



SAFE | DELIVERY | PARTNER

Modern Slavery Statement

This statement has been prepared and approved for release by Symon Bros. Constructions (Vic) Pty Ltd (ACN 005 194 043) to meet the requirements of the Modern Slavery Act 2018 (Cth).

Symon Bros. Constructions (Vic) Pty Ltd (SBC) was established in 1959 and became incorporated in 1976. It is a leading privately-owned civil construction company involved in diverse construction services such as earthworks, minor road reconstruction, subdivisional roadworks, bridge and non-building construction, kerbing and concrete paving, stormwater and outfall drainage, sewer reticulation and renewal, water supply works, underground power reticulation in line with VEDN requirements, and telecommunication reticulation.

SBC's supply chain is diverse and focuses on engaging Australian suppliers. These include suppliers of a range of goods and services such as, raw materials, hire and purchase of plant and equipment, consumable items, construction subcontracting, office-based furniture and equipment and professional services such as information technology services.

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. SBC are committed to doing business in an ethical way, which includes upholding human rights. As such, SBC has a zero-tolerance approach to modern slavery and are fully committed in the prevention of slavery and human trafficking within our operations and within our supply chain. We have taken reasonable steps to ensure that modern slavery does not stem from any of our operations or our supply chain partners.

SBC establishes working relationships with its business partners based on trust and integrity built upon mutual and beneficial factors. Our supplier selection and subcontractor on-boarding process includes due diligence check processes of the supplier's and subcontractor's reputation, respect for the law, compliance with health, safety and environmental standards, and any additional supporting references.

Risk assessments are regularly carried out within our operations and our supply chain, taking into account the services rendered by our service providers and the presence of any vulnerable demographic groups.

In addition to a general awareness and training programme on this subject, SBC continually refines and improves its systems and embeds its policy and any new learnings to all new employees upon commencing within the organisation.

SBC is committed to ensuring that its business practices are conducted in compliance with the Modern Slavery Act 2018 (Cth) and any other applicable regulations.

This modern slavery statement was approved by the principal governing body of Symon Bros. Constructions (Vic) Pty Ltd as defined by the Modern Slavery Act 2018 (Cth)¹ ("the Act") on 3rd October 2023.

This Modern Slavery Statement is signed by a responsible member of Symon Bros. Constructions (Vic) Pty Ltd as defined by the Act²:

A handwritten signature in blue ink, appearing to read 'P. Simonelli'.

Patrick Simonelli
General Manager
3rd October 2023