

MODERN SLAVERY PRELIMINARY STATEMENT

J.J. Richards & Sons Pty Ltd (ACN 000 805 425) (“JJR”) and its wholly owned and controlled subsidiary entities (“together referred to as we, us, our, the JJR Group”) are subject to the *Modern Slavery Act 2018 (Cth)* (“Act”) that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act to produce an annual modern slavery statement. Due to the impact of COVID-19, our first annual statement is due on 31 March 2021.

The JJR Group are committed to and take a zero-tolerance approach to modern slavery and the risks associated therein. We acknowledge the importance of providing practical steps to underpin our compliance by implementing various measures to continue addressing the risks of modern slavery in our operations, supply chains, and actions associated with same – the JJR Group is dedicated to providing an environment which enables us to monitor, manage and report on modern slavery in a way which ensures accountability and transparency across our entire corporate structure.

Our supply chain expands worldwide, including a wide-ranging number of suppliers from various sectors: Accommodation; Administration Services; Repair and Maintenance; Builders; Cleaners; Hire Equipment; Information Technology Services; Insurance; Labour Hire; Mail Services; Medical Professionals; Professional Consulting Services; Recruitment; Removalists, Transporters; Security Services; Suppliers of Trucks, Vehicles, Wheeled Plant, Equipment; Fuel and Gas Suppliers; Technical Specialists and Waste Collection/Haulage Organisations.

It is expected that our suppliers operate in accordance with all modern slavery laws, including the prohibition of human slavery, human trafficking and child labour. The JJR Group have a whistleblower policy which is available on our website and assists in ensuring that we are appropriately managing any corporate risk and encouraging reporting of misconduct, without fear of victimisation by the whistleblower.

In anticipation of submission of our first annual modern slavery statement, the JJR Group’s Corporate Governance department will take ownership and responsibility for compliance with the Act, in consultation with our Board of Directors. In particular, we are undertaking the following steps:

- Completing an overall assessment in relation to the potential modern slavery risks in both our supply changes and overarching operations;
- Undertaking a comprehensive overhaul of our supplier contracts and including contractual provisions requiring compliance with the obligations of the Act;
- Developing a training package for our staff on modern slavery; and
- Taking the appropriate remedial steps to address any modern slavery risks identified.

Overall, we are continually monitoring our risk profile and ensuring the JJR Group have appropriate controls in place to ensure compliance with the Act – which we consider to be imperative in upholding our Company Values which define the way we do things and the way we treat others.