



Modern Slavery Statement

Evolve Prefabrication Pty Ltd

ABN 37 637 675 337

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 (Cth) in relation to the operations and supply chains of Evolve Prefabrication Pty Ltd (“Evolve”) for the period 22 April 2022 to 30 June 2023.

1. Introduction

- 1.1 We take our role as an ethical and responsible business seriously, and our commitment to combatting modern slavery risks is fully supported from the highest level of our organisation. As such, we are proud to release our inaugural Modern Slavery Statement.
- 1.2 This statement sets out the steps taken by Evolve to address modern slavery risks in the business operations and supply chains during the FY22 financial year.
- 1.3 Evolve is committed to ensuring that there are secure management systems and procedures in place to prevent exploitations of human rights within Evolve itself and its supply chain.
- 1.4 Our ongoing efforts to understand and address modern slavery include:
 - a. Updating relevant supplier contracts to include provisions addressing modern slavery
 - b. Adopting a Supplier Code of Conduct
 - c. Conducting a modern slavery self-assessment questionnaire among our suppliers
 - d. Providing modern slavery training for specialised groups within the organisation.

2. Structure and operations

- 2.1 Evolve Prefabrication Pty Ltd is an Australian-based proprietary company. Our office is in Melbourne.
- 2.2 Evolve has expert reinforcing prefabrication capability and is currently engaged on various projects in Victoria.
- 2.3 We pride ourselves on our ability to provide fresh thinking and practical-based solutions. The values of authenticity, collaboration, decisiveness and innovations are the driving force behind all that we do.
- 2.4 Evolve's business model is scalable to meet project(s) demand. Through a highly skilled workforce and a senior management team with several years' construction and professional experience in their discipline industries. We complement our workforce through external engagement of specialised skills.
- 2.5 Evolve has in place policies and practices which reflect its commitment to act ethically and with integrity and transparency in regard to its employment practices and to comply with applicable employment laws. Evolve has implemented a range of policies, procedures and maintains the ISO-Standard for ISO19001. These policies include but are not limited to Anti-Bribery and Corruption Policy, Health and Safety Policy and others which have been developed to promote a safe and positive work environment. Evolve has also committed to, and is working towards, implementing various other policies in the next financial year.
- 2.6 Evolve also engages audit services to maintain current ISO-Standard accreditation.
- 2.7 In FY22, Evolve will roll out a training program aimed at raising awareness amongst employees of the general risks of modern slavery practices operations and supply chains as well as those particular to the company. It is anticipated that the training program will continue in the next financial year.

3. Supply Chain

- 3.1 We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.
- 3.2 The materials, consumables, human resourcing agencies and other businesses utilised by Evolve in the course of its operations are primarily companies incorporated in Australia. Most of the suppliers are private (non-publicly listed) entities.
- 3.3 Evolve engages a diverse range of supply chain entities to meet our business requirements. The following outlines the types of suppliers we regularly engage:
- Labour hire and subcontractors
 - Industrial equipment, including parts and consumables
 - Equipment maintenance services
 - Facilities management
 - Fuel
 - Tyres
 - Uniforms and Personal Protective Equipment (PPE)
 - Electronic devices, including IT equipment and phones.
- 3.4 We recognise that the location of a supplier's operations can influence the modern slavery risk. We identify that there is minimal risk for modern slavery to occur within the daily operations and nature of our business, however we acknowledge that there may be a risk of modern slavery within our supply chains. As we progress with embedding our supply chain risk systems and processes, we have however identified the biggest risks of modern slavery practices to exist with respect to overseas manufacturers of equipment, particularly manufacturers that operate and/or produce goods in sovereign states that do not have globally accepted standards of labour or the appropriate regulatory mechanisms in place to police breaches of those standards.
- 3.5 Although we strives to engage suppliers with a good reputation, ethics and reliable business practices and does not knowingly contract with or engage any businesses that are involved in modern slavery or human trafficking, the materials used to create the goods we utilise and the origin of where most of our supplies come from may contribute to modern slavery, particularly plant, equipment, rubber products, fuel, uniforms and electronic goods. We acknowledge the manufacturing of these products may come from a region that has a high occurrence of modern slavery.
- 3.6 Evolve ordinary enters into supply contracts with large Australian Tier 1 construction and infrastructure groups under their standard or negotiated terms and conditions, compelling Evolve to comply with all relevant laws and regulations and ensures that due diligence checks are carried out prior to engagement of third parties. To mitigate risks, we require any subcontractor comply with all relevant applicable laws and Standards.

- 3.7 We understand that due to the diverse nature of our supply chains it will require continuous improvement over a number of years, although we intends to take steps to conduct a rigorous risk assessment by conducting a suppliers' questionnaire exploring and identifying specific risks, whilst simultaneously undertaking an assessment of its key suppliers. During the period conducting questioners, our priority will be to establish the foundations for a more systematic, consistent and standardised risk mitigation strategy. Upon completion of the various risk assessments Evolve will undertake, should any supplier exhibit any 'high risk' of modern slavery and fails to devise and implement systems and processes to mitigate the risk of modern slavery practices, Evolve may cease dealings with the supplier until such time as remedial actions, such as implementing appropriate policies and procedures, are undertaken.

4. Other relevant information and future agenda

- 4.1 Throughout FY2020-2021 we have seen a disruption to our supply chains due to the COVID-19 pandemic. We implemented comprehensive COVID-19 safe procedures and guidelines on worksites including social distancing, personal screening response protocols for confirmed cases, hygiene measures as well as shutdown, hibernation and re-start protocols. Onsite COVID-19 awareness training for employees was rolled out.
- 4.2 To assist our suppliers to the best of our ability we continued to support our regular suppliers, increased our ordering to limit any impact on our operations, and diligently paid all supplier invoices in a timely manner to ensure there was no delay of cashflow to our suppliers
- 4.3 During FY21, Evolve intends to increase its efforts to improve supply chain transparency with a phased, risk-based approach.
- 4.4 Eliminating modern slavery from our supply chains is one of our fundamental goals. Our priorities for the next financial year include:
- Create a project pre-qualification document to be used for tendering opportunities to demonstrate our commitment to mitigating modern slavery risks.
 - Design and implement training for staff to include modern slavery awareness.
 - Create a modern slavery questionnaire for all new suppliers to understand the risks within their company and supply chain to ensure Evolve can address any identified risks.

5. Approval of statement

- 5.1 This statement was approved by Evolve Prefabrication Pty Ltd Directors and Senior Management Team in its role as principal governing body of Evolve Prefabrication Pty Ltd on 26 April 2022.

A handwritten signature in blue ink, appearing to be "J. Smith", written over a horizontal line.

Signature