



Modern Slavery and Human Trafficking Statement



Advanced Microsystems Design Integration PTY LTD

A.B.N. 95 057 776 315

QLD Security Firm Class 2 Licence Number 3246051

Advanced Microsystems Design Integration PTY LTD

Modern Slavery Statement

1. The Identity of the Reporting Entity

This Modern Slavery Statement is made in accordance with the *Australian Modern Slavery Act 2018* (Cth) by Advanced Microsystem Design Integration Pty Ltd trading as AMDI Pty Ltd (A.B.N 95 057 776 315) for the financial year ending 30 June 2024.

An Australian family owned and operated business established in 1992, AMDI Pty Ltd specialises in access control, CCTV, Intercom Systems, PA Systems, Type 1A Systems and Alarm Systems.

2. Operations, Structure and Supply Chains

AMDI Pty Ltd is a small privately owned Australian Company comprised of 11 employees operating out of offices based in Brisbane (Head Office: Unit 2/55 Tradelink Road Hillcrest QLD 4118) and Canberra (Jerrabomberra NSW 2619).

Our Company Values

- Maintain the highest level of ethics, corporate responsibility, fairness and transparency
- Protect the Health and Safety of all people including respecting feelings and property.
- Maintain and have a direct and open line of communication in all dealings
- Accepting responsibility for our own actions and continuous growth through learning and improving.

Our Company Structure



Our Commitment

With over 300 suppliers located Australia wide, AMDI Pty Ltd acknowledges that Modern Slavery can take many forms including but not limited to human trafficking, slavery, servitude, forced labour, bonded labour, forced marriage and child labour, and although we consider our direct risk low, we cannot exclude the possibility that Modern Slavery practises may occur within our supply chains. We are committed, as far as possible, to ensuring we address any risks of modern slavery by ensuring our products and service are sourced ethically and responsibly through our suppliers and expect them to share, adhere and embrace this position.

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Modern Slavery Statement Our Supply Chain

Working closely with over 300 long-term suppliers who are primary located in Australia, our main product categories we source for are:

- General Supplies
- Suppliers or subcontractors of professional services
- Electrical, cabling and conduit
- Security, communications & automation
- Indirect Suppliers

As our relationships with suppliers are long-term, we aim to work with suppliers who embrace ethical behaviour and standards that are similar to our own. Although the majority of our suppliers are Australian based companies, we are aware other tiers of our supplier's supply chains are based internationally.

3. Modern Slavery Risk Assessment & Our Actions

Being a small Australian owned and operated business our direct risk to Modern Slavery is low, however AMDI Pty Ltd acknowledges that it is susceptible to modern slavery risks in its supply chains. As part of our continual growth, AMDI Pty Ltd Directors are addressing our supply chains modern slavery risks by understanding and summarising key risks, introducing controls, and assessing their effectiveness.

Risk Assessment

Hazard/Risks	On Going Control Measures	Assessment of the Effectiveness of Control Measures
<ul style="list-style-type: none">• Debt Bonded Labour• Forced Labour• Child Labour• Exploitation of migrant Workers• Deceptive Recruitment• Human Rights• Domestic Servitude	<ul style="list-style-type: none">• Obtaining copies or viewing ID's, licences, qualifications, insurances of employees, contractors and subcontractors.• Contractor & Subcontractor Agreements.• Use of Australian Businesses where possible.• Employment Agreements in line with Fairwork & Modern Awards.• Workplace representation & employee rights to collectively bargain policies.• Sourcing Australian Made and Owned where possible.	<ul style="list-style-type: none">• Yearly review of all Suppliers and Subcontractors policies and procedures.• Yearly review of Supplier Modern Slavery Statements• Yearly Internal Audits of Policies, Procedures & Agreements• Continuous Management Training in policies, procedures and awareness in Modern Slavery

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	<ul style="list-style-type: none">• Researching Suppliers by using the Modern Slavery Register.	
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By using resources available through the Modern Slavery Register, obtaining copies or viewing ID's, licences, qualifications, insurances of employees, contractors and subcontractors, AMDI Pty Ltd have been able to further reduce the risk of modern slavery through our supply chains.

Our directors and managers are continually learning, understanding, and responding to modern slavery risks and are continually analysing those companies from whom we purchase directly. Our Directors and Managers continually assess our current and new suppliers by:

- Assessing which countries, they source their products from
- How many employees they have and their employees rights
- If they have a registered Modern Slavery Statement and what policies and procedure they enforce.
- Their Workplace Health and Safety practises, including their discriminatory practises & whistleblowing
- If they utilise labour hire and their policies and procedures relating to Labour Hire
- Filing and returning Subcontractor forms (including insurances, workplace health and safety documentation)

Where AMDI Pty Ltd identifies any risks of modern slavery practises in its supply chains, trading with the supplier will be suspended until it is satisfied that the supplier has addressed the risk.

4. Assessing the Effectiveness and Forward Improvement Actions

AMDI Pty Ltd are continually auditing suppliers and will continue to do so in the future. So far, we have not identified any instances of modern slavery directly associated with the first level of our major suppliers, nor any complaints, concerns or related issues submitted by employees. However, we will continue auditing and keep improving our approach by:

- Reviewing and updating our policies
- Review our Risk assessment, ongoing control measures and assessments of our control measures
- Continually supply training to all employees
- Engage with our suppliers
- Work with any relevant parties to resolve any incidents of modern slavery

AMDI Pty Ltd will assess the effectiveness of such actions by:

- Engaging with suppliers to follow up on recommendations and suspensions
- Regularly communicate with suppliers about the process and seek feedback on areas of improvement in the process.

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- Continue updating policies, procedures and seeking guidance from the Australian Government Modern Slavery Register

5. Consultation Process with Entities Owned or Controlled

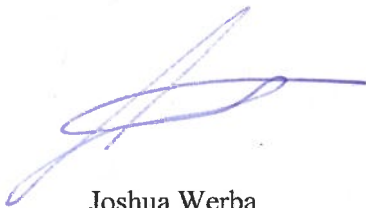
AMDI Pty Ltd will continue to consult with our workers, suppliers, directors and any entities we own or control on a regular basis through:

- Toolbox Talks
- Management Meetings
- Supplier Meetings
- Annual review processes with Directors and Employees

AMDI Pty Ltd does not own or control any other entity as defined within the *Modern Slavery Act 2018* (Cth), “the Act” and is unable to engage in a process of consultation as described under Section 16(1)(f) of the Act.

AMDI Pty Ltd are taking a collective approach to addressing the risks of Modern Slavery and adherence to the Modern Slavery Laws. The directors and all employees are committed to addressing and preventing Modern Slavery and will continue to provide ongoing support and input on all our responses to modern slavery risks.

This statement was approved by Principal Governing Body consisting of the managing directors of our reporting entity, and we make this statement a demonstration of our commitment to addressing modern slavery risks.



Joshua Werba
Director

