

# IRONSIDE

## FY23 MODERN SLAVERY STATEMENT

### REPORTING ENTITY

Ironside Construction Pty Ltd is a privately owned construction company, specialising in multi-residential apartments. The company is registered and headquartered at 204 York Street South Melbourne ABN 71 606 670 277. It also operates a formwork yard in Keysborough, a precast yard in Dandenong as well as a number of construction sites across metropolitan Melbourne. It is a stand alone company, and does not control other entities.

### STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Ironside employs approximately 157 staff, including management, administration and front line workers. Please refer to the organisational structure, which illustrates the senior leadership team.

Ironside's supply chain includes working with more than 400 domestic and international suppliers annually. These include trades and services, information technology, consultants, training, corporate and professional advisors, and waste services providers.

### RISKS

Ironside acknowledges that it may be connected to modern slavery through the activities of another entity, which it shares a business relationship with, including:

- Sub-contractors and suppliers with global supply chains.
- Cleaning services, which often involve lower wages and manual labour.
- IT subscription services, which often outsource their support globally.
- Lenders, which often outsource their administration globally.

### ACTIONS

Ironside has undertaken the following actions to address modern slavery risks, including:

- Screening new sub-contractors and suppliers, including at the tender and accounts stages.
- Established an Ironside company Modern Slavery Policy.
- Published the Ironside Modern Slavery Policy in the company Capability Statement. This statement is distributed to clients and financiers.
- Amended the Major Works Sub-Contract to include obligations under the Modern Slavery Act.
- Where permitted, international flights will be scheduled to meet with clients and suppliers overseas to visually inspect practices and working conditions whereby Ironside directly source international products.
- Yearly internal audits of sub-contractors and suppliers (a sample) requesting that they reconfirm their compliance with Modern Slavery legislation.

# IRNSIDE

## **QUALITY ASSURANCE**

Ironside undertakes quality assurance to ensure its actions are being followed, including:

- Undertaking an internal audit of our sub-contractor and supplier screening.
- Modern Slavery added as an agenda item in management meetings for regular engagement and feedback.
- Annual review of the Modern Slavery Policy to ensure relevance and compliance.

## **CONSULTATION WITH OTHER OWNED ENTITIES**

This criteria is not applicable.

## **OTHER INFORMATION**

No other relevant information noted.

This statement was approved by Luke Skurrie as the Sole Director and principal governing body of Ironside Construction Pty Ltd.



15 December 2023

# IRONSIDE

## Organisational Structure

