

BOOM

MODERN SLAVERY STATEMENT



▲ INTRODUCTION

Boom Logistics Limited (Boom) is a national business operating a fleet of cranes and travel towers and industrial labour to serve our customers across Australia. Boom serves Australian business customers in mining and resources, infrastructure and construction, wind, energy and utilities, industrial maintenance and telecommunications sectors. We are an Australian public company listed on the Australian Stock Exchange (ASX:BOL) with our registered address at Level 1, Suite B, 55 Southbank Boulevard, Southbank, VIC, Australia.

All forms of modern slavery have no place in our business and are completely at odds with Boom's values. Boom is committed to the highest standards of ethics and integrity in our business and supply chain. We require our directors, officers, employees, contractors and suppliers to operate in accordance with Australia's modern slavery laws including those prohibiting crimes of human trafficking, slavery and slavery like practices, forced labour, the sale or exploitation of children and debt bonded labour.

This is our first statement to be made pursuant to the Modern Slavery Act 2018 (*Cth*), for the reporting period ended 30 June 2020 and identifies the steps we have commenced to identify, manage and mitigate the specific risks of modern slavery in our operations and supply chain.

▲ BOOM'S SUPPLY CHAIN STRUCTURE

Boom's business is conducted within Australia only. Our supply chain (i.e. the purchase of goods and services) is sourced predominantly within Australia with the exception of a small number of plant leasing suppliers based in Europe.

Boom has a relatively simple supply chain that includes the purchase and leasing of industrial plant and services needed for our day-to-day operations including leasing of plant and equipment, property leases, vehicle hire, haulage, labour supply, office supplies, IT infrastructure, telecommunications, external professional advice, travel, finance, insurance and ancillary support services.

Boom considers the risk of exposure to modern slavery in Boom's supply chain is low due to our business operations being solely operated within Australia, our suppliers being local or multi national corporations who are also required to conduct due diligence on modern slavery within their own supply chains, and a very active union supporting our workforce.

▲ OUR POLICIES

Boom's high standard of ethics and business integrity is reflected in our company policies.

Boom's Code of Conduct Policy governs the conduct and behaviour of every Boom director, officer, employee and contractor in our business. Compliance with the Code of Conduct Policy is mandatory and failure to comply may lead to disciplinary action and/or summary termination.

The Code of Conduct Policy states that each director, officer, employee and contractor must act at all times with integrity and respect and must not take any action, nor allow any omission, that will breach any law or regulation (including the Modern Slavery Act) and must immediately report knowledge of any actual or potential breaches of law or the Code of Conduct Policy so that appropriate action can be taken by Boom.

We have a Speaking Up Policy which further highlights Boom's commitment to detecting and preventing illegal and other undesirable conduct within the business and provides a mechanism whereby employees and others can confidentially report any concerns freely and without fear of repercussion.

Boom's HSEQ systems require our suppliers to agree to abide by our policies including the Code of Conduct and Speaking Up Policy.

▲ DUE DILIGENCE AND RISK ASSESSMENT

Supply contracts are managed by our internal National Procurement Manager and processes for selection include tendering and engagement with internal subject matter experts, due diligence, legal review and use of external consultants to assist where appropriate. Supply agreements are signed off under the delegation of authority policy.

Boom's main suppliers (other than those who have to prepare their own Modern Slavery Statement under the Modern Slavery Act) are now being asked to complete a Modern Slavery Questionnaire which requires them to inform Boom whether they comply with applicable anti-slavery and human trafficking laws in force in Australia and within other jurisdictions where their operations are based. Suppliers are asked to provide details of any actual or potential non compliance within their business and supply chains, and amongst other things, advise whether they have in place policies and procedures to prevent, mitigate and remedy modern slavery in their operations and supply chains.

Our standard terms and conditions of supply require the supplier to warrant that they will comply with all relevant laws and regulations which includes the Modern Slavery Act. New supply arrangements will require warranties that supplier's will not cause Boom to breach the Modern Slavery Act, neither they nor anyone connected with the supplier have been convicted or been the subject of an investigation under the Modern Slavery Act and that they have implemented due diligence procedures for their own suppliers to ensure there is no breach.

▲ TRAINING

Training must be completed by employees when they join Boom to ensure our employees understand their obligations under Boom's policies including the Code of Conduct Policy and Speaking Up Policy. Induction training is generally delivered to employees in the form of online courses. Procurement specialists have increased awareness of these obligations.

▲ TRAINING

A. Key performance indicators

The Board has an Audit Committee which is comprised of independent non-executive directors. The Committee regularly reviews a Compliance Report which includes the status of compliance with key laws and regulations and process for review. Notifications made under the Speaking Up Policy or whistleblower calls will be reported in the Compliance Report by Management.

The Committee now also reviews Boom's compliance with the Modern Slavery Act, any disclosures made and will review opportunities for further improvement on an annual basis.

B. Group entities

Boom has six wholly owned subsidiaries. None of these entities is a separate reporting entity and all are Australian companies. The directors, officers, employees and contractors are all bound by Boom's policies and procedures (including the Code of Conduct Policy and the Speaking Up Policy). All six entities operate as a consolidated group for financial reporting and share the same company secretary. Employees under all group companies share policies and training in common.

This statement has been approved by the Boom Logistics Limited Board, the principal governing body for the purposes of the Modern Slavery Act.



Max Findlay
Chairman

24 March 2021