

2020 Modern Slavery Statement

Qanstruct (Aust) Pty. Ltd. (Qanstruct) opposes slavery in all its forms. This Modern Slavery Statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth). It applies to and describes the steps taken by Qanstruct, during the financial year ending 30 June 2020 to minimise the risk of modern slavery in its business.

About Qanstruct (Aust) Pty. Ltd. (Qanstruct)

Qanstruct (Aust) Pty. Ltd (CAN 070 953 874) acts in its capacity as The Trustee for Qanstruct (Aust) Unit Trust (ABN 88 765 907 859). Qanstruct is a privately owned construction company established in Melbourne and today operates in Victoria, New South Wales, South Australia, and Tasmania specialising in the design and construction of industrial and commercial facilities.

Qanstruct has offices in both Victoria and New South Wales and directly employees approximately 100 people between both states. Offices are located as follows:

Victoria

500 Burwood Road, Hawthorn, 3122.

Sydney

Suite 1302 / 68 York Street, Sydney, 2000.

Over the past 30 years, we have built a reputation for delivering award winning projects with unrivalled integrity and service.

Qanstruct (Aust) Pty. Ltd acknowledges the existence of modern slavery, which includes human trafficking in persons, slavery, servitude, forced marriage, forced labour debt bondage, deceptive recruiting for labour and services, and the worst form of child labour. We are committed to protecting the rights of all people and to develop practices that minimise the impact of modern slavery through its supply chain.

Potential Modern Slavery Risk

The integrity of Qanstruct is paramount to its operations and this is reflected in our dealings with clients, consultants, subcontractors, and suppliers and endeavors to engage subcontractors and suppliers that share similar values.

Qanstruct identifies there is potential risk of modern slavery within its supply chain and will establish an audit tool as part of its selection process for the engagement of subcontractors and suppliers.

Risk Assessment

Qanstruct are in the process of identifying the subcontractors and suppliers that are at the highest risk of modern slavery through a due diligence and self-assessment questionnaire which will act as an audit tool for the future selection of subcontractors and suppliers. Their responses will identify the organisations that are at highest risk of modern slavery.

Due Diligence and Risk Assessment

Qanstruct provides a safe working environment for all its employees in accordance with applicable government legislation. Qanstruct, through its culture provides an environment where all people can thrive regardless of their gender, race, religion, cultural background, and sexual orientation.

Qanstruct has policies in place to safeguard this environment including:

- Health and safety compliant to AS/NZS 4801
- OFSC as accredited by Federal Safety Commissioner
- Modern Slavery Policy
- Whistleblower Policy
- Privacy Policy.

All Qanstruct employees are paid in accordance with relevant awards and receive all applicable entitlements.

Qanstruct will develop a process where future subcontractors and suppliers are to complete a questionnaire to confirm practices that involve instances of modern slavery are not present in their organisation, and to promote the implementation of steps to ensure compliance with Qanstruct's Modern Slavery Policy.

Qanstruct contractual arrangements with subcontractors and suppliers will be updated to reflect the requirement for compliance with Australian Modern Slavery Act 2018 (Cth). Through the execution of these agreements the subcontractor and suppliers confirm their commitment to comply with the Australian Modern Slavery Act 2018 (Cth).

Assessment

Qanstruct opposes modern slavery in all forms and is committed to improving its practices in its fight against modern slavery. To assess the effectiveness of Qanstruct's policy, we will:

- Annually review Qanstruct's Modern Slavery Policy. The review is to be undertaken by Qanstruct's Modern Slavery Officer and a Director of Qanstruct.
- Undertake training for staff to understand what modern slavery is, how it is identified and the mechanisms for reporting.
- Undertake regular subcontractor and supplier audits to ensure compliance with the Modern Slavery Act.
- Engage with subcontractors and suppliers to assess the impact and effectiveness of Qanstruct's policy.
- Annually review and update Qanstruct's risk assessment due diligence and self-assessment questionnaire.
- Include contractual provisions for compliance with the Modern Slavery Act.
- Review policy implementation.
- Update Qanstruct's Modern Slavery Policy with change in legislation.
- Continue to provide annual Modern Slavery Statements

Qanstruct is pleased to publish its 2020 Modern Slavery Statement and commits to continuing to track and publicly report on our progress.

This modern slavery statement was approved by the board of Qanstruct on 31 May 2021.



Charlie Rico

Director

28 June 2021