



# Modern Slavery Statement - 2023



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## Section 1.0: Statement by Director

Ethos Building and Restoration ABN: 49615519812, of 136 Roden Street, West Melbourne, Victoria, recognises that we have an on-going obligation to identify, prevent and manage the risk of modern slavery and slavery-like practices within our business's operations and supply chain network.

Modern slavery including eight types of serious exploitation: human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and child labour, will not be condoned by Ethos Building and Restoration. Modern Slavery practices and those individuals or organisations that enable Modern Slavery to exist, are not aligned with Ethos Building and Restoration values.

Ethos Building and Restoration is committed to playing our role in eliminating the risk of modern slavery in our operations and supply chain network and therefore we will continue to assess our practices and those within our supply chain to submit annually our modern slavery statement.

This statement has been voluntarily published for the 2023 Financial Year in accordance with the requirements of the Modern Slavery Act 2018 ('the Act') and sets out the steps taken by Ethos Building and Restoration for the reporting period.

## Section 2.0: Our History and Structure

Ethos Building and Restoration was founded in 2016 by Aaron Hair.

We are a dynamic, innovative, award-winning insurance builder specialising in Commercial, Domestic and Large Loss property claims following insurable events. We provide a true end-to-end service from makesafe, through to restoration and rebuild.

Awarded AICLA (Vic) Builder of the Year in 2020 & 2022 for our demonstrated commitment to ESG, we have established a strong industry reputation for delivering superior customer service, quality workmanship and are renowned for our ability to solve complex problems.

Holding Commercial and Domestic building licences, we are IICRC certified and proudly hold a Master Builders Green Living accreditation, complimenting our passion for sustainability within the building industry.

We have the in-house capacity, technical expertise and differentiating service understanding to handle smaller domestic and commercial claims through to large loss and complex claims, whilst also supported by our extensive and scalable sub-contractor network.

## Section 3.0: Our Supply Chain

In the 2022 - 2023 financial year period, Ethos Building and Restoration's supply chain has grown to over 600 suppliers that includes local and national, suppliers who provide a range of multi-layered goods and services through various industries. Of those suppliers, the major sectors industries in which they operate include:

- Construction
- Manufacturing
- Automotive
- Information Technology and Technology Support
- Restoration
- Tree Services
- Waste management services

During the reporting period, Ethos Building have identified 8 tier one suppliers (also referred to as Critical Suppliers) and they were assessed based on how critical their services are to the operations of Ethos Building and Restoration, their scale, volume and value of services. Of the 8 tier one suppliers, 3 are 'reporting entities' under the Act and have published modern slavery statements.

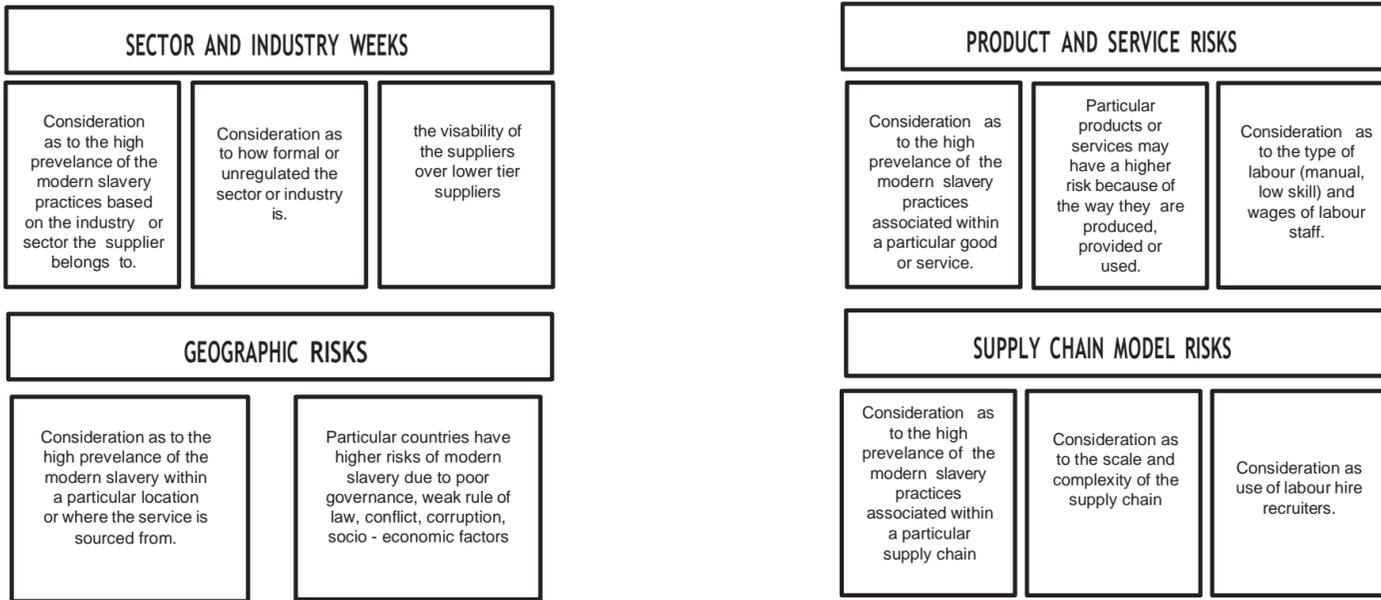
## Section 4.0: Our Assessment of Modern Slavery Practices

General modern slavery response	YES	NO
1. Does your organisation have policies and processes to identify, investigate and remedy the risk and any instances of modern slavery within your organisation?  (e.g. Supplier Code of Conduct, Human Rights Policy, Whistleblowing Policy, Complaints Management System)	X	
2. Does your organisation have a person or team responsible for overseeing modern slavery risks that arise in relation to the goods/services that you delivery?	X	
3. Do you provide training to your employees on modern slavery risk?	X	

4. Does your organisation perform screening or due diligence checks of prospective suppliers to assess the risks of modern slavery or other human rights harms that may occur in its operations and supply chains?	X	
5. Does your organisation require your suppliers to conduct due diligence for modern slavery risks on their suppliers?		X
6. Does your organisation or major suppliers operate or have operations in any countries identified as high risk for Modern Slavery, including:  Bangladesh, China, Democratic Republic of Congo, Ethiopia, India, Myanmar, Nigeria, Pakistan, Russia, Thailand?		X
7. Does your organisation produce or provide goods/services that are known to have a high Modern Slavery risk factor?  For instance: agriculture; construction; electronics and electrical products; extractives/mining and basic metal production; fishing and aquaculture; forestry; healthcare; hospitality; housekeeping/facilities operations, textile and apparel manufacturing; transportation and warehousing security; security; cleaning; traffic control.		X
8. Have you had any instances of known or suspected Modern Slavery in your supply chain, or claims or adverse media attention in relation to human rights practices within your supply chain?		X
9. Do you have any additional controls or other due diligence activities to respond to modern slavery in your supply chain?		X
10. Are workers required to lodge any 'security deposits' (this could include financial or personal property) or pay any recruitment fees?		X
11. Are any original identity related documents of workers (e.g. passports, birth certificates, national identity cards) retained?		X
12. Does your organisation deduct wages, impose monetary fines, and/or withhold pay or pay entitlements of workers?		X
13. Are workers paid their legal pay entitlements (including superannuation), on time and provided with pay slips clearly showing how wages have been calculated and details of any tax or other deductions?	X	
14. Are all workers provided with a written contract in a language they understand, where terms of employment including wage rates and hours of work are clear?	X	
15. Where accommodation is provided to workers (for example, dormitories, hostels or other forms of shared accommodation), are regular checks conducted to ensure that the living conditions are adequate and meet legal requirements (for example, fire safety, space, temperature, lighting, sanitary facilities, privacy, ventilation).	n/a	
17. Where accommodation is provided, are workers free to leave at will?	n/a	
18. Are workers free to lawfully resign their employment without restriction or penalty?	X	
19. Do workers have a complaints mechanism to anonymously raise concerns related to labour conditions or workplace grievances and access appropriate remedy?	X	

## Section 4.1: Supply Chain Assessment

To assess the risk of modern slavery within our supply chains, we have undertaken a high-level analysis of our tier one suppliers using publicly available material and the responses to our Modern Slavery Questionnaires. The following risk categories were also considered while assessing our tier one supplier's risk profiles:



Ethos Building and Restoration is committed to the on-going assessment of suppliers in addressing and eliminating the risks of modern slavery practices within our operations and supply chain network. By mapping out our critical tier one suppliers we are able to identify potential risks and ensure the visibility of our own supply chains.

If modern slavery is suspected or identified within any of our suppliers or within their supply chains, Ethos Building and Restoration is committed to working with suppliers to remedy the issue in the first instance using proactive steps to support the supplier's modern slavery risk management approach.

## Section 4.2: Supply Chain Assessment

Ethos Building and Restoration have not identified any instances of modern slavery within our operations or supply chain. Although we have not yet identified any instances of modern slavery within our operations or supply chains, there have been two areas identified for potential occurrences:

- Employee relations
- Supplier Management

Through our internal risk assessment, Ethos Building and Restoration have identified that these two areas are currently well managed with our existing controls that we are regularly reviewing.

## Section 4.3: Supplier Assessment

To ensure that we meet our on-going commitment to eliminating the risk of modern slavery within our operations and supply chain, Ethos Building and Restoration have implemented a questionnaire designed to assist us in assessing modern slavery risks within our existing and new suppliers. Each supplier is required to complete this at the time of their induction and is reviewed by our procurement team prior to authorization of engagement.

The Ethos Building and Restoration modern slavery questionnaire assesses a supplier's current practices relating to modern slavery, policies, their visibility over their supply chain and the supplier's response to findings of modern slavery practices within their networks.

## Section 4.3: Training

Ethos Building and Restoration are committed to providing training, resources, and education to all employees responsible for procurement and contracting within the business via our Modern Slavery policy. We have undertaken a review of our existing policies and procedures to ensure all employees have access to support and development relating to modern slavery.

Ethos Building and Restoration have developed specific Modern Slavery training for all personnel that have the authority to purchase goods or services from suppliers and contractors. We have identified that the employees who have the authority to purchases goods or services from suppliers and contractors on behalf of Ethos Building and Restoration, must be educated in Modern Slavery, to ensure they can raise any concerns with suppliers prior to engaging them.

## Section 5.0: Action Plans

Provide continuous monitoring through procurement and auditing activities.

### Section 5.1: Effectiveness of Reported Actions

Our focus has been to gain a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains.

Ethos Building and Restoration determine that the actions and assessments taken have been effective. The responses to the Modern Slavery Questionnaire allowed Ethos Building and Restoration to determine the risk profile of each of our suppliers, having clearer visibility of our own Modern Slavery risks that may be present within our supply chains.

In addition, we have also successfully trained all staff that are involved in the procurement of goods or services and employee wellbeing, in Modern Slavery.

Both actions have been effective in spreading modern slavery awareness amongst our suppliers, and our employee group involved in the procurement of goods or services, and employee wellbeing, further reducing Modern Slavery within the Ethos Building and Restoration operations and supply chain.

### Section 5.2: Plans for Financial year 2023 - 2024

Over the next financial year, Ethos Building and restoration will continue to meet our obligations to eliminate the risk of modern slavery within our operations and supply chain network. We have proposed to undertake the following steps over the next 12 months:

- Conduct another supply chain assessment of our current suppliers to assess the risk of modern slavery practices.
- Focus on improving and streamlining our supplier questionnaire process.
- Review our Modern Slavery risk assessment.
- Expand the Modern Slavery training to include all Ethos Building and Restoration staff during their onboarding.
- Develop and communicate a Supplier Code of Conduct, outlining Ethos Building and Restoration's expectations from our Suppliers and how we must work together to improve human rights related practices.

## Section 6.0: Consultation and Approval

This modern slavery statement was prepared following a consultation process with the Ethos Building and Restoration Senior Management Team and procurement personnel responsible for modern slavery compliance.

This modern slavery statement is approved by the principal governing body of the reporting entity, being the sole Director on Friday 15<sup>th</sup> December 2023.

*Aaron Hair*

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Signed by Aaron Hair in his capacity as Director of Ethos Building and Restoration

15/12/23

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Date

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