

The BRITEX Group

Modern Slavery Statement 2022

1. INTRODUCTION

This is our first Modern Slavery Statement for Britex Pty Ltd ABN 83 004 309 737 and its associated entities. Britex acts ethically and with integrity in all its business dealings and relationships including the plan to effectively control modern slavery does not take place in its operations or supply chains. In accordance with its risk appetite, Britex has a zero-tolerance policy for modern slavery practices.

2. OVERVIEW

The Britex Group is a family-owned Australian company, which was originally founded more than 80 years ago. We have since become Australia's leading supplier and fabricator of stainless steel sanitary and associated products for the commercial building industry. We are highly respected within the commercial building industry for innovation, water efficiency, safety, product reliability, product quality, technical expertise, and superior service

We have 3 branches located across Australia, located in New South Wales, Queensland and Western Australia and our main manufacturing warehouse in Victoria and in total employ approximately 80 employees.

The passing of the Modern Slavery Act 2018 (C'th) ("Act") has provided us a platform for the awareness of such risks and helped to furnish a plan to help eliminate the risks of modern slavery in our operations and supply chain.

We recognise that Australia is not immune from modern slavery and that we play an important role in protecting and promoting human rights and dignity. We have a zero-tolerance approach to modern slavery in our operations and supply chain and are always committed to acting in an ethical and transparent manner.

While we acknowledge that modern slavery may exist in any global supply chain, particularly in those regions deemed to be 'higher risk,' we are not currently aware of any practice within our operations or supply chain which may constitute modern slavery.

3. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

The Britex Group has implemented several measures designed to protect and promote human rights, and to mitigate the risk of modern slavery in our operations and supply chain.

These measures include the plan to implement an internal modern slavery policy, an upstream supplier questionnaire, and this modern slavery statement. Further measures such as, including a sustainable procurement policy, and the inclusion of provisions in our current agreements with our suppliers to ensure that goods supplied to The Britex Group have not been sourced or produced using modern slavery. It's our expectation that all our suppliers will comply these measures. We are committed to working with each of our suppliers to ensure they fully understand their obligations and are compliant with all our policies.

4. OUR SUPPLY CHAIN

The Britex Group sources materials and products from an international and national network of key suppliers, through a careful and considered screening process.

The current international suppliers are in China and the UK.

We expect our suppliers to conduct their operations in a socially and environmentally responsible manner. Although we have taken steps to ensure that our employees and suppliers are not affected by modern slavery, we acknowledge the possible existence of modern slavery practices by those suppliers operating in countries which are 'higher risk' for such practices.

To date, we have not been made aware of any modern slavery activities within our supply chain, but if any concerns are identified, they will be acted upon immediately.

Our framework to identify modern slavery risks will be reviewed regularly to assess its effectiveness and to address any areas of concern.

5. CONTINUOUS IMPROVEMENT AND OUR ONGOING COMMITMENT

As noted, The Britex Group is committed to respecting the human rights of every individual involved in our business, including our customers, employees, workers in our supply chain and local communities.

As part of our commitment to continuous improvement, we will be planning to implement:

- (a) continued communication with and training of staff and key suppliers on company policies and procedures relating to modern slavery and ethical sourcing.
- (b) look at implementing a sustainable procurement policy and bolstering our screening process for future suppliers; and
- (c) completing an in-depth risk assessment of our current supplier base (as well as any future suppliers moving forward) with a particular focus on those suppliers deemed to be in geographical locations deemed to be 'high risk.'
- (d) continuing to build long-term relationships with key supply partners to enhance transparency and trust in their business operations.

The effectiveness of these processes will be assessed through internal review and periodic internal audits.

This modern slavery statement has been approved and endorsed by the management team of The Britex Group.

Cam Ristrom,



Managing Director
The BRITEX Group