

Australian Modern Slavery Act 2018

As a SME trading below the Australian consolidated \$100m threshold, George's Loader Hire Pty Ltd (GLH Rail & Civil) is not required to make a formal statement. However, we do recognise that many of our clients will be seeking reassurance from us in relation to our compliance with the requirements of the Modern Slavery Act 2018.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour, and human trafficking. All of which, have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to improving and monitoring our practices to combat slavery and human trafficking.

Organisational structure

We provide both 'Wet' and 'Dry' Hire of Plant & Equipment in connection with the civil and rail industries. We also supply labour hire in relation to certain manual operations such as 'welders' and 'spotters' on the Queensland Rail network.

We are also licensed in Queensland to supply labour hire. Queensland Government Labour Hire Licence N^o: LHL-06885-K5W3T. Our market is generally Queensland, and definitely within Australia. We have two Director's in our organisation and utilise the services of an external consultant whom is a graduate of the Australian Institute of Company Directors to advise us on governance and the the Act. Our operational services and administration are provided by a valued team operating under the direction of Managing Director. An ethical and constantly evolving organisational culture is evident within our business. With the assistance of our external consultant; we keep ourselves updated in relation to changes in legislation and regulations that are relevant to our organisation.

Our supply chains

Our primary supply-chains predominantly comprises of several major companies such as: CJD Volvo (plant & equipment), Pirtek (hydraulic hoses), Vulcan Steel, Pacific Petroleum, Autochem Solutions, and Seal Innovations. Other suppliers include Office Works and Bunnings. Our supply chains also include sub-contractors, each of whom have their own independent business and include professional services firms such as accountancy, financial and insurance brokers, and consumables in connection with our trade.

GLH Rail & Civil are exclusively supplied by Australian based entities. Therefore, we do not import any plant & equipment, spares, consumables, office needs, et cetera. We provide our own transport for our plant & equipment, our trucks are driven by our employees.

During Q1 of Financial Year 2024, GLH Rail & Civil shall undertake the process of conducting a risk assessment of our suppliers. Irrespective of their size or perceived reputation; should the risk assessment identify some doubts in relation to a supplier, a unique follow-up process pertaining to that particular supplier will be devised, complied, documented and executed. At the end of our process, should further action be warranted, it could result in the halting of purchases from that supplier. This is until such time as the GLH Directors are satisfied with the supplier's answers and documentary proof of adherence to the Australian Modern Slavery Act (2018).

Our commitment to combating slavery and human trafficking

We believe that there are relatively few risks in our current supply chains, or within our business. One of the reasons for this is because we are guided by our overall approach to doing business which requires high standards of honesty and integrity from our team. George's Loader Hire Pty Ltd (GLH Rail & Civil) is an equal opportunities employer.

Our people are engaged under three various Modern Awards: Manufacturing, Building & Construction, and Clerical. We exceed the minimum wage or salary with each and every employee. We abide by the terms and conditions as documented and approved by the Fair Work Commissioner in our Single Enterprise Agreement (SEA) 2019. Our employees are remunerated on a weekly basis.

GLH Rail & Civil has a policy of continuous improvement (*Kaizen*). This policy creates a consistent drive to gain new, current and relevant knowledge. Part of this policy is to keep up-to-date with findings and comprehension of ongoing concerns, policies and laws in relation to the Australian Modern Slavery Act (2018) and its international equivalents. The Global Slavery Index and other resources are utilised on regular basis, which is complimented by our external consultant's knowledge and input, thus facilitating George's Loader Hire Pty Ltd (GLH Rail & Civil) making informed and ethical decisions.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we will conduct a risk assessment in Q1 FY24, and will review this on at least an annual basis. We had intended to commence this process in 2020, however, COVID-19 made this difficult, and later the national shortage of labour.

The Directors and Management have agreed that our Managing Director (Kelly Cooke) will have lead responsibility for our work in this area. Kelly is in the process of working on a plan to ensure the best approach to assess incoming data from the intended research in Q1 FY24. This will involve requesting copies of Modern Slavery Statements from suppliers in relation to the 2018 Act, and also devising and presenting a questionnaire to suppliers who have not published a Modern Slavery Statement. Should suspicion be aroused that a supplier is in contravention of the said act, concerns will be raised with the supplier and all purchasing shall cease from that source until such time as the Directors and Management of George's Loader Hire Pty Ltd., are confident that good and ethical practices are being followed.

Kelly Cooke

Kelly Cooke – Managing Director of George's Loader Hire Pty Ltd (GLH Rail & Civil).

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