



Modern Slavery Commitment

Date: December 2023

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Our Purpose

The purpose of this statement is to set out Bielby's position on Modern Slavery and our actions and responsibilities in relation to such matters. This is our third statement under the Modern Slavery Act (2018) and covers the Financial Year 2022/2023. This statement outlines our approach to ensuring that Bielby has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain. It also outlines our activities undertaken in relation to modern slavery for the past twelve months.

Our Policy Commitment

Human rights are the basic standards of treatment to which everyone is entitled, regardless of gender, race, nationality, economic status, or religion.

Bielby is committed to an organisational culture which implements a policy of support for internationally recognised human rights. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding principles on Business and Human Rights, the ILO Core Conventions on Labour Standards, and the Australian Modern Slavery Act.

Bielby is committed to supporting the fundamental human rights of our people, as well as the people we work for and work with.

At Bielby, we treat our people with fairness, respect, and dignity, we follow practices that promote physical and psychological health and safety, and we lead aligning with our core values.

We reject any activities which may cause or contribute to forced or bonded labour, child labour, human trafficking, slavery, servitude, forced marriage or deceptive recruiting for labour or services (modern slavery).

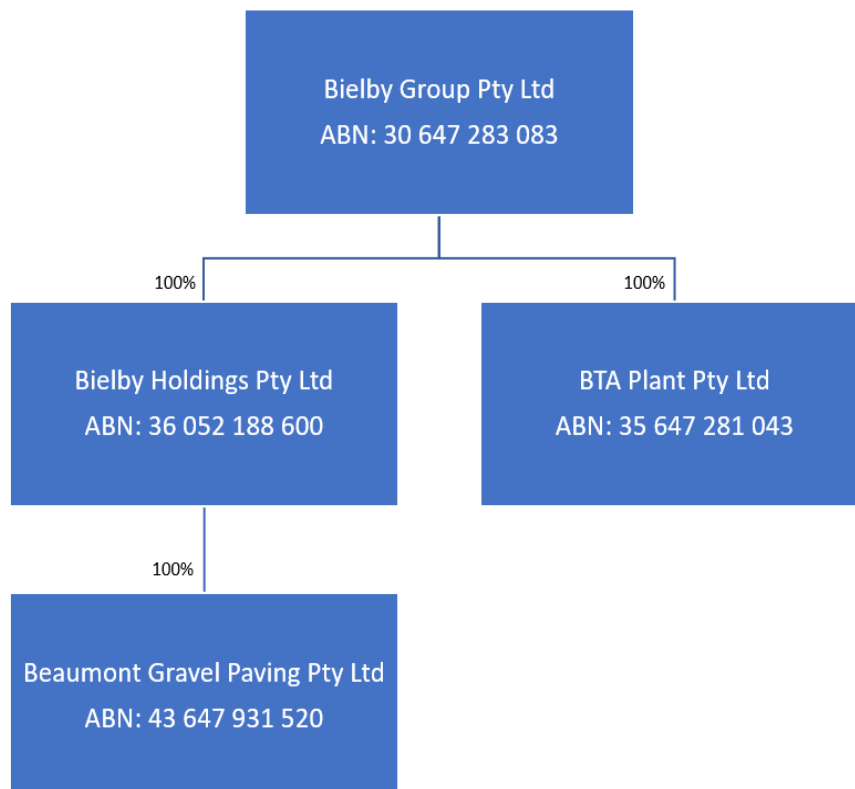
Our people, suppliers and business partners must understand our commitment to upholding human rights and should ensure that they comply with these commitments when they are performing work for Bielby or when representing Bielby.

Our Business and Supply Chain

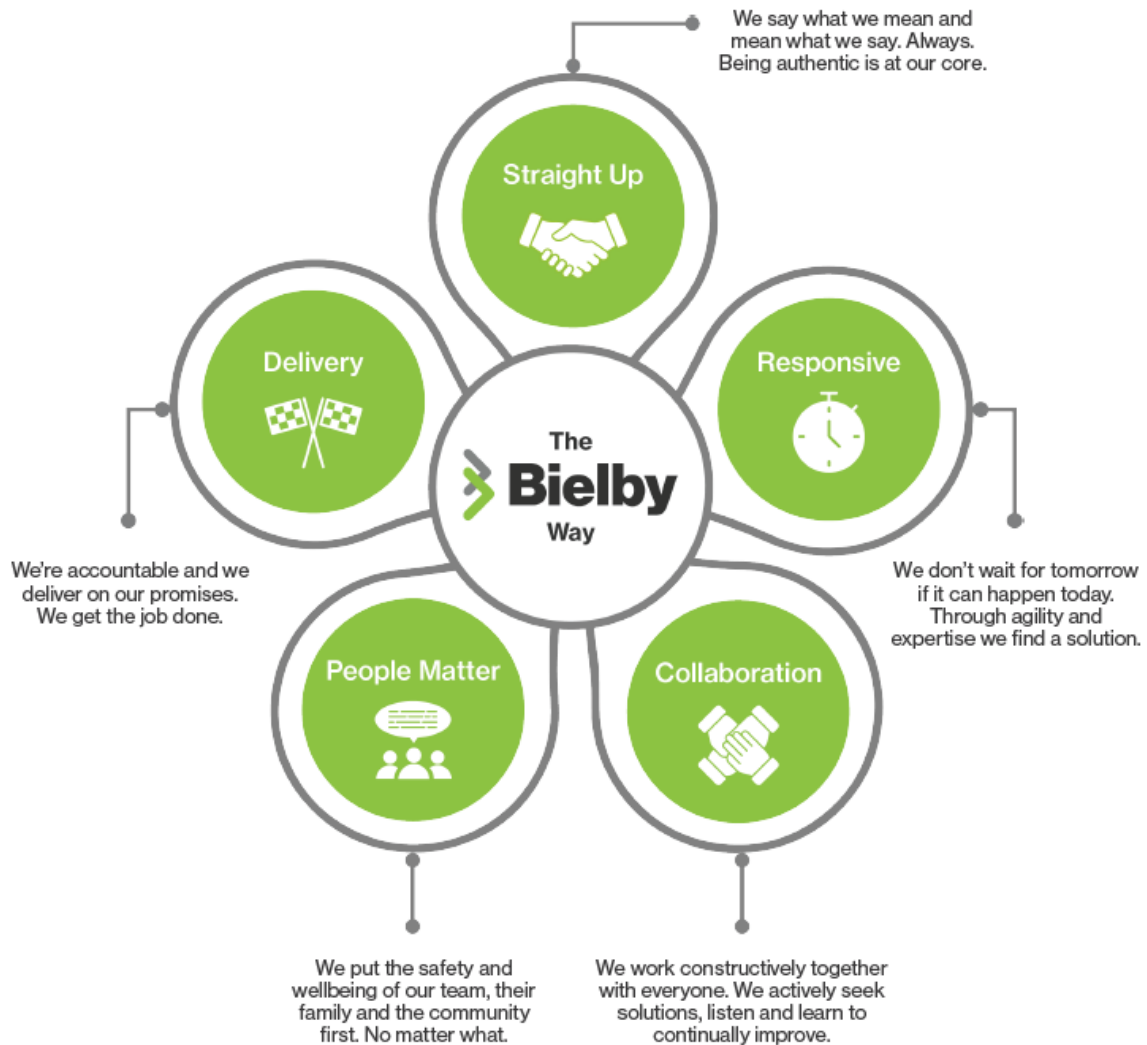
Bielby is a privately owned and operated Queensland based, civil engineering group, providing leading earthworks and infrastructure capabilities to clients across Australia.

Established in 1991, the core trading entity, Bielby Holdings Pty Ltd, has recognised relationships with subcontractors and suppliers, both long term and new, who are engaged as required based on pre-evaluation criteria at appointment of any new work contract awarded.

As of December 2023, Bielby Holdings Pty Ltd has 232 direct employees and approximately 500 suppliers and subcontractors in its supply chain.



Our Values



Our Modern Slavery Risk Management

In Australia the Global Slavery Index 2018 (GSI) has a low prevalence of modern slavery, however Bielby is committed to monitoring and ensuring our business practices and those with whom we work for, work with or sub-contract to comply.

Bielby follows a structured risk management process involving us identifying, reviewing, rating, controlling and then monitoring the controls to ensure the risk is being effectively managed. As our business model involves both a self-performing and sub-contracting models, we consider we have significant visibility of all areas of management when self-performing and can ensure we are meeting the expectations of our policy commitment. Through our tendering and supply chain assessment, selection, and management processes we can mitigate our risk when sub-contracting, through utilising well recognised and renowned Australian companies, who align with our values, culture, and commitments.

Our Actions to assess and address modern slavery risks

Bielby Has:

1. Continued to review and focus on its commitment to Human Rights and the reduction of Modern Slavery and the impacts it could have on our business.
2. Continuously reviewed our supply chain risks, have assessed which products, services, companies, and geographics, may pose the greatest ongoing risk and/or could have a change to its risk profile in relation to modern slavery.
3. Reviewed and prioritised our risk areas.
4. Implemented a new Code of Conduct to all employees which has clearly documented our Modern Slavery commitments and expectations.
5. Reviewed all our commercial contracts and have implemented new requirements for our sub-contractors and suppliers regarding our expectations in regard to modern slavery.
6. Implemented new procurement company policies and practices, through a new financial management system that helps to limit our risk of modern slavery in our operations and supply chains.
7. Continued to require, as a part of our tender process, for Modern Slavery questions to be completed by our sub-contractors and suppliers. and have implemented a review and action process for these answers.
8. Reviewed Modern Slavery statements of our sub-contractors, joint venture partners and suppliers and limited engagement where our minimum standards for modern slavery were not met.
9. Communicated our modern slavery commitments to our Senior Management team, new team members and those involved in our procurement activities.

Continued to advise those involved in our procurement of government reporting if we believe we may have identified modern slavery practices. Over the next year Bielby will:

1. Continue to utilise our internal risk management process to identify and manage modern slavery risks.
2. Implement our Modern Slavery training tool within our commercial training process.
3. Continue to train the Bielby Senior Management Team and those involved in procurement activities in modern slavery commitments and obligations.
4. Continue utilising the Tackling Modern Slavery in Supply Chains document by Walk Free Foundation as an information and training tool.
5. Continue to utilise the Responsible Sourcing Tool as a resource.
6. Continue to train all staff in Bielby Code of Conduct.
7. Continue to periodically review the Modern Slavery Statements of our greatest suppliers, sub-contractors and joint venture partners, for compliance.
8. Continue to communicate reporting process to all involved in the Bielby business where Modern Slavery is alleged to have been identified, including reporting to Government Agencies.

Our Effectiveness / Performance Indicators

The effectiveness of our actions will continue to be assessed through Internal Auditing of our systems and process that will show our compliance with our obligations.

Bielby also offers a Whistle-blower process by which Bielby Employees, our Clients, our Sub-contractors, and all others can report any allegations of improper conduct regarding its business operations and/or supply chain. This process and any allegations will provide a measure of our effectiveness.

Approval

This statement was approved by the board of Bielby Holdings Pty Ltd, in their capacity as principal governing body of Bielby Holdings Pty Ltd, on 12 January 2024.

A blue ink signature of Adam Edwards, consisting of a large, stylized 'A' and 'E'.

Adam Edwards
Managing Director

Dated: 12 January 2024

A blue ink signature of Terry Cogill, written in a cursive style.

Terry Cogill
Executive Director

Dated: 12 January 2024

Thank you.