



Modern Slavery Statement

Introduction

Calbah Industries Pty. Ltd, ABN 58 050 275 020, 17-29 Arkwright Drive, Dandenong South 3175, is a premier Design and Fabrication Engineering company supplying high quality products to major Infrastructure Projects around Australia.

Calbah Industries recognises that modern slavery is a global issue and extend beyond Australia's borders and into other countries. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

This statement is made pursuant to section 16 of the Modern Slavery Act 2018 and sets out the steps taken by Calbah Industries to prevent modern slavery and human trafficking from taking place in our supply chain. We are committed to achieving high ethical standards and acting with integrity in all areas of our business.

Structure, Business and Supply Chains

Calbah was founded in 1995 by Chester Baker, and has now grown to approximately 55 employees, operating from company owned, purpose-built premises based in Dandenong South, Victoria, Australia, with 3 new factories currently under construction..

Calbah Industries has long term business relationships with local suppliers such as steel supply, paint, nuts and bolts and some smaller businesses.

We also have established sound vendor relationships with a small number of Engineering companies based overseas. These overseas companies have supported Calbah Industries in supplying high quality products to the required specifications.

Calbah Industries customers are from the Oil & Gas sector, Tunnelling, Mining, Rail and general Engineering.

Calbah Industries has established sound and successful business relationships with almost all the major Infrastructure projects in Melbourne Road and Rail tunnels, Sydney Road and Rail tunnels, Snowy Hydro 2 Project, Brisbane Rail tunnel and Auckland, NZ rail Tunnel. We are the premier engineered steel and specialised equipment supplier to these projects.

Our Managing Director and Senior Management team have overall responsibility for ensuring this policy is implemented and complied with.



Risks of Modern Slavery Practices in our supply chains

Calbah has established long term relationships with local suppliers such as steel mills and their distributors and paint manufacturers. We consider the overall risk of modern slavery existing within our immediate operations is low.

Calbah also has long term suppliers of engineered steel in overseas factories. It is those facilities that may carry a higher risk. To mitigate the risk, our company MD has made frequent visits to those facilities to ensure the risk of modern slavery is low and not practiced.

Our risk assessment and evaluation of our O.S suppliers is based on observations and discussions made with production operational staff. We also use Bureau Veritas (BV) at these facilities to conduct further monitoring.

No Modern Slavery incidents have been identified or reported to Calbah Industries.

Policies, Training and Whistleblowing Protection.

We have a zero tolerance to modern slavery and will make every effort to ensure we always contribute positively to the eradication of slavery, servitude, forced/child labour and human trafficking.

Policies

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies that contribute to this commitment to preventing the violations of human rights include:

Code of Conduct

Our business respects fundamental human rights and is committed to the principals set out within the legal regulations.

Whistle Blower

We protect whistle blowers by encouraging openness and support for anyone who raises a genuine concerns in good faith. We are committed to ensuring no one suffers from detrimental treatment as a result of reporting their suspicions related to modern slavery.

Training

We focus on ensuring our management team, at all levels, is not only responsible for abiding by this policy but also know how to address any relevant concerns raised by an employee(s). We train our staff on how to treat others with respect and courtesy, as well as ensure they adhere to our policies and procedures. This is an ongoing due diligence process.



POLICY BREACH

If any employee is found to be in breach of this policy, their misconduct will be managed accordingly, up to and including termination of employment. In the event of a supplier or contractor, where modern slavery is substantiated, the business will assess whether it is appropriate for the business relationship to continue and reserves the right to terminate the agreement without notice and the business reported to the authorities.

This statement is made pursuant to Part 2 Section 16 of the Modern Slavery Act 2018 and constitutes our modern slavery statement for the financial year ending 31 December 2023.

A handwritten signature in black ink, appearing to be 'Chester Baker', written over a circular stamp or watermark.

Chester Baker

Managing Director

Calbah Industries, Pty Ltd.