

## Supply Chain (Modern Slavery) Statement

This statement is made in accordance with the Modern Slavery Act 2018 (Cth). Modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery can include serious forms of exploitation such as forced labour, human trafficking, slavery and slavery-like practices. These practices are serious crimes, grave abuses of human rights and have devastating impacts on survivors.

Stubbs Constructions takes reasonable steps to identify, assess and address risks of modern slavery practices in the operations and supply chains used in the provision of goods and/or services. Our subcontractors are primarily domestic and considered low risk. Whilst we are not able to confirm all products imported into Australia by our suppliers are compliant, we encourage our employees and supply chain to report any incidence of suspected modern slavery to the appropriate authorities.

Stubbs Constructions does not condone child labour, or any form of exploitation of children, and will comply with the International Labour Organisation (ILO) with respect to under age workers. All employees are required to maintain a Working with Vulnerable People registration.

Stubbs Constructions is committed to treating all people with due respect and facilitating workplaces and relationships which are safe and ethical. We strive not to pursue relationships which facilitate or encourage modern slavery practices, either directly or indirectly.

A handwritten signature in black ink, appearing to read 'Wayne Licht', with a horizontal line extending to the right.

Wayne Licht  
**Managing Director**  
**Stubbs Constructions Pty Ltd**

Date: 30 June 2022

Review Date: 30 June 2024