



## Modern Slavery Statement

14<sup>th</sup> of March 2023

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. The Board of Directors of Symon Bros Constructions have approved this statement for release.

At Symon Bros Constructions (SBC) we have a zero-tolerance approach to modern slavery and are fully committed in the prevention of slavery and human trafficking within our operations and within our supply chain. We have taken reasonable steps to ensure that modern slavery does not stem from any of our operations or our supply chains.

SBC establishes working relationships with its business partners based on trust and integrity built upon mutually and beneficial factors. Our supplier selection and subcontractor on-boarding process includes due diligence check processes of the supplier's and subcontractor's reputation, respect for the law, compliance with health, safety and environmental standards, and any additional supporting references.

Risk assessments are regularly carried out within our operations and our supply chain, taking into account the services rendered by our service providers and the presence of any vulnerable demographic groups.

In addition to a general awareness and training programme on this subject, SBC continually refines and improves its systems and embeds its policy and any new learnings to all new employees upon commencing within the organisation.

SBC is committed to ensuring that its business practices are conducted in compliance with the *Modern Slavery Act 2018 (Cth)* and any other applicable regulations.

Directors

Two handwritten signatures in black ink. The first signature is 'C. Simonelli' and the second is 'Angela Simonelli'.

Carmel Simonelli

Angela Simonelli