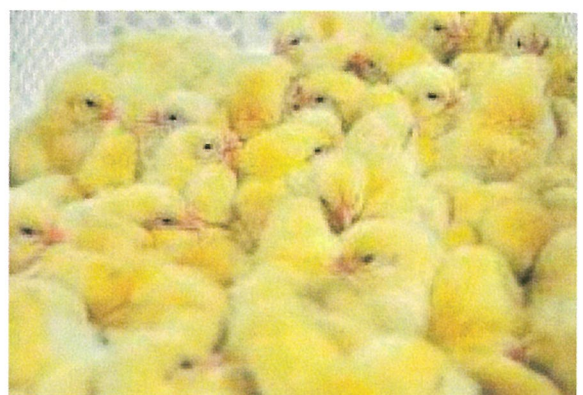


MULTIQUIP

Modern Slavery Statement 2024



www.multiquip.com.au



Modern Slavery Statement 2024



Introduction:

Modern Slavery describes the most serious of human exploitation including trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage and the worst forms of child labour.

Multiquip respect ethical labour practices and value diversity, our company takes a zero-tolerance approach to any form of human rights abuses, including modern slavery in our operations and supply chains and we expect that all our employees, suppliers, subcontractors and uphold these values.

This first statement is published by Multiquip ABN: 25 002 527 871 and includes the following entities;

Multiquip Poultry P/L	ABN: 36 086 089 616
Multiquip Quarries	ABN: 44 101 930 714
Multiquip Transport	ABN: 89 642 492 608
Multiquip Aggregates	ABN: 42 143 902 998
Multiquip Concrete	ABN: 52 002 480 186



Operations & Supply Chain:

Our Operation:

1) Transport of Poultry – Multiquip Transport is a company that is totally dedicated to servicing the poultry industry in Australia. We are involved in all aspects to bring the live bird from the breeder farm to the processing plant, handling everything from eggs to grown birds. Our service includes picking up and delivering eggs from farms to hatchery. Incubating eggs at our own hatchery, one of the most advanced and up to date in the country. Delivering day old chicks to the growing farms. Delivering from feed mill to farm to feed these chicks while they are growing and then using our teams of staff to pick up the fully grown live birds to take to the processing plant.

We believe our professional and committed attitude to this industry has helped us grow over the years to be the leader in our field. We are consistently looking at developing our processes to improve what we do. We are a market leader in this industry and we will continue to improve and develop in all aspects of the services that we provide. With millions of live birds handled each week, Multiquip Transport knows how to get the job done. We are accredited in the National Heavy Vehicle Accreditation Scheme (NHVAS) in Mass, Maintenance and Fatigue Management and prides itself on delivering and picking

up product on time and in a cost efficient manner. Operating throughout all States of Australia, Multiquip Transport has the expertise to handle these specialised livestock. The level of service provided by Multiquip Transport differs from customer to customer, but includes allocations and programming, loading / unloading of stock and specialising with on farm operation. We also have our own workshops located at Austral, Tamworth, Beresfield and Griffith in NSW and Wacol in QLD, manned with skilled mechanics and equipment to ensure the trucks and equipment is serviced to the highest quality standards. All operations are undertaken 24 hours per day 7 days a week to meet the needs of our customers. All operations within the group are supported by Shared Services of IT, HR, Finance, WHS and a dedicated management team.

2) Supply of Incubators and Poultry Equipment:

Multiquip is a specialist provider of equipment to both the commercial poultry equipment market and the hobby poultry farmers and bird fanciers. Multiquip Brand incubators have remained at the top of the Australian Market for over 25 years. Commitment to continually improve the technology and design of these incubators and poultry equipment, together with a clear understanding of the requirements of the market, help Multiquip equipment stay at the leading edge of manufacturers within Australia. This leading edge of incubation technology and quality has lead to Multiquip exporting products to both Asia and Europe.

3) Commercial Hatchery:

Multiquip have constructed a state of the art commercial poultry hatchery at Maldon (Picton) NSW. This facility has been established with the most up to date incubation and automation equipment available. The hatchery is equipped with the HatchTech MicroClimer setters and hatchers. Together with HatchTech, Multiquip has installed all suggested heating, cooling and ventilation equipment. This collaboration has led to outstanding results and excellent chick quality. The hatchery commenced commercial operations December 2012. The hatchery facility hatches millions of chickens per month and the location is highly desirable to service not only the Sydney market but regional areas of the country. This is a contract hatchery for large chicken producing companies, Multiquip are contracted to incubate the eggs, hatch them into day old chicks and deliver these to the chicken growing farms. This hatchery is the second largest in Australia and services farms in NSW, VIC & SA.



Our Supply Chain:

Multiquip own and operate its own fleet of trucks and undertake all transport, delivery and associated activities internally. These include the supply of products and services used in our transport and aggregate and concreting activities such as the provision of trucks and materials handling equipment.

Risks of Modern Slavery Breaches in Operations & Supply Chains

The risk of modern slavery in our own operations is extremely low due to our diligent policies and practices that align with the requirements under the Act. We have an internal auditing process and any supplier to Multiquip is required to comply with our Supplier Code of Practice and complete our Supplier Declaration.

Actions Taken to Assess and Address the Risks of Modern Slavery

We are taking a clear and long-term approach to assess and address the risks of modern slavery within our operations. This involves the reviews of current and new suppliers in relation to modern slavery. Review of procurement practices, review of current policies including HR, Safety and modern slavery, and a review of internal training and awareness of modern slavery practices for all employees across our group.

Specifically, actions will include:

- Review of Operations and Supply Chains
- Procurement practices, including the review of engagements for temporary labour hire workers and recruitment practices.
- Review of all existing suppliers
- Reviews of internal practices – including recruitment, wage and salary reviews, adherence to requirement terms and conditions, workplace laws and regulations.

Initially we have not identified practices requiring remediation however further investigation will be conducted and reported on in future statements.

Assessing effectiveness of actions

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. To this end, we have set ourselves annual goals to reach so we can look back and assess the effectiveness of our approach and inform our path forward. Initial planned steps moving forward to assess effectiveness of actions are:

- Review of occupational health and safety policies
- Increased and improved reporting on incidents and risk
- Working with current and new suppliers in helping identify and remediate any non-compliances.

Policies & Governance:

To support our Modern Slavery policy, our company operates with the following related policies.

- Code of Conduct
- Respectful Workplace Policy
- Privacy Policy

- Health & Safety Policy
- Diversity Policy
- Ethical Employment

The day-to-day responsibility for developing these policies and overseeing compliance is assigned to relevant departments and the Senior Leadership team. These are the guiding protocols in relation to dealing with our people, as well as interactions with suppliers.

The Way Forward:

In FY24, we will continue to build on the current platform and put further measures in place to record progress. We will continue to expand our E-learning platform to increase awareness through induction/education programs including those relating to Modern Slavery.

In FY24 we will continue to improve documentation for any new supplier relationships and contracts, ensuring they are consistent with the provisions of the Modern Slavery Act.

Finally, we undertake to manage any allegations or concerns around modern slavery practices to be received professionally and investigated appropriately with actions put in place to prevent further breaches from occurring.

This statement has been approved by our CEO and board of directors.

Jason Mikosic

Date:

9/8/24



MULTIQUIP

Modern Slavery - Supplier Code of Conduct

Multiquip commitment to preventing and addressing involvement in modern slavery is central to our sustainability approach including our commitment to running a safe, responsible and profitable business. As a leader in the Poultry Industry, we place great importance in demonstrating good corporate citizenship in everything we do. This is at the heart of the Multiquip promise and part of our approach to social, environmental and economic performance, and our commitment to live up to the values of our business.

This commitment extends to our suppliers. We care about how our goods and services are sourced, performed and produced and expect the same from you. Relationships are important to Multiquip and vital to our ability to make high quality products. We aim to create an environment where we can build strong, sustainable and long-term relationships with our suppliers, employees and customers.

With this in mind, we created this Code, which embeds the Multiquip Promise, to ensure we continue to work collaboratively with all our suppliers based on shared standards. This Supplier Code of Conduct sets out the minimum standards of business conduct that you must follow in providing goods or services to Multiquip. This Supplier Code of Conduct applies to your conduct, your interaction with Multiquip, including with our employees, officers, directors and agents, as well as our third-party contractors, and your access to our facilities. As a supplier to Multiquip, it is your responsibility to disseminate this Supplier Code of Conduct, as well as educate and exercise diligence in verifying compliance with this Supplier Code of Conduct by, all individuals providing goods and services to Multiquip through you. This Supplier Code of Conduct may be updated or amended from time to time. It is your responsibility to review this Supplier Code of Conduct and any amendments periodically to ensure you remain compliant with it.

Diversity and Inclusion

Multiquip values diversity and inclusion and strives to achieve and maintain diversity and inclusion in our workplace.

Suppliers must not discriminate on the basis of race, including colour, religion, national or ethnic origin or immigrant status, sex, pregnancy or marital status and breastfeeding, age, disability, or sexual orientation, gender identity and inter sex status. Multiquip promotes equality of opportunity and treatment for all to ensure the elimination of all unlawful discrimination throughout our activities and undertakings and expects that Suppliers do the same. Multiquip respects the importance of the culture, heritage and traditional rights of Indigenous Australians, and requires its Suppliers to do the same.

Anti-Bribery and Corruption

Suppliers must adhere to the highest standard of moral and ethical conduct, to respect local laws relating to bribery, corruption, money laundering, fraud or similar activities of Australia (including, where relevant, the Fair Work Amendment (Corrupting Benefits) Act 2017 (Cth) and the Australian Criminal Code Act 1995 (Cth)) and not engage in any form of 'Corrupt Conduct' (as defined in the Independent Commission Against Corruption Act 1988 (NSW)), including fraud, bribery, tax evasion or similar or related activities.

Suppliers must seek to identify and report any conflicts of interest, be it competing personal or professional interests. For example, the Supplier's relative works for Multiquip, or an employee of Multiquip is a director of the Supplier's board.

Health and Safety and Fair Wages

Multiquip is committed to protecting the health, safety and wellbeing of its employees, contractors and visitors in the workplace, when carrying out its activities and operations. Multiquip requires that its Suppliers strictly adhere to all relevant Australian health and safety and workplace laws and strive to create a safe working environment for their employees and anyone else affected by their operations.

International Suppliers must also ensure their employees are paid at least the minimum wage required by local law or the prevailing industry wage - when available, whichever is higher, and must provide all legally mandated benefits and comply with the requirements under the Fair Work Act and the National Employment Standards (NES). Suppliers who employ migrant workers shall ensure they have exactly the same entitlements as local employees. Any commissions and other fees in connection with employment of migrant workers must be covered by the employer. The employer must not require the employee to submit his/her original identification documents. Deposits are not allowed. Workers engaged by a Supplier through an agent or contractor of the Supplier are the responsibility of the Supplier.

Multiquip will not accept and strives to eliminate any form of bullying or harassment and holds its Suppliers accountable for work standards and conduct. Suppliers must not engage in or support the use of corporal punishment, threats of violence or other forms of mental or physical coercion.

Human Rights and Modern Slavery

Multiquip is opposed to and will oppose all forms of modern slavery, including forced or compulsory labour, trafficking in persons, debt bondage and child labour, both within its activities and undertakings, and within its supply chain. Multiquip requires its Suppliers to respect Human Rights and ensure that they are not complicit in Human Rights abuses.

Suppliers must not engage or be complicit in any practices of modern slavery, including the use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise. No-one should be made to work through force or intimidation of any form.

Environment and Sustainability

Suppliers must comply with all applicable environmental laws and continually strive to improve their sustainability performance, focusing on reduction (as appropriate) of waste, carbon emissions, water and natural resources consumption.

Breaches of this Supplier Code

Suppliers must comply with this Supplier Code at all times, monitor compliance, notify Multiquip of any breaches and take reasonable steps to address, remedy and prevent a re-occurrence of any breach of the Supplier Code principles. Multiquip reserves the right to undertake due diligence and/or risk assessments to verify compliance with this Supplier Code and it expects its Suppliers to cooperate and provide supporting evidence as it may reasonably require to monitor and review their compliance.

We recognise that our suppliers are independent businesses and the exclusive employers of their employees. Yet, the actions of our business partners can impact on our reputation and the level of trust we have earned from customers, consumers and other stakeholders. We also recognise that some of our suppliers operate in different legal and cultural environments throughout the world. With this in mind, we have defined a list of issues for

which we have zero tolerance and which applies universally across all our supply chain.

We have ZERO TOLERANCE for:

- Child labour
- Forced labour
- An environment that incites or encourages any form of coercion and harassment
- Any major health and safety deficiency posing immediate danger to life or risk of serious injury
- Any major environmental deficiency posing serious and immediate harm to the environment or the community

Multiquip has established a protocol to address situations when presented with credible evidence of a breach of any of the issues listed above:

- Multiquip will immediately suspend receiving goods and/or services from the supplier at which, based on the available facts and when viewed in light of surrounding circumstances, Multiquip reasonably believes there was a breach.
 - Multiquip will continue to suspend receiving goods and/or services from the supplier while the allegations are investigated and validated by the appropriate authorities and/or independent third-party experts.
 - Multiquip will further suspend receiving goods and/or services if the investigation concludes that there has been a breach, and will not resume reception of goods and/or services until the Reinstatement Criteria have been met by the supplier.

Multiquip will not reinstate receiving goods and/or services from the supplier until it is satisfied that the following re-integration steps have been followed:

- Immediate action has been taken to appropriately address the breach.
- An audit by a third-party expert has been conducted and a corrective action plan, acceptable to Multiquip and agreed upon in writing by the supplier, has been created. The plan would identify deficiencies and outline the steps necessary to address the deficiencies. The plan would also include a clear timeline to correct the deficiencies with follow up audits to re-evaluate the implementation of the corrective actions identified.
- Failure to implement the actions identified in the corrective action plan to address deficiencies in a timely manner may result in further suspension and/or permanent termination of the supplier relationships by Multiquip.

Compliance

The requirements outlined in this document are important to Multiquip and it is equally important that Suppliers recognise, accept and comply with these requirements as part of their ongoing relationship with Multiquip.

Multiquip will continue to adopt and apply systems, practices and processes to monitor, assess and ensure Supplier's compliance with this Supplier Code, including seeking written confirmation from Suppliers of their acceptance and compliance.

Multiquip may verify compliance with this Supplier Code through a variety of mechanisms which may include a self-evaluation tool for Suppliers, desktop based audits or comprehensive on-site assessments led by Multiquip or a nominated third party. Multiquip may request Suppliers to submit documentary evidence to verify compliance.

If a Supplier finds it difficult to comply with the requirements in this Supplier Code, this should be reported and shared with your Multiquip representative. Multiquip aims to work with Suppliers to develop and implement corrective action plans where possible.

References:

- Modern Slavery Act 2018 (No.153, 2018) Guidance for Reporting Entities
- The International Labour Organisation (ILO)
- The UN Convention on the Rights of the Child
- Fair Work Amendment (Corrupting Benefits) Act 2017 (Cth)
- Australian Criminal Code Act 1995 (Cth)
- Independent Commission Against Corruption Act 1988 (NSW)
- Multiquip Modern Slavery Declaration Form
- Multiquip Policy and Statement



Jason Mikosic
General Manager



MULTIQUIP