



## MODERN SLAVERY ACT STATEMENT

This statement made by Gilmac Pty Ltd in accordance with the Modern Slavery Act 2018. It covers Gilmac and its subsidiary reporting entities including Mackie Hay Pty Ltd, Gilmac Holdings Pty Ltd and Mackie International Pty Ltd. This statement describes our actions to address modern slavery and its risks in our operations and supply chains across Australia within our control during the financial year ending 30 June 2021

### **Gilmac's Structure and Operations**

Gilmac Pty Ltd is Australia's leading hay exporter. Gilmac operates across the private sector. As at 30 June 2021, Gilmac employed over 120 direct staff operating in the following locations across Australia:

- Corporate Head Office: 1 Havelock Street, West Perth WA 6005
- Engineering Workshop: 6A Rothschild Place, Midvale WA 60561
- Operational Site New Norcia: Glentromie-Yerecoin Road, New Norcia WA 6509
- Operational Site York: Quairading Road, York WA 6302
- Operational Site Wagin: Wagin-Dumblebung Road, Wagin WA 6315
- Operational Site Balaklava: Wedding Road, Balaklava SA 5461
- Operational Site Goornong: Comer Lane, Goornong VIC 3557
- Operational Site St Arnaud: Charlton-St Arnaud Road, St Arnaud VIC 3478

Gilmac is a large family-owned manufacturing operation that purchases hay and straw from local farmers, processes it at our operational sites, then the processed product is supplied to both the domestic and export hay markets.

### **Gilmac's Supply Chains**

The products which our business use internally include IT equipment and software, office supplies, uniforms, personal protective equipment, materials used to supply our offices, workshops and manufacturing facilities, forklifts, machinery (used at our operational sites) and vehicles in our fleet. These products are generally sourced from national suppliers. Fuel for our fleet vehicles and equipment is purchased in Australia. Our hay is sourced from local growers operating within Australia.

The services our business procure to support our operations include cleaning, IT services, waste collection, general trade services and transport of our goods to Port. These services are all sourced from Australian suppliers. IT support is provided by Epic IT whose offices are located in Western Australia.

### **Risks of modern slavery practices in the operations and supply chains of Gilmac**

The Business Services Manager and the Operations Manager have completed a risk assessment of Gilmac's supply chains to identify possible exposure to modern slavery and has found the risk level to be very low.

While risk has been assessed at a low level there were some possible risks identified in our supply chain, predominately in the export area as Gilmac has a lack of visibility once the product leaves our operational sites with our suppliers. Gilmac acknowledges this risk and its obligation to roll out training through its online learning system to educate employees on modern slavery and actions to take. All staff will be required to undertake the training and will form part of Gilmac's induction process in the future.

### **Gilmac's actions to assess and address identified risks**

Gilmac has a code of conduct policy and a Whistle-blower policy which include references to human rights, ethical practices and reporting of such practices.



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All Gilmac employees are required to read and sign off on our policies before they can begin their employment with the company. All employees and suppliers have an expectation of compliance with human rights and ethical practice commitments.

Gilmac will continue to work with its existing suppliers to obtain their commitment to Gilmac Code of Conduct. Many of Gilmac's transport providers already have in place a Modern Slavery Act statement and Gilmac will continue to work collaboratively with its suppliers to resolve any slavery risks that may arise.

Gilmac remains committed to limit reliance on any overseas supply, particularly from locations where there is a risk of modern slavery practices.

### **How Gilmac assesses the effectiveness of remedial actions**

Gilmac fully encourages the reporting of injustices and concerns by employees, customers, suppliers, contractors or the general public. The company will actively support the reporting of any human rights issues they are made aware of.

There are multiple ways an employee can report concerns, including formally in accordance with the company's Grievance and Dispute Resolution Procedures and Whistle-blower Policy, or anonymously via an HR survey form.

Gilmac have documented procedures for investigating any complaints received and these are set out in its Grievance and Dispute Resolution Procedures and Whistle-blower Policy.

### **Continual Improvement**

Gilmac will continue to address any recommendations that arise from internal self-assessments in relation to modern slavery.

Gilmac management are progressively moving toward better practices and engagement with employees in relation to modern slavery practices through the introduction of awareness training for employees.

### **Statement**

This statement has been reviewed and approved by the board of directors of Gilmac Pty Ltd on 15 June 2022

Signed on behalf of the board by:

*Munro Patchett*

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Munro Patchett  
General Manager

*Peter Clifford*

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Peter Clifford  
Chief Financial Officer