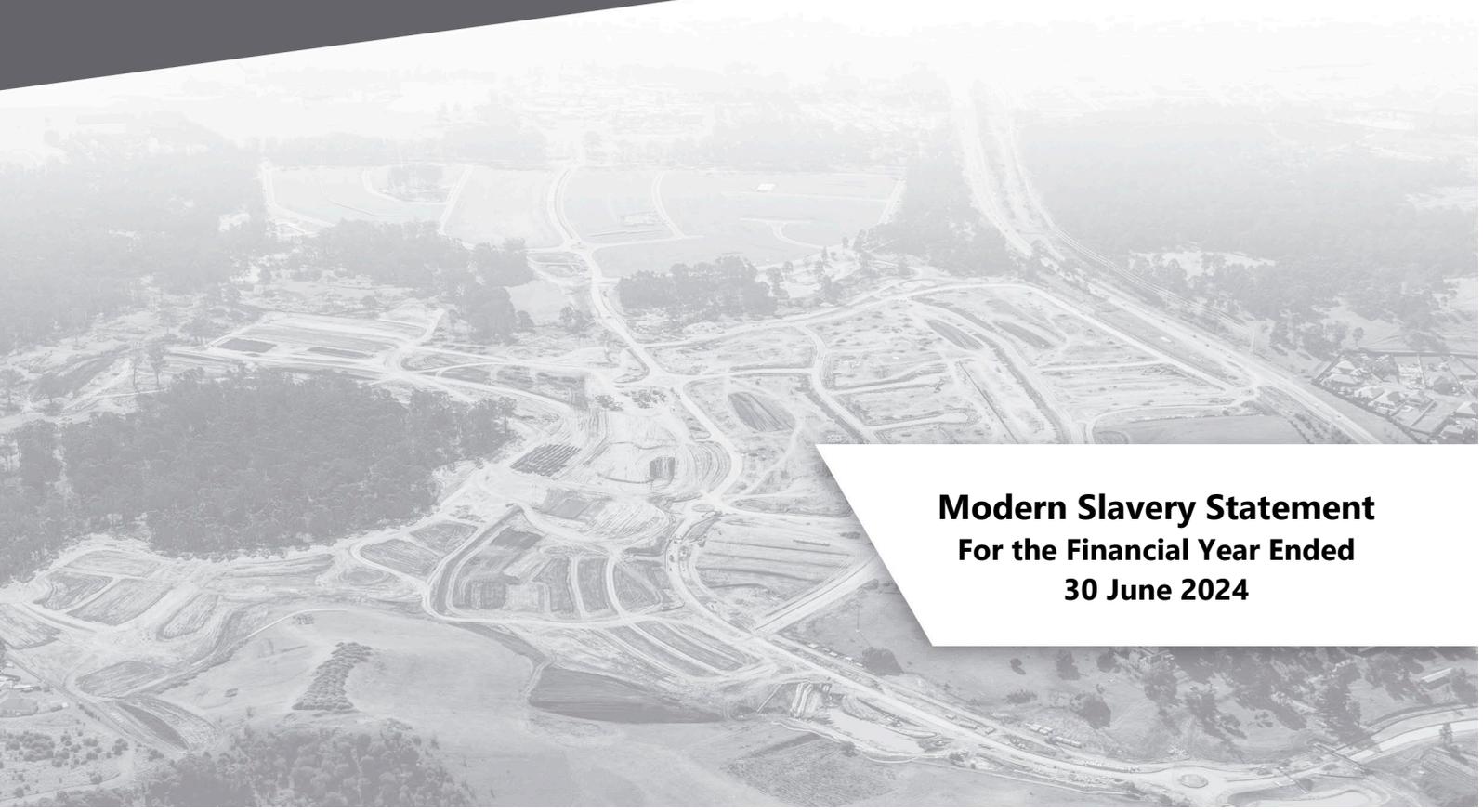
**Signed by the Directors of T.J. & R.F. Fordham Pty Ltd, dated 27th November, 2025.**

**Terence Fordham**

**Glenn Fordham**

**David Fordham**

**Modern Slavery Statement  
For the Financial Year Ended  
30 June 2025**



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# Modern Slavery Statement

## INTRODUCTION

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

We are committed to improving our practices to combat slavery and human trafficking.

**This statement is approved by T.J &RF Fordham Pty Ltd (Trading as TRN Group) as to ensure compliance to Modern Slavery Act 2018. The principal governing body T J & R F Fordham Pty Ltd approves this statement as of 27 November 2025 and constitutes TRN Group's slavery and human trafficking statement.**

## ORGANISATIONAL BACKGROUND

T.J. & R.F. Fordham Pty Ltd trading as TRN Group ("TRN") is a family-owned company which has been operating in NSW for over 50 years and has grown to incorporate quarrying, civil engineering, bulk earthworks, haulage and plant hire.

TRN is well known and respected for our work on many residential and industrial subdivisions and quarry operations, and highly regarded for our rigorous commitment to delivering quality and reliable service.

This has made us a trusted provider of choice for leading development companies including DartWest Developments, A.V. Jennings, Crownland Developments, Risland Australia, Landcom, Mirvac and Greenfield Developments, to name a few.

Our company has a long tradition of personalised service and fields an extensive fleet of high-specification vehicles, made up of over 400 items of plant and equipment.

These are expertly serviced and maintained by our highly trained and experienced team of mechanics, with the additional resource of an in-house rapid response team available to service onsite plant and equipment in the event of breakdowns.

Staffed by a diverse team of skilled and experienced personnel and offering integrated civil, haulage, quarrying and plant hire businesses, TRN has the capabilities to satisfy the most comprehensive requirements on any project and is a member of the Civil Contractors Federation, the peak body representing Australia's civil construction industry.

## OUR SUPPLY CHAINS

We source and procure the majority of our products locally from respected brands and are committed to ensuring our supply chain maintains ethical processes. Overseas items such as steel grates & pits from China and plant equipment from USA are purchased through suppliers based in Australia, who are committed to maintaining ethical processes. Review of our initial risk assessment in 2022 has not revealed any additional risks associated with modern slavery and our supply chains.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## RISKS OF MODERN SLAVERY PRACTISES

Our operations, primarily in the civil engineering, bulk earthworks, haulage, and plant hire sectors, could be susceptible to risks related to modern slavery, especially in procurement and subcontracting processes. We recognise that products sourced from local suppliers which have originated from international supply chains, present a higher risk of modern slavery practices, as we have less oversight and day-to-day interaction with raw product suppliers. Therefore, we are committed to a continual assessment of these risks and the implementation of appropriate measures to mitigate them. The primary control is to only source products from reputable suppliers selling products that are approved for the Australian market. Strict supplier management processes have been implemented and scrutinised as part of our ISO 9001 certification.

Our risk assessment process has identified the following risks that are assessed and monitored:

- Civil Contracting: Labour exploitation in subcontracting.
- Haulage: Human trafficking and labour exploitation in logistics.
- Technology Utilisation (GPS, UAV): Exploitation in technology supply chains.

TRN meticulously review our subcontractors and suppliers to ensure conditions are safe and workers are compensated in line with relevant industrial relations requirements. Our integrated management system (IMS) is certified to ISO 9001, ISO 14001, and ISO 45001, ensuring processes are implemented for reviewing suppliers' WHS, Environmental and Quality performance. Our IMS ensures that TRN, as well as our suppliers of labour and products, must provide a safe working environment. The criteria for supply of products and services ensures that supply is cut off and action taken, should it be discovered through our monitoring processes that a link in our supply chains is not meeting their obligations.

## SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. TRN has commenced our compliance programme to ensure all those in our supply chain and contractors comply with our values. A Modern Slavery statutory declaration is the baseline of our compliance programme which is complemented by working closely with our clients and key stakeholders.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, TRN have a Modern Slavery training module that has been issued to all senior managers, site foremen, HSEQ and Finance department. We also require our business partners to provide training to their staff and suppliers and providers.

## ASSESSING OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

TRN evaluates the effectiveness of its actions to assess and address modern slavery risks through a combination of structured monitoring, performance reviews, and ongoing engagement with suppliers and internal stakeholders. Our effectiveness measures include:

### **Annual Supplier Review:**

Each year we review a sample of our key suppliers and subcontractors to confirm that they continue to meet our ethical sourcing expectations, including compliance with WHS, environmental and quality requirements under our ISO-certified Integrated Management System (IMS).

**Non-conformance and Incident Tracking:**

Our IMS records and tracks any issues or non-conformances related to procurement, labour practices or supplier behaviour. Any concerns are escalated for corrective and preventative actions, which allows us to measure whether our controls are functioning as intended.

**Monitoring of Statutory Declarations and Compliance Documentation:**

We assess the ongoing effectiveness of our Modern Slavery Statutory Declaration program by tracking completion rates, identifying gaps in supplier participation, and following up where declarations or supporting information are not provided.

**Internal Audits:**

TRN conducts internal audits as part of our ISO 9001, 14001 and 45001 certified management systems. These audits incorporate checks on supplier management processes, providing a measurable indication of whether our controls are consistently applied.

**Stakeholder Feedback:**

Feedback from project managers, procurement staff, site supervisors and other internal stakeholders is monitored to determine whether suppliers are upholding ethical labour standards in practice.

**Continuous Improvement Actions:**

Findings from audits, reviews and stakeholder consultations are used to update procedures, strengthen training materials, and refine risk assessment processes. Tracking the implementation and close-out of improvement actions is a key indicator of effectiveness.

**PROCESS OF CONSULTATION**

Consultation involves regular engagement with entities that we own or control, ensuring that our modern slavery policies and practices are aligned and effectively implemented. For the preparation of this statement, we have consulted with key stakeholders and management teams across all entities under our control, seeking their input and ensuring that their practices align with our commitment to combating modern slavery.



Glenn Fordham  
Director

Dated: 27 November 2025