



MODERN SLAVERY STATEMENT





MOSSOP GROUP PTY LTD

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Mossop Group Pty Ltd (entity) is a family run business established in 1979 based solely in South Australia. Trading under the name Mossop Construction + Interiors it has an annual turnover exceeding \$150 million, directly employing more than 150 staff, and indirectly providing jobs to hundreds of local subcontractors and suppliers.

Mossop Group Pty Ltd was founded under the leadership of the current directors to provide the building and property industry with a "hardworking, fair and reasonable" construction and specialist interiors contractor. These core elements and brand values continue to this day underpinned by our experienced team of stable and professional employees who work collaboratively with clients, services consultants, and stakeholders to deliver Construction and Fitout projects of the highest standard.

Our values are considered honest, and are respected by those we work with in the construction industry, especially in regards to local business support and also in cultural and social responsible activities in the broader community.

Mossop recognise these core values must extend into the broader origins of our supply chains, if we are to make a difference in taking steps towards reducing modern slavery.

OPERATIONS & SUPPLY CHAIN

Mossop Group Pty Ltd (t/a Mossop Construction + Interiors) has a head office in Hindmarsh, Adelaide; a regional office based in Mount

Gambier; and a warehouse in Regency Park, Adelaide. There are various project construction sites within metropolitan Adelaide, regional South Australia and regional Victoria.

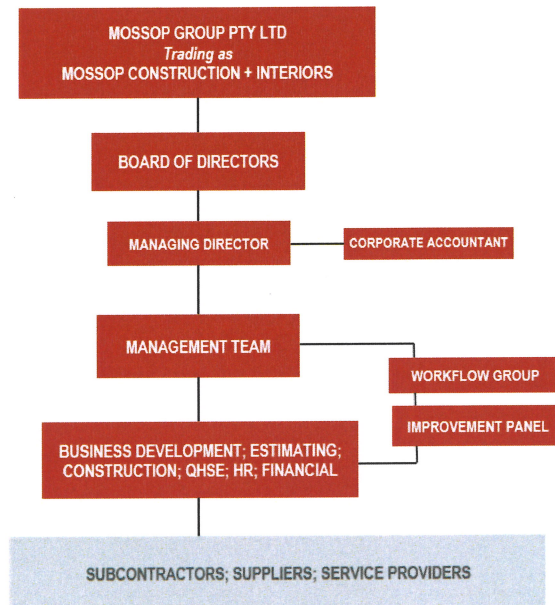
Mossop Construction + Interiors is governed by a Board of Directors who meet monthly to review and provide advice on company policy and strategy. A Senior Management Team controlled by the Managing Director also meet monthly to review company operations.

Project sites, administration and corporate support are backed by our fully integrated business information systems, including estimating, scheduling, job costing, subcontractor management, creditors and debtors, general ledger and payroll. While these systems provide systematic control over the operations, the combination and importance of freedom of speech and innovation within our teams, provides a catalyst to always strive for improvement.

With over 40 years in the industry, we have a broad understanding of supply chains and the complications with project delivery. Our range of public and private clients combined with the many Architects and Consultants on each project, transforms into a wide ranging and vast list of specified materials, fittings, furniture and equipment for each project. What complicates effective control, is that over 90% of these items are provided through hundreds of trade subcontractors and suppliers, whom we contract on a project by project basis. And with over 3,000 trades and suppliers to manage, it is an enormous undertaking for any medium sized business.



ORGANISATION GOVERNANCE CHART



RISKS OF MODERN SLAVERY

Modern slavery is difficult to estimate as it is hidden within the complicated fabric of manufacturers and numerous dealers within countries and regions of the world. Figures indicate there are approximately 40 million victims worldwide. Surprisingly, in Australia it is reported as many as 15,000 people could be experiencing modern slavery conditions.

Modern slavery has the potential to exist in a variety of circumstances within our industry, especially supply chains of manufactured products from overseas (Child or forced labour), but also service providers and trade contractors directly employing labour in Australia, including:

- Contractors exploiting low cost migrant labour
- Low cost service based-skilled workers vulnerable to underpayments and/or excessive working hours

Mossop recognises the importance of protecting human rights and will endeavour to engage with our Subcontractors and Suppliers to identify areas of potential slavery, so the industry

becomes more informed, and aware while undertaking normal business operations.



STEPS TO ELIMINATE SLAVERY

Mossop Group Pty Ltd value and observe all laws regarding corporate social responsibility, federal industrial laws, environmental and workplace safety protection and staff inclusion and diversity. We have policies and systems in place that help protect the rights and security of employees, and we expect our subcontractors and suppliers to operate under the same governing laws, including modern slavery laws.

Mossop will continue to:

- Engage with staff and raise awareness of Modern Slavery risks
- Undertake due diligence of supply chains and determine areas of 'severe' risk
- Engage with key suppliers to understand how they are addressing modern slavery risks
- Review and determine gaps in policies not consistent with modern slavery
- Review standard procurement methods
- Propose changes in policy, operations and systems to help support prevention of modern slavery.



ACTIONS TAKEN

A 'Modern Slavery Committee' has been formed consisting of various department representatives to promote the significance of MS and communicate awareness through departmental meetings and workshop discussions.

Company operations continue to be assessed and monitored for potential improvement that will support our commitment to reducing the potential of modern slavery.

We have introduced into our supply chain on-boarding process induction documents that correlate to Modern Slavery, including a MS Policy, Code of Conduct and a MS questionnaire.

Completed a review of supplier contracts to identify improvements and ensure terms that are consistent with the Act are included.

ASSESSMENT

The 'Modern Slavery Committee' is reviewing different areas of the business for improvement in process and procedure to help support the identification and prevention of Modern Slavery.

Our current on-boarding system has been assessed, and improvements in its functionality and reporting for Modern Slavery are now being considered.

ACTIONS TO BE TAKEN

Information collection from trades needs to be managed more efficiently, so we are now investigating online assessment tools that will provide information more accurately from a central location.

Trail a new online Assessment tool to help identify risks in the supply chain.

Undertake due diligence of the results and determine areas or trades that may have significant MS risks.

Continue to train and engage with our staff.



ENDORSEMENT FROM THE BOARD

This statement is made pursuant to s.13 of the Modern Slavery Act 2018 (Cth) and constitutes our Modern Slavery Statement. The statement has been approved by the Board of Directors on 2nd September 2024.

Neil Mossop
Managing Director
Mossop Group Pty Ltd