



Paynters



Modern Slavery
STATEMENT

FY2025

Our Values



**We inspire
curiosity and
new ideas.**

**We recognise
we are stronger
together.**

**Our people
are our
business.**

**We are
committed to
creating a
better future.**

**We don't
just say,
we do.**

Introduction

Paynters have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

This statement has been prepared in accordance with the reporting requirements of Australia's Modern Slavery Act 2018 and associated guidelines. It details the steps and actions that Paynters have taken during the financial year ending 30 June 2025 to tackle modern slavery in our operations and supply chains.



Our Business and Supply Chains

OUR BUSINESS

From humble beginnings, Paynters has built a reputation on innovation and collaboration, delivering some of the very best design and construction solutions in Australia.

We strive unceasingly for excellence, and at the beating heart of that pursuit is our team. We know that we are only as strong as our culture and people. We pride ourselves on attracting and fostering the best talent in the industry. People who are committed to upholding our standards of quality and consistency, as well as constantly pushing forward every element of our business.

The Paynters way stands out from the crowd. We work together, work incredibly hard and get stuck right into whatever needs to be done to deliver the very best service to our clients. Our comprehensive end-to-end design and construction solution continues to deliver exceptional outcomes, but it's through our people and our passion for collaboration that we're able to exceed expectations.

Paynters currently has 210 employees nationally and a subcontractor base in excess of 1,000.

210

Employees

1,000

Subcontractors

Paynters is a privately owned and operated company with the head office located in Brisbane, Queensland.

OPERATIONS

Paynters is a proven leader in innovative project solutions, and we continue to shape the growth and development of Australia's Community, Health, Aged Care, Education, Hospitality, Government, and Insurance Sectors.



Community,
Health &
Ageing



Education



Hospitality,
Sport &
Leisure



Government



Insurance

We are a part of the communities in which we operate and we embrace our responsibility to help provide long-term economic and social benefits for them.

We choose to work with businesses that demonstrate clear, long-term plans for delivering financial and operational sustainability. We help to drive local industry participation in our projects, and we welcome and engage with local input.

In rural and remote locations, we partner with local governments and businesses, tailoring our activities to respond to the unique requirements of each community. Through this process of responsive engagement we have built a positive and valuable reputation, and we continue to build on these relationships as we grow.

Paynters Head Office is located in Brisbane, Queensland, with a national footprint in Australia of seven locations.

SUPPLY CHAINS

In FY25 Paynters used over 1,000 suppliers, all being Australian based contractors. These contractors provided a range of services to all industry sectors using a variety of goods and materials sourced from Australia and Internationally.



Modern Slavery Risks

Paynters conducts an annual risk assessment of our supply chain by considering:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and insights into labour and human rights groups.

This assessment will determine our response and the risk controls that we implement.

OPERATIONS

In FY25, Paynters has assessed the risk of Modern Slavery within the business operations to be low. Paynters has a strong system of policies and procedures that ensure compliance with employment entitlements and awards across the Paynters workforce and indirect workforce through our Subcontractors. The policies apply to all Paynters operations within Australia.

The risk assessment identified that Paynters may have exposure to modern slavery supply chain risks in two areas:

CONTRACTORS

In FY25 Paynters used over 1,000 suppliers, all being Australian based contractors. These contractors provided a range of services to all industry sectors using a variety of goods and services sourced from Australia and Internationally.

Our supplier selection and prequalification process includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

PROCUREMENT OF GOODS AND MATERIALS

Paynters procure goods and materials directly through corporate procurement and indirectly through our contractors who are engaged via subcontract orders or other works agreements.

Paynters has considered the Global Slavery Index and identified six products on the shortlist where there is potential for exposure within the business operations. These items and potential exposures are listed in the table below.

GLOBAL SLAVERY INDEX: PRODUCTS AT RISK OF FORCED LABOUR	
Paynters Direct Exposure	
Electronics	IT, computers, tablets, phones
Garments	Workwear, uniforms, PPE
Textiles (Cotton)	Raw materials to manufacture garments
Coffee	Coffee pods and instant coffee in office kitchens
Indirect Procurement Exposure (through Contractors)	
Solar Panels	Construction and Building Materials
Timber	Construction and Building Materials
Glass	Construction and Building Materials

Risk Mitigation Actions

Paynters operates the following policies for identifying and preventing slavery in our operations:

Whistleblowing Policy

We encourage all employees, customers, and suppliers to report any suspicion of slavery without fear of retaliation. Any employee can raise concerns with the Chief Executive Officer, Chief Financial Officer or any other member of the Executive Leadership Team.

Code of Conduct

Our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour and in managing our supply chain.

In addition, Paynters has taken a number of actions to prevent modern slavery in our operations:

Supplier due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of services.
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

Contractor Management: Additional hold points during procurement phase have been implemented within the business to ensure each contractor is complying with the Paynters Code of Conduct and legislative requirements for employee engagement.

Staff and contractor education & training: Annual refresher training has been built into the Paynters system to ensure that all contractors and staff are up to date with Modern Slavery and other Paynters initiatives.

Measuring How We're Performing

Paynters has defined a set of key performance indicators and controls to combat modern slavery in our organisation and supply chain. These include:

- Annual Compliance Statements completed
- Annual staff awareness campaign completed.

It is the responsibility of the HSEQ Manager and Chief Executive Officer to assess and address modern slavery risks. The risk management approach will be reviewed annually and reported to all Directors during a Board Meeting.

CONSULTATION

Paynters has consulted with the relevant stakeholders within the business in the development of this statement.

This statement was approved by the board of Paynters in their capacity as principal governing body of Paynters on 30th October 2025.



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Paynters

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