

# paynter dixon

MODERN SLAVERY  
STATEMENT 2025



BRANCH OF THE BOYS' BRIGADE FOR PYRMONT.  
 shaking hands with Mr. Budden, the honorary architect, after the laying of the foundation stone  
 at the corner of Fig-street and Bulwarra-road, Pyrmont, Sydney. The ceremony took place

The Boys' Brigade Pyrmont Branch, Pyrmont, Sydney. 1925.

## OUR heritage

Since 1914, Paynter Dixon has been shaping Australia's built environment as a proudly family-owned business. Our heritage is grounded in integrity, craftsmanship and trusted partnerships, values that remain just as relevant today as they were more than a century ago.

From early projects through to today's large-scale developments, we have always focused on outcomes that endure. With a reputation for quality and accountability, we bring stability and trust to every partnership. It's this commitment that has earned us the loyalty of clients across generations, and a respected place in the industry for over 110 years.

Our diverse workforce maintains a substantial base of construction and property professionals, including architects, engineers, and project managers. The skills base is further supplemented by a range of professional services, incorporating accountants, marketing, information technology and human resources professionals, as well as administrative staff acting in a shared services capacity across the Company.

The Company has one reportable entity, Paynter Dixon Constructions Pty Ltd  
 ABN 84 097 120 315. The Company's supply chains include:

- Manufacturing and distribution of the products we use in the construction process, such as bricks, gyprock, tiles, paint, sand, and cement.
- Services which contribute to our operations, such as the cleaning, security and labour hire companies that service our offices and building sites.
- The supply chains of our clients, consultants, and subcontractors.

# POTENTIAL risks

The Company has identified specific modern slavery risk within its business and supply chain, as follows:

- A risk that the Company may contribute unknowingly to modern slavery practices through its arrangements with third-party supplier factories and subsidiaries.
- Labour practices used by raw material suppliers and companies we use to engage temporary on-site labour on our construction sites i.e:
  - a. Seasonal /temporary/ short term labour.
  - b. Subcontractors engaging foreign workers to work on our building sites.
  - c. Labour hire agencies engaging foreign workers to work on our building sites.
- Geographical risks: some countries may have higher risks of modern slavery occurring. However, as our Company operates solely in Australia at this time, the risk factor has been deemed low.

During the reporting period, the following steps are being taken to improve the Company’s understanding of and capacity to identify and manage modern slavery risks:

- Review of existing information on supply chains.
- Creation of an in-house ESG Committee. The purpose of the committee is to assist the business in fulfilling its oversight, compliance and ethical responsibilities regarding ESG matters, including, but not limited to, environmental, health and safety, corporate social responsibility, sustainability, philanthropy, and corporate governance matters such as the Modern Slavery Act.
- Staff training.
- Regularly engaging with suppliers.

Potential Risks	Assessing Risks
In our policies and processes when onboarding subcontractors, we confirm that subcontractors comply with relevant labour laws.	We are progressed incorporating amendments to our subcontractor and consultancy agreements regarding our expectations on anti-modern slavery.
	We also have a Whistleblower Policy where allegations about modernslavery can be made.





## ASSESSING OUR actions

We have continued to act on our previously communicated plans

The Company will (and has assessed to varying degrees) the effectiveness of its action to both assess and address modern slavery risks by:

- An annual review.
- Regular engagement with suppliers.
- Assessing new suppliers.
- Identifying learnings.
- Measuring progress.
- Developing an action plan.
- Developing policies and procedures.
- Utilising the ESG Committee to assess and monitor the above.



### Consultation

The Company adopts a collaborative approach to combating modern slavery. This collaboration occurs by:

- Ensuring ongoing and meaningful dialogue occurs between entities on a regular basis.
- The People & Culture team meet regularly with the Procurement team and regularly brief the Group's board on any relevant items of concern.
- The ESG Committee will ensure that regular and formal consultation occurs with the business and the Board. The ESG Committee's commitment is founded on trust, transparent communication, and respect. Therefore, open dialogue around combating modern slavery is prevalent and actively encouraged.
- This process will be regularly monitored and reviewed by the ESG Committee to ensure it remains effective throughout the course of the following reporting period.



# FUTURE commitments

To further strengthen governance and controls around modern slavery risks, the Company is committed to:

- Reviewing and updating supplier contracts.
- Reporting on progress.
- Training staff.
- Staying up to date with guidance issued in connection with modern slavery.

The Board of Directors of Paynter Dixon Constructions Pty Ltd ABN 84 097 120 315 approved this statement on 1st December 2025.

**James Boyd**  
Executive Chairman  
Paynter Dixon Constructions Pty Ltd  
1st December 2025

# Design. Construct. Deliver. Since 1914.

[paynterdixon.com.au](http://paynterdixon.com.au)

## **Sydney (Head Office)**

Level 3, 5 Rider Blvd  
Rhodes NSW 2138  
Tel: 02 9797 5555

## **Adelaide**

Level 6, 26 Flinders Street  
Adelaide SA 5000

## **Albury**

612 Dean Street  
Albury NSW 2640

## **Canberra**

Ground Floor Office 2  
17 Moore Street  
Canberra ACT 2600

## **Coffs Harbour**

Shop 8, 15-21 Harbour Drive  
Coffs Harbour NSW 2450

## **Maroochydore**

Level 3, A-ONE  
41 First Avenue  
Maroochydore Qld 4558

**paynter  
dixon**