



Modern Slavery Statement

1. Introduction

This is Meyer Timber Pty Ltd's first Modern Slavery Statement. It is made pursuant to the Commonwealth *Modern Slavery Act 2018* which established Australia's national Modern Slavery Reporting Requirement and describes the group's actions to assess and address modern slavery risks within our operations and supply chains.

2. Reporting Entities

Meyer Timber Pty Ltd (ABN 54 005 314 321) is a privately owned company issuing a joint statement on behalf of itself and the following entities:

Meyer Timber NSW Pty Ltd (ACN 126 515 606) as Trustee for Meyer Structalam Trust (ABN 25 106 954 033);

Meyer Timber Qld Pty Ltd (ACN 628 233 518) as Trustee for Meyer Timber Qld Trust (ABN 98 924 322 634);

Timber Building Systems Pty Ltd (ABN 34 602 614 808), a subsidiary.

3. Operational Structure

Meyer Timber Pty Ltd, Meyer Timber NSW Pty Ltd, Meyer Timber Qld Pty Ltd and Timber Building Systems Pty Ltd all report to the same Management Board, chaired by sole Director, David Meyer.

4. Operations

The three Meyer Timber entities are timber wholesalers, providing a mixture of Australian and imported timber to retail and manufacturing customers.

Timber Building Systems Pty Ltd is a manufacturing business providing prefabricated timber solutions into the building industry with the aim of replacing non-timber products with timber.

All operations directly employ their staff, with the exception of occasional labour hire from an ISO 9001 accredited Australian company. The entities have between 100-200 employees in total. Given this we are certain that no modern slavery exists within our own operations.

5. Supply Chains

5.1 Approach with Suppliers

Meyer Timber's policy with direct suppliers has always been and remains to have long lasting relationships. This is backed up by a commitment to overseas suppliers to visit their production facilities at least once a year. The duality of the long relationship with constant visits from a number of senior Meyer Timber staff has led to close relationships and in depth understanding of how our suppliers' businesses operate. This has allowed Meyer to partner with suppliers who are both professional and ethical.

5.2 Modern Slavery Risks

Given the approach with suppliers and the longevity of staff working within Meyer Timber, there is very strong knowledge within the organisation on supplier operations. Meyer Timber is unaware of any modern slavery practices occurring directly within any of our suppliers' businesses. Therefore, if there are risks, we believe that they are further down the supply chain.

6. Due Diligence Process

6.1 Global Slavery Index

Given that any risk is down the supply chain, Meyer Timber has looked at identifying which supply chains carry the most risk. This has been done by looking at the Global Slavery Index (GSI). This index provides a tool to see which countries have the most likelihood of modern slavery issues. To ensure we are capturing all significant possibilities of modern slavery, we decided to set the benchmark low. Therefore, we have included all suppliers from countries with a GSI overall weighted average above 20 to have further Due Diligence carried out. This means we have included a number of countries that already have strong Government action on modern slavery. Note this Due Diligence process has been incorporated into our standard on-boarding process for any new suppliers from countries with a GSI over 20.

6.2 Supplier Questionnaire

The next step in the process is to send Modern Slavery Supplier Questionnaires to those identified for Due Diligence. This is to provide further information about our suppliers' understanding of modern slavery and any risks within their operation or supply chain. The covering letter to the questionnaire encourages a collaborative approach, in which we identify modern slavery risks and work together on continuous improvement to eliminate risk. The aim of this approach is to engender open and honest communication.

6.3 Continuous Improvement

The first questionnaires were sent to suppliers recently. Based on the responses from our suppliers, we will identify areas of risk. We will then work on a collaborative basis with our supplier to get more information on any issues. If a genuine risk is discovered, we will work with our supplier to eliminate the risk.

7. Assessing Effectiveness of Approach

Meyer Timber has just put in place its first Modern Slavery Policy. It will undergo regular review to ensure effectiveness. This will become apparent as we work through supplier responses to our Due Diligence questionnaire and work on our follow up to these.

8. Consultation with Entities Covered by This Statement

All the entities covered by this Statement have the same Management Board chaired by the sole director, David Meyer. The Board has been involved with the establishment of Meyer Timber's Modern Slavery Policy and Statement as well as approving them. In addition, overseas purchases are done across the group by a small group of purchasers. All of the purchasers have been consulted on the Policy and Statement.

9. Impact of Covid-19 Pandemic

There has been very little change to Meyer Timber's supply lines caused by COVID-19 that would change the risk of modern slavery being within our supply lines. The vast majority of our supply is still coming from the same suppliers that we have had relationships with for many years. The only difference has been the inability to travel to our overseas suppliers' factories and discuss the Modern Slavery Act Due Diligence process face to face.

10. Next Steps

As a result of what has already been put in place and as our Modern Slavery Policy evolves, there will be a number of new steps undertaken over the next 12 months including:

- Analysis of Supplier Due Diligence Questionnaire responses;
- Collaboration with suppliers to extend information collected and on removing any identified risks;
- Training of overseas purchasers on audit of overseas suppliers' operations;
- Resumption of visits to overseas suppliers' facilities (Covid-19 allowing) and incorporation of audit;
- Establishment of a Meyer Timber Code of Conduct for Suppliers.

11. Approval

The Modern Slavery has been approved by the Management Board and is signed off by the sole director, David Meyer, on 31st March 2021

A handwritten signature in black ink, appearing to be 'D Meyer', with a long horizontal flourish extending to the right.