



**MODERN  
SLAVERY  
STATEMENT**



# HANSEN YUNCKEN MODERN SLAVERY STATEMENT

Hansen Yuncken was founded in 1918 and is a major privately-owned construction company operating in Victoria, New South Wales, Tasmania, South Australia and Queensland.

Our corporate values form part of who we are and where we want to be. They are simple, relevant and are integral to our future growth.

- Integrity** Honouring our commitment is the basis of trust
- Respect** Respect the need, ambitions and expectations of others
- Innovation** Look for new ways, think differently ... outside the box
- Excellence** Never be satisfied with good enough

The purpose of this statement is to document the steps taken and continues to take to ultimately eliminate modern slavery within the business and the supply chain.

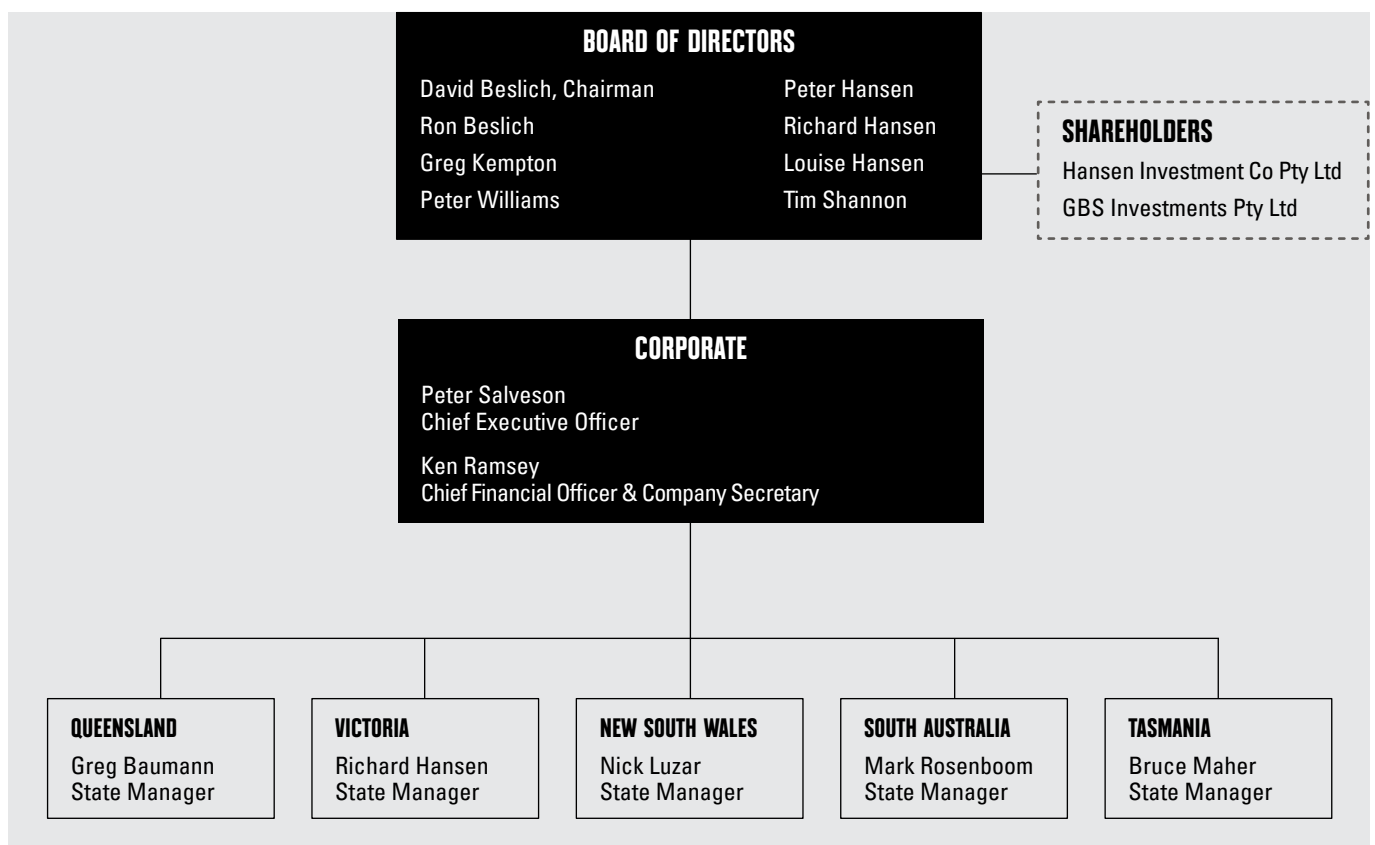
This policy should be read in conjunction with our Vision Statement, Code of Conduct and Company Culture policies.

## STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Hansen Yuncken Pty Ltd is owned by GBS Investments Pty Ltd and Hansen Investments Co Pty Ltd and operates in 5 states of Australia.

Our operations are such that the CEO 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 branches or through corporate itself. Each state branch will have an obligation to report on a bi-annual basis the status of actions undertaken by the branch to minimise the risk of modern slavery.



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## RISKS OF MODERN SLAVERY PRACTICES

In 2016, there was an estimated 40.3 million people subjected to modern slavery around the world and there could be as many as 15,000 victims in Australia. This may represent itself in Australia as unfair payment practices, inappropriate accommodation, passports being removed and threats of violence. We need to be vigilant on site if we suspect that workers are at risk of modern slavery.

***“Modern slavery is not something that happens ‘over there’ that we don’t have to think about. If we care about the people who make our products we can make a difference.”***

\_Walk Free co-founder Grace Forrest

99% of our purchases through our supply chain are direct with Australian businesses but through this process we will endeavour to focus on those trades or materials which could pose a risk of modern slavery.

## Diligence Exercise

We have a supply chain of over 15,000 businesses across Australia registered on HYway and these have been sorted into 95 categories or trades.

## Initial Areas of Risk

We have identified that temporary labour contracts are an initial area of risk that we will target in the first year of the operation of this statement.

We will also investigate long supply chains which on initial inspection offer little visibility over employment conditions in less regulated environment.



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## IMPACT OF COVID-19

In April 2020, the Australian Border Force issued an information sheet encouraging entities to consider how the impacts of COVID-19 may have increased the risk of vulnerable workers in our supply chain and the impact on the entities capacity to address Modern Slavery risks.

During 2020, Hansen Yuncken did suffer supply chain delays from Europe, China and South East Asia, in particular. Notwithstanding that, we did not cancel orders or seek compensation for late delivery which could have exacerbated the impact on our supply chains and ultimately individual workers.

On the homefront, we implemented comprehensive COVID-19 safety procedures and protocols to ensure staff and workers on our sites were protected to the extent possible.

The actions taken to address the risks have been delayed due to COVID-19 as general awareness seminars, workshops and an audit of labour hire companies could not be conducted effectively, due to social distancing and priorities of keeping supply chains open and people safe.

## ACTIONS TAKEN TO ADDRESS RISK

### Training

Each year we will endeavor to conduct a general awareness seminar in each of our areas of operation to make Hansen Yuncken employees aware of our obligations and seek their input as to where, as a company, we should target our attention either immediately or during the next financial year.

### Contracts

Our subcontracts, consultancy agreements and purchase orders will contain a special condition which will make our supply chain aware of our commitment and the expectation of them to adhere to the principals and objects of the modern slavery legislation.

### Temporary Labour Agencies

We will target the temporary labour organisations that Hansen Yuncken directly contracts with and audit the organisations that our direct supply chain contracts with to require a commitment to the principals and objects of the modern slavery legislation. This was delayed due to COVID-19.

### New Supply Chain Organisations

By at least 30 June 2021 we will commence by vetting all new supply chain organisations by requiring them to commit to the principals and objects of the modern slavery legislation.

### Workshop

We will undertake a workshop to identify high risk categories of our supply chain to target that category with specific analysis in the next financial year.

This was delayed due to COVID-19, however we recognise that COVID-19 likely increased Modern Slavery risks in parts of our supply chain.

### Assessment of Effectiveness

This is the first year this policy has been enacted. Each year this statement will be updated and will assess the effectiveness of the actions undertaken by Hansen Yuncken.

### Approval of the Board

This statement is made pursuant to s.13 of the Modern Slavery Act 2018 (Cth) and s.24(2) of the Modern Slavery Act 2018 (NSW) and constitutes our Modern Slavery Statement. The statement has been approved by the Board of Directors who will review and update it as necessary on an annual basis.



**Peter Salveson**  
Chief Executive Officer  
February 2021