



Honeycombes Sales & Service Pty Ltd Modern Slavery Statement

The Honeycombes Sales & Service Commitment

The Modern Slavery Statement by Honeycombes Sales & Service Pty Ltd (ABN 56 011 002 556) hereby known as **HSS**, is prepared as required by the *Modern Slavery Act 2018 (Cth)* for the financial year ending 30th June 2022.

HSS has a zero-tolerance approach to modern slavery and is committed to addressing any modern slavery risks within its operations and supply chains. We have undertaken an initial risk assessment of modern slavery risks within HSS's operations and supply chains. HSS expects our suppliers to continually monitor their own compliance with the standards contained in this document. This statement outlines our progress to date and our current and future commitments.

The Honeycombes Sales & Service Structure, Operations and Supply Chains

HSS is the John Deere franchise holder in North Queensland, selling and supporting John Deere products, along with various other products to ensure we continue to meet the needs of our customers. Other franchises include (but are not limited to) Hyundai, Kuhn, Mazda, Iveco, Hardie, JCB, Hino and Scania.

HSS predominantly contracts and partners with leading global entities and where possible, supports leading local and regional Australian-domiciled businesses who provide specialised services in the following areas:

- Agricultural Machinery and Spare Parts;
- Heavy Equipment parts and repair services;
- Heavy Commercial Vehicle parts and repair services;
- Automotive Vehicle parts and repair services; and
- Precision Agricultural products and solutions.

From those suppliers, we procure:

- Complete machinery;
- Agricultural machinery parts and accessories;
- Heavy machinery parts and accessories; and
- Various servicing and support services.

HSS uses the early identification of hazards, assessment of risk and implementation of control measures, to enable a safe working environment for all HSS employees and suppliers. Whilst we have undertaken an initial risk assessment in relation to modern slavery within our operations and supply chains, we will continue to monitor the effectiveness of any actions being taken, to assess and address any potential modern slavery risks.



A potential area identified by HSS, whereby there may be some risk of modern slavery, are suppliers who may use products purchased or manufactured in high-risk countries. Although we have identified this may be a potential area of risk, we believe we have a very low risk of modern slavery within our immediate supply chains. HSS is committed to assessing and to addressing the risks by implementing processes and systems to address and remedy any actual risks that may arise.

HSS expects all suppliers and contractors to not engage in Modern Slavery. As defined in the Modern Slavery Act 2018, this includes forced or compulsory labour, human trafficking, debt bondage and child labour. HSS requires that suppliers and contractors comply with all applicable legislation relating to Modern Slavery, including the reporting requirements mandated by the Modern Slavery Act 2018. It is expected that suppliers should have their own policies opposing and prohibiting Modern Slavery in all their business operations and supply chains.

Actions taken to assess and address risks

To be able to assess the risk of any potential modern slavery within the HSS business, we rely on our policies, processes and procedures. HSS has various policies and procedures in place to assist in assessing and addressing any potential modern slavery risks, which include (but are not limited to):

- HSS Health, Safety and Environment Management Plan/Policy
- HSS Employee Handbook (encompasses WH&S, behavioural expectations, diversity, anti-discrimination etc)
- P22 – Sexual Harassment & Victimisation Policy
- P25 – Whistleblower Policy
- P23 – HSS Diversity Policy (under review)

HSS and its Board of Directors are committed to continued improvement in governance and management to address any potential risks associated with modern slavery within HSS's operations and our supply chains.

HSS plans to develop a Modern Slavery Policy in the 2022-23 Financial Year, whereby the objective will be to assist management in identifying, reporting and implementing appropriate controls to ensure that modern slavery is not taking place within HSS's operations and/or supply chains.

Assessing the effectiveness of our actions

HSS undertakes due diligence when considering new suppliers and contractors, which includes (but is not limited to) addressing our obligations under the Act, which in turn, assists us in identifying, investigating and remedying any potential modern slavery issues that may be present.



We also plan in the 2022-23 Financial Year, to update our HSS Employee Handbook, along with any relevant induction and onboarding materials to include an awareness of potential modern slavery risks identified within HSS's operations and supply chains. This will assist in educating new and existing employees by providing examples of such circumstances to assist our employees in better identifying modern slavery practices. We will also be sharing this material to key personnel within the business.

Consultation process

The HSS Executive Management team (Chief Executive Officer, Chief Financial Officer, Human Resources Manager, Sales Managers, Service Managers, Parts Managers, Group Support Manager and Branch Managers) oversee the operations, risk and management of the HSS business and meet regularly (at least monthly) to collaborate and discuss the practices of the business and how those practices can be improved upon. This statement was prepared with the engagement and input of those specialists within HSS's business.

Moving forward

HSS continues to and is committed to further enhancing our governance to address the risks of modern slavery within our operations and supply chains through its existing Risk Management practices, coupled with all relevant policies, procedures and management.

This statement was approved by the HSS Board of Directors on 6th June 2022.

A handwritten signature in black ink, appearing to read "J. McMillan".

John McMillan
Director

A handwritten signature in black ink, appearing to read "Peter Carcary".

Peter Carcary
Director