



MODERN SLAVERY STATEMENT

SEPTEMBER 2025

HANSEN YUNCKEN



We acknowledge the Traditional Custodians of the land on which we work. We pay our respects to Elders past, present and emerging.

At Hansen Yuncken, we are committed to operating with integrity, responsibility, and transparency across all aspects of our business. As one of Australia's leading construction companies, we recognise our obligation to take meaningful action to identify, prevent and address modern slavery in our operations and supply chains.

With an annual turnover of approximately \$1b, our projects span the country and involve a complex network of subcontractors, suppliers, and labour hire providers. We acknowledge that some of these relationships may expose us to modern slavery risks, particularly where visibility beyond Tier 1 suppliers is limited.

This Modern Slavery Statement outlines the steps we are taking to assess and address these risks, and reaffirms our commitment to continuous improvement. We are proud to highlight examples where we have introduced modern slavery clauses in our contracts and undertaken direct inspections of overseas manufacturing facilities. These are part of our broader approach to ethical procurement and responsible contracting.

We remain focused on building strong, sustainable partnerships that prioritise human rights, and we welcome the opportunity to collaborate across the construction industry to combat modern slavery.

A handwritten signature in black ink, enclosed within a circular outline. The signature is stylized and appears to read 'George Bardas'.

George Bardas
Chief Executive Officer/Chief Operating Officer
Hansen Yuncken Pty Ltd

01 INTRODUCTION

We are committed to the principles of ethical conduct, integrity and respect for human rights in all aspects of our business operations

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) on behalf of Hansen Yuncken Australia Pty Ltd (ABN 38 063 384 056) and its associated subsidiaries, a privately owned Australian construction company with an annual turnover of approximately \$1 billion. This Statement covers the financial year ending 30 June 2025 and has been approved by the Board of Directors.



02 ABOUT US

We are driven by the challenge to build for a better planet

In FY2025, our projects ranged from \$20 million health infrastructure redevelopments to over \$300+ million education and research facilities. This variety necessitates the engagement of hundreds of suppliers and subcontractors per year, many of whom are long-term partners. However, we continue to onboard new suppliers and adopt digital procurement tools to improve transparency and control. We also work with labour hire companies to support project delivery in peak periods and remote regional locations, requiring proactive oversight to ensure compliance with modern slavery standards.

Founded in 1918, Hansen Yuncken is a national commercial construction company delivering projects across health, education, defence, justice, commercial, industrial and infrastructure sectors. We employ approximately 500 people across our offices and sites in New South Wales, Victoria, South Australia, Tasmania and Queensland.

Our operations involve the procurement of building materials, engagement of subcontractors, and use of labour hire providers. Our supply chains include domestic and international manufacturers and service providers, particularly in the areas of facade systems, steel, concrete, timber, electrical components, PPE, and site equipment.

105+

Years in operation

\$1b

Annual turnover

500+

Employees nationally

10

Operating locations

OUR STRUCTURE

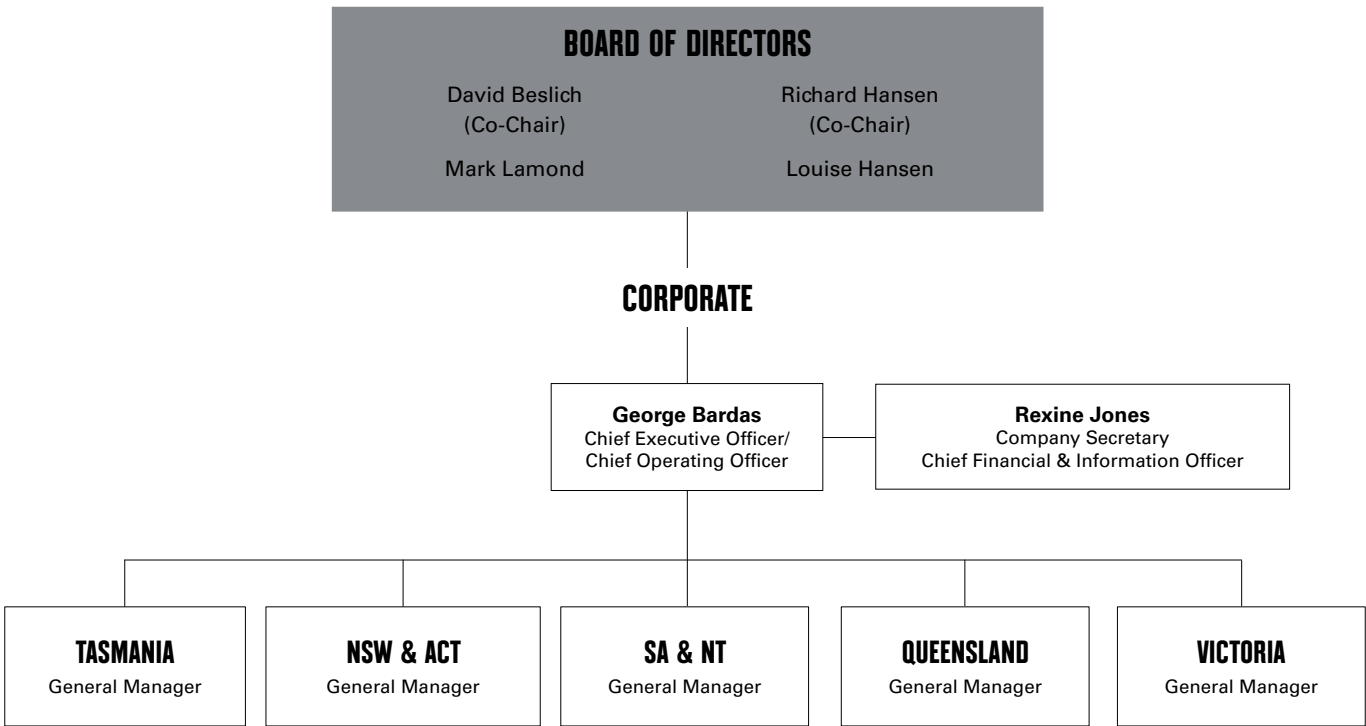
As a private company with two equal shareholders, Hansen Investment Co and GBS Investments, we are run, managed and audited in line with rigorous Australian corporate standards.

Hansen Yuncken’s corporate structure consists of the consolidated entity Hansen Yuncken Australia Pty Ltd and two wholly owned subsidiaries, Hansen Yuncken Pty Ltd and Hansen Yuncken (Qld) Pty Ltd.

With reference to s.16(1)(f) of the Modern Slavery Act we confirm that this Modern Slavery Statement covers Hansen Yuncken Australia Pty Ltd, Hansen Yuncken Pty Ltd and Hansen Yuncken (Qld) Pty Ltd and as between them they have all been consulted and have endorsed this statement as the Board of Directors are common to all three entities.

Our operations are such that the Chief Executive Officer/Chief Operating Officer reviews and endorses policies and statements annually, to ensure these remain consistent with current business and industry activity.

The supply chain will be contracted through a variety of forms via the five states or through corporate itself. Each state has an obligation to report on a bi-annual basis the status of actions undertaken by the state to minimise the risk of modern slavery.



03 MANAGING RISK

Our view encompasses 'for the good of all'; we value people, wellness and community

Common risk factors for modern slavery include:

- The seasonal and transient nature of construction work, which can lead to informal work arrangements;
- High demand for low-cost building materials, which may create cost pressures that increase exploitation risks;
- Lack of visibility into Tier 2 and 3 subcontractors where employment practices may be harder to monitor.

These factors necessitate greater emphasis on contractor prequalification, on site engagement, and deeper supply chain mapping.

Hansen Yuncken acknowledges that modern slavery risks are more likely to occur in:

- Subcontracting and labour hire arrangements, particularly where there is reliance on low-skilled or migrant labour;
- International procurement of construction materials and PPE, especially from high-risk countries (e.g., China, India, Vietnam);
- Multi-tiered supply chains with low transparency beyond Tier 1 suppliers.

Products such as facades, workwear, electronics and structural steel are known to carry higher inherent risks of forced labour.



OUR SUPPLY CHAIN

We maintain a database of our supply chain comprising over 15,000 businesses across Australia, categorised into 95 specific trades.

As part of our operations, certain construction materials are sourced internationally, often entailing complex supply chains that hinder transparency.

The selection of construction materials may, at times, be dictated by our clients, who may specify a particular material obtainable from a single supplier, or the subcontractor providing labour and materials.

Given the intricate nature of our industry, it is challenging to fully track the various tiers within the supply chain for the multitude of components and raw materials utilised across our construction sites.

OUR OPERATIONS

We acknowledge the presence of modern slavery risks in Australia, particularly within the construction sector. Considering the below mechanisms in our operations, we believe that the likelihood of Hansen Yuncken causing or contributing to modern slavery to be low.

SUPPLY CHAIN RISK

Human Resources Governance	We maintain strong human resources controls in place for onboarding new employees, reviewing employees’ wages and salary agreements, and verifying corresponding payments. These form part of our Integrated Management Systems that control the processes within our businesses.
Enterprise Agreements	All applicable Hansen Yuncken employees are covered by enterprise or industrial agreements.
Employee Onboarding & Induction	<p>Our employee onboarding processes include working rights employment checks managed by our People and Culture team.</p> <p>Our employee induction processes also ensure that new employees confirm they have read and understood our policies and minimum standards.</p> <p>Throughout onboarding, employees are required to complete a 'Modern Slavery' learning module hosted on our internal Learning Management System. Employees must confirm this has been viewed and understood.</p>
Offshore Operations	Our accounts payable function is managed internationally, however we have conducted comprehensive investigations into the nature of the employment contracts and working conditions. Our contractual agreement includes compliance with the Modern Slavery Act 2018 (Cth).

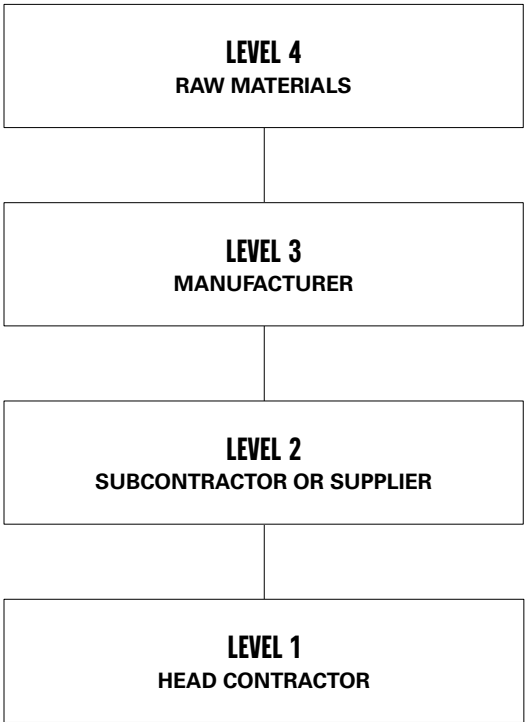
OUR SUPPLY CHAIN

While our business relies on a diverse range of suppliers, from raw material providers (Level 4) to directly engaged subcontractors (Level 2), 99% of our procurement through our supply chain are direct with Australian businesses.

The nature of the construction industry means we often rely on manual labour, both skilled and unskilled. This labour may come from regions or demographics that are at a higher risk of exploitation, including migrant workers or those from economically disadvantaged backgrounds.

Research has identified that unregulated labour hire companies are often part of an opaque subcontracting network exploiting vulnerable workers. This includes underpayment, non-payment of entitlements such as leave or superannuation, and substandard accommodation in certain industries, including construction.¹

CONSTRUCTION PROJECT SUPPLY CHAIN



CORPORATE PROCUREMENT	RISK PROFILE
Merchandise	High
Electronics	High
Textiles	High
Cleaning	High

LEVEL 2 SOURCED CONSTRUCTION MATERIALS

MATERIAL	SOURCE COUNTRY	RISK PROFILE
Bricks	Australia	Low
Concrete	Australia	Low
Facade	China, Thailand, Malaysia, Vietnam	Medium
Steel	Australia (processed offshore)	Low
Stone	China, India	High
Timber	Australia, Italy, Austria	Low

LEVEL 3 AND 4 SOURCED MATERIALS

MATERIAL	SOURCE COUNTRY	RISK PROFILE
Electronics (solar panels), various goods and materials	China	High
Plastic, Bricks, Stone	Indonesia	Medium
Bricks, Electronics, Textiles	India	High
Glazing, Electronics	Malaysia	Medium
Electronics, Textiles	Thailand	Medium
Furniture, Textiles	Vietnam	Medium

¹ Walkfree Global Slavery Index (2023) <https://www.walkfree.org/global-slavery-index/country-studies/australia/>

04 ACTIONS TAKEN

Driven by challenge, built with pride, for positive impact

To manage these risks, we have taken the following steps:

- Implemented modern slavery clauses in all new supplier and subcontractor agreements, requiring compliance and audit rights;
- Undertaken inspections and due diligence on international suppliers, including factory visits to facade manufacturers overseas;
- Developed a Supplier Code of Conduct outlining expectations regarding labour practices, wages, and human rights;
- Included modern slavery risk assessments in our prequalification and procurement processes;
- Delivered training and awareness for our procurement and project teams.



TAKING PRIDE IN PROGRESS

Hansen Yuncken has made significant strides in its commitment to addressing modern slavery within its operations and supply chain. Through proactive measures and heightened awareness, our team members have strengthened transparency, supplier engagement, and risk mitigation strategies.

By prioritising worker empowerment, due diligence, and continuous improvement, Hansen Yuncken has demonstrated a firm dedication to combatting modern slavery and upholding ethical labour practices. This concerted effort reflects our commitment to fostering a responsible and sustainable business environment.



Training	We have developed a specific modern slavery course which is hosted on our internal Learning Management System, LEAD. This course is a requirement for all Hansen Yuncken team members, including new starters to complete and is available for on demand viewing.
Contract Terms	We have integrated special conditions into our contracts, advising our supply chain of our commitment and expectations we have of them as supply partners.
Poster	An A3 poster highlighting modern slavery has been displayed at each construction site to encourage reporting through the Hansen Yuncken Whistleblower Policy. The poster includes access to Anti-Slavery Australia, the only specialist legal practice, research and policy centre committed to the abolition of modern slavery in Australia. Anti-Slavery Australia provides free and confidential legal and migration advice to those who may require support.
Community Partnerships	<p>We have actively engaged in several community engagement and pro bono construction activities, including partnering with Housing All Australians to refurbish a vacant aged care facility and create a fit for purpose, transitional accommodation for up to 30 homeless women over 50 years of age, at a time.</p> <p>We have partnered with The Lighthouse Foundation and Property Industry Foundation to refurbish and extend an existing house in South East Melbourne to meet the recovery needs of young women aged 14 to 22 years escaping early and/or forced marriage and sexual slavery.</p>
General Site Induction	Our General Site Inductions incorporate modern slavery risk reporting mechanisms to increase awareness of modern slavery to our entire workforce.

CASE STUDY: CONTRACTUAL CLAUSES

Hansen Yuncken has undertaken a full review and update of our subcontractor and consultant agreement templates. These updated contracts now include dedicated modern slavery clauses that:

- Require suppliers and subcontractors to comply with all applicable modern slavery laws;
- Mandate the flow-down of modern slavery obligations through the subcontractor's own supply chain;
- Provide Hansen Yuncken with audit and inspection rights, including access to relevant documentation and premises;
- Allow for contract termination in the event of material breach related to human rights abuses.

Prior to executing new agreements, subcontractors are required to complete a prequalification questionnaire which includes questions on their modern slavery risk exposure, mitigation policies, and whether they submit a Modern Slavery Statement under the Act. In one example, during the onboarding of a major subcontractor for a state government education project, we identified that the supplier was yet to embed formal due diligence practices in their supply chain. We worked with them to implement a risk register, assign internal ownership, and begin reporting on key risk categories as part of our continuous improvement commitment.



CASE STUDY: SUPPLY CHAIN INSPECTIONS

To gain firsthand insight into potential risks beyond Tier 1 suppliers, Hansen Yuncken coordinated site inspections at overseas facade manufacturing facilities in Southeast Asia. These facilities were selected due to the volume of imported curtain wall and cladding systems used on our major health and commercial projects.

The outcomes of these inspections provided assurance that appropriate controls were in place. In one case, the auditor recommended improvements to grievance policy communication, which the supplier actioned within 30 days. These insights have informed how we assess risk in offshore procurement, and the findings are used to enhance our supplier onboarding protocols.



05 ASSESSING OUR ACTIONS

We aim to strengthen our efforts to combat modern slavery within our operations and supply chain

We assess effectiveness through:

- Monitoring supplier compliance and remedial actions taken where risks are identified;
- Reviewing incident reports, grievances or breaches (none identified during the FY2025 reporting period);
- Regular Board and leadership team reviews of modern slavery initiatives;
- Engaging third-party audits for high-risk supply categories.

We also seek feedback from workers during site visits and toolbox talks, particularly in joint ventures or high-risk project settings. Internal audits and annual management reviews assist in identifying areas for improvement.

Going forward, we intend to pilot a supplier self-assessment program that includes modern slavery indicators, and improve data collection systems to better track responses and action plans.



06 CONSULTATION PROCESS

Many Minds Make Light Work. Differently

This Statement has been prepared in consultation with key leaders across Hansen Yuncken's operating areas, including Procurement, People & Culture, Legal, and our National HSEQ & Sustainability Working Groups. Hansen Yuncken does not own or control other entities required to be consulted under the Act.





HANSEN YUNCKEN

