



19 September, 2023

This modern slavery statement is made pursuant to section 13 of the *Modern Slavery Act 2017 (Cth)* by ORIEM Pty Ltd (the Company) for the year starting 1<sup>st</sup> August 2023 and ending 31<sup>st</sup> August 2024.

### Structure, Operations and Supply Chain

ORIEM Pty Ltd is controlled and wholly owned within Australia. We are a leading Australian supplier of:

- Steel Reinforcement
- Distribution of Building Products

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.

### Modern Slavery

Significant materials for the company are sourced from Australian local suppliers, including but not limited to:

- Concrete
- Concrete Reinforcing Mesh
- Concrete Tools & Machinery
- Formwork
- Reinforcement Bar & Accessories

ORIEM Pty Ltd procures international materials from the following countries:

- Turkey
- Spain
- Italy
- Vietnam

Through the completion of review of the *Global Slavery Index* (<https://www.globallslaveryindex.org>), as well as the *List of Goods Produced by Child Labor or Forced Labor* (<https://www.dol.gov/agencies/ilab>), the Company has determined that the risk levels of slavery within the supply chain is medium to low.

### Country Level Assessment:

A	BBB	BB	B	CCC	CC	C	D
70 to 79.9	60 to 69.9	50 to 59.9	40 to 49.9	30 to 39.9	20 to 29.9	10 19.9	<0 to 9.9
	Italy		Turkey				
	Spain		Vietnam				

(Sourced from <https://www.globallslaveryindex.org>)

A Product by Country review was completed, with no products identified as being an area of concern.



Existing policies and procedures were considered, and it was noted that these effectively control this risk of slavery through:

- Codes of Conduct for employees and suppliers/business associates which clearly oppose slavery, forced labour, and other forms of human rights abuses.
- Application of risk assessment to all suppliers where an identified risk of slavery occurs. This includes the
  - requirement for suppliers to provide a declaration of their anti-slavery practices.
  - Visits by Directors of the company to mines and factories to inspect the prevention of slavery factors.
- Has communicated to all employees that any suspicions of slavery within our supply chain can be reported to the Director confidentially, without fear of reprisal from management or other members of the company.
- Has completed training for the Directors of the company to enable them to understand the risk associated with modern slavery practices. This training is recorded within our training register.

The company will continue to review the risk profile of our supply chain and apply a proportionate response, having regard to any potential reporting of issues and changes to operations, and/ or supply chain that may arise and affect the risk profile.

The company has received no reports of modern slavery breaches within its operations and supply chain during the reporting period.

This statement has been approved by the Company's Board of Directors on the 19th of September 2023 and signed on the same day.

*Matthew Hardy*

Matthew Hardy – General Manager

19<sup>th</sup> September 2023