

Bremick Pty Ltd

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Bremick Modern Slavery Statement

Company Overview.

Bremick Pty Ltd has been family owned since 1965 and our family values are still the values that drive our team today, which includes our stance on eliminating modern day slavery. We are fully committed to providing a respectful environment for all workers, one that is free from any discrimination, abuse, and/or exploitation.

Our company has 15 distribution centres, including 3 manufacturing locations and 3 Quality Control laboratories, across Australia, New Zealand and Asia.

Modern Day Slavery Definition.

“The nature and extent of modern slavery means there is a high risk that it may be present in your entity’s operations and supply chains. Modern slavery can occur in every industry and sector” (Commonwealth Modern Slavery Act 2018).

“The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom” (Commonwealth Modern Slavery Act 2018).

Modern slavery is defined as including eight types of serious exploitation:

1. trafficking in persons
2. slavery
3. servitude
4. forced marriage
5. forced labour
6. debt bondage
7. the worst forms of child labour, and
8. deceptive recruiting for labour or services

Our Commitment & Actions.

Reporting:

Bremick are not a reporting entity under the Australian Modern Slavery Act 2018 or NSW Modern Slavery Act 2018 however, we acknowledge that we have a place in the global effort to eliminate modern day slavery.

Who is covered by this statement:

Our team & our third-party associates are covered by this statement.

- Our Team is defined as all employees (permanent & casual) & contractors at all levels of the organisation.
- Our potential & existing suppliers / service providers are defined as our third-party associates.

Training:

Bremick have embarked on internal awareness, training, & provided procedures / checking mechanisms to our team. This enables our team members to minimise the risk of engaging with third party associates that are engaged with modern day slavery practices. This training & process also provide clarity on what actions to take should an entity we do business with is found to be engaged in modern day slavery practices. Our existing teams training will be kept up to date with any changes as they are implemented.

All new employees will be provided modern day slavery training by their manager at induction to assure the new team member has the skills & support to effectively carry out this aspect of their responsibility.

Risk Identification, Resolution & Continuous Improvement

Bremick Procurement Management actively leads, consults & engages in:

- Third party mapping,
- Third party risk level identification, including high level risks,
- Staff training,
- Reviews of annual third-party audits / surveys,
- Provide an open door for staff to raise any questions.

This enables Bremick to review & analyse our third-party associates responses & identify potential risks.

Team member feedback on proposed content / process changes is welcomed.

An annual review of the Procedure PRO-0173 will be carried out, & changes documented.

The above allows Bremick to adjust & improve as necessary any of the internal processes, tools, training to enhance the effectiveness of our modern-day slavery controls.

Concerns & Escalation

Bremick Procurement Management are the first point of call for any concerns, issues & suspicions arising from any interaction with third party associates. It is encouraged that these are quickly brought to their attention so prompt investigation / review can occur.

Bremick Procurement Management have an open-door policy that provides a safe and secure environment for these matters to be raised.

Responsibilities

All Procurement Management have the responsibility to:

- Comply with this statement & Pro-0173,
- Avoid any practices that could cause a breach of this policy,
- Lead by example & maintain an appropriate work environment for open discussion,
- Maintain appropriate training & support,

All team members have the responsibility to:

- Comply with this statement & Pro-0173,
- Understand the Modern-Day Slavery aims & risk identification process,
- Avoid any practices that could cause a breach of this policy,
- Quickly notify Procurement Management any suspicious activity or breaches,


Third Party Engagement:

We positively & actively work with our third-party associates to assure that we approach & engage this process in a respectful & professional manner.

Providing:

- Training,
- Open discussions on expectations,
- Clear agreements & contracts,
- Clear resolution process,
- Ongoing support & updates.

This modern slavery statement was approved & signed by Chief Financial Officer on 4 July 2022



Chief Financial Officer

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