

## Modern Slavery Policy

Meyer Timber is committed to the long-term viability of our organisation which depends on the wellbeing of our people, our suppliers, the support of and integration with the local communities in which we operate, and the continued health of the natural ecosystems upon which we rely for our timber products.

Suppliers, Contractors, and Partners are defined here collectively as 'Third Parties'.

As a reporting entity pursuant to the Modern Slavery Act 2018, Meyer Timber is committed to addressing modern slavery in its supply chains and reporting on progress. This policy 'Policy' provides the framework within which to do so.

The objective is to procure and partner in a way that has the most positive impacts possible across the entire products, services and the contract life cycle, in line with [ISO 20400: 2017 - Sustainable Procurement – Guidance](#).

All new and existing Third Parties are required to commit to the Policy's aspirations and values. Alignment with the Policy will be monitored throughout Meyer Timber's procurement management process which involves a combination of risk assessment on modern slavery, a supplier code of Conduct, this Policy and, where necessary, supplier questionnaires and additional information requests. The combination of these offer us a risk rating that guides our sourcing of products. Meyer Timber takes the values outlined under this Policy very seriously, when third parties do not meet our commitments, corrective action plans may be established, and progress against those plans monitored. We may terminate relationships with third parties that repeatedly and knowingly violate the Policy.

Meyer Timber commits to absolute confidentiality and fairness. If Third Parties have any concerns about compliance with this Policy, they are encouraged to report the issue by email to [msa@meyertimber.com.au](mailto:msa@meyertimber.com.au).

## Description of the actions of Meyer Timber against Modern Slavery

Our suppliers are by executing our Supplier Code of Conduct, dedicated to continually improving their practices. In doing so, together we strive to identify and eliminate any slavery and human trafficking in business operations and respective supply chains. Our suppliers are committed to acting ethically and with integrity across social and environmental indicators.

## Key Modern Slavery Processes

Meyer Timber has several tools that are used to minimise the risk of modern slavery in our supply chain. These include:

- Category based latent supplier **Risk Assessment Calculator**. Using a combination of 5 international databases and an understanding of the life cycle assessment of products purchased, we have conducted a latent risk assessment of products and suppliers and categorised them from low to very-high risk;
- We have assessed the impact on the latent risk assessment of certifications held by suppliers of products that are supplied to us and adjusted the risk rating accordingly;
- This **Modern Slavery Policy** which contains information as to the key processes Meyer Timber has put in place to reduce the risk that modern slavery exists in its supply chains;
- We require our suppliers to execute the **Supplier Code of Conduct**;

- **Self-assessment Questionnaire**, all suppliers with moderate to very high risk are required to complete the self-assessment questionnaire which covers issues of human rights, child and forced labour, and modern slavery. Meyer Timber's suppliers are required to provide this information and comply with their obligations linked to their risk designation status with additional questions required of suppliers without forest certification schemes;
- **Supplier Audit Program** very high risk suppliers will be subject to supplier audit process.

## **1. The Purpose of the Policy**

Meyer Timber will limit the risks of Modern Slavery practices occurring in the direct operational control of our business and our extended supply chain. While operating our business, we consider our duties toward the community, the environment, and our people.

This policy intends to:

- Reduce the risk that goods and services purchased through our supply chain contain modern slavery
- Create an organisational structure for Meyer Timber employees or suppliers to address modern slavery risks

This policy supports our annual Modern Slavery statements Published at the Modern Slavery Statements Register <https://modernslaveryregister.gov.au>. This policy was endorsed by the board and senior management who ultimately manage the enforcement of this policy.

## **2. Who does this Policy apply to?**

This policy applies to Third Parties involved in supplying to our business. Evidence these Codes' minimum standards have been communicated to our Third Parties' supply chain, including their employees, subcontractors, and other third parties, may be required as a part of doing business with us.

If you do not comply with our policy, we reserve the right to end our business relationship. If a Meyer Timber employee contravenes this policy, they may be subject to disciplinary action.

## **3. What are the Risks Linked to Modern Slavery?**

Modern slavery encompasses a myriad of criminal behaviours, as defined by section 270 - 274 of the Criminal Code Act 1995 (Cth). The Modern Slavery Act 2018 enshrines offences which apply domestically into legislation that applies in supply chains to Australian companies.

Modern Slavery can take many forms including but not limited to:

- (Slavery) – owning a person, or treating a person as property, trading in slaves, or financing the slave trade (eg Human trafficking)
- (Forced labour) – forcing a person to work by coercion or with violence, threats, or deception.
- (Servitude) – A victim is offered a job to pay off a debt, then the victim is paid below the minimum wage and tied to economic activity, a place, and a role.
- (Forced marriage) – The absence of mutual consent in the marriage contract.

- (Debt Bondage) – a person who is forced to work to pay off a large debt for an unlimited amount of time, where the value of work is uncorrelated to the debt.
- (Deceptive recruiting practices) – the recruitment process involves the confiscation of identity documents and the deception of the ability to leave the employment.
- (Child labour) – as defined by the ILO core convention and involving workers under the age of 18 (Young Workers) who perform work that is likely to harm their health, safety, or education.

#### **4. Indicators of Modern Slavery risks**

Modern slavery indicators can include but are not limited to:

- (a) Workers do not possess their ID, passports, or travel documents.
- (b) Workers are not acting naturally or as if they were coached by management
- (c) Workers show signs of fear, anxiety, or nervousness
- (d) Workers are not free to talk or to express themselves
- (e) Workers' freedoms are severely restricted
- (f) High number of migrant workers and seasonal workers
- (g) Workers are unable to contact friends or families
- (h) Workers have limited social interactions outside of their work environment
- (i) Workers have few possessions
- (j) Workers have little or no control over their finances
- (k) Workers are being overcharged for accommodation
- (l) Housing is poorly maintained or overcrowded

Meyer Timber is committed to monitoring its supply chain for any signs of Modern Slavery and will pay close attention to the indicators defined above. Regular questionnaires and assessments will be sent to our third parties.

#### **5. Reducing the Risks of Modern Slavery Practices in our Supply Chain: A Strategic Imperative**

Limiting modern slavery risks within our business and supply chain makes for good and ethical business practices, and it protects our workers and reputation. Furthermore, it supports our compliance efforts to adhere to the standard set by the Modern Slavery Act 2018.

#### **6. Our Responsibility**

We will endeavour to the best of our abilities and resources to:

- (a) Prepare an accurate annual Modern Slavery statement as required by the MSA Act 2018.
- (b) Identify and conduct risk assessments in our business and supply chain
- (c) Monitor our supply chain for modern slavery risks.
- (d) Source our products responsibly and sustainably in accordance with our Supplier Code of Conduct.
- (e) Remediate any incidents occurring in our direct operational control and help remediate incidents in our global supply chain.
- (f) Raise awareness against modern slavery risks, including by publishing this policy

#### **7. Supplier Responsibilities and Duties**

Suppliers must take all reasonable steps to ensure that our supply chain is free of modern slavery risks and practices.

Specific duties and responsibilities of suppliers include:

- (a) Participating in training to identify and reduce the risk of modern slavery in your operation and supply chain;
- (b) Ensuring you provide sufficient information about your business operations and the operations of your suppliers;
- (c) Leading by example by making appropriate checks and balances for modern slavery in your organisation (workers interviews; third party audits; training)
- (d) Completing our self-assessment questionnaires
- (e) Remaining alert to the indicators defined in this policy
- (f) Cooperating with our recommendations or instructions against modern slavery.

We mandate that all suppliers follow the principles described in our Code of Conduct.

### **8. How do you Report an Incident or Concern?**

If you have any suspicions that modern slavery may be occurring, discuss your concerns with your Meyer Timber purchasing contact, and we will advise you of the necessary course of action. Contact may also be made via [msa@meyertimber.com.au](mailto:msa@meyertimber.com.au)

In case of immediate danger, call the police or the relevant authorities. Modern slavery is often linked to organised crime activities.

### **9. Who ensures compliance with this Policy?**

Our organisation’s board of directors and senior management are responsible for this policy and will review it annually, the same goes for reports of slavery incidents.

This policy may be amended, moved, or replaced. The most up-to-date version can be found at [Meyer Timber Modern Slavery Policy](#).

**Title:**

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**Date:**

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**Signature:**

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**Name:**

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