



Setting the standard for quality & value

Modern Slavery Statement 2021

Reporting Year: 1st July 2020 – 30th June 2021



Introduction

This is the first Modern Slavery Statement for Hare & Forbes Machineryhouse, as informed & required by Federal Government; Modern Slavery Act 2018.

The purpose of this statement is to outline our approach ensuring Hare & Forbes Machineryhouse has robust processes & framework in place, to minimise the risk of modern slavery in our business operations and supply chain.

At Hare & Forbes Machineryhouse, we recognise that slavery and human trafficking can occur in many forms, as considered in the Act. This includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services & child labour.

Hare & Forbes Machineryhouse is fully committed to operating responsibly and adhering to the highest ethical standards. We will not tolerate any forms of slavery or human trafficking within our business.

Approval of Statement

This Modern Slavery Statement has been approved by the Board of Directors on 23 November 2021 and signed by a director for and on behalf of the Board.

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Adam Hare

Director

Date 5th December 2021

1. Our Business

Hare & Forbes Machineryhouse is an Australian owned family business that has been supplying new and used workshop & engineering equipment since 1930. Foundation principles have not changed to this date - to offer one of Australia's most extensive ranges of workshop machinery and machine tool accessories, at the best possible price.

With over 50,000 m2 of showrooms & warehouses located in capital cities (Sydney, Brisbane, Melbourne, Perth, Auckland, Christchurch) we are one of the largest stockists & suppliers of machine tools, sheet metal and fabrication equipment in Australia & New Zealand.

Provide a Comprehensive range of services:

- Website – Online ordering, payment, delivery & tracking.
- Technical sales support team- assist with job application / product selection, demonstrations.

- Workshop – Quality Control systems, batch testing & all larger machines are tested prior to delivery.
- Service Division – Technical after sales support, spare parts, warranty, onsite repairs using our own fleet of mobile Technicians in service vans.
- Other services - Machine set up, installation, delivery, training & finance.

All of which ensure long term partnerships & customer satisfaction.

Hare & Forbes has over 200 employees covering Australia & New Zealand.

Our staff are key to 90 years of success with many team members sharing over 25 years experience with our company. We understand the importance of respecting and improving human rights within all aspects of our business which we intend to do with the assistance of staff & suppliers.

Own Brands –

Built over generations to be well recognised in industry, representing quality & value.



2. Our Structure, Operation and Supply Chains.

This statement covers the activities of Hare & Forbes Pty Ltd trading as Hare & Forbes Machineryhouse.

The company is privately owned by the Hare family trust.

We control an overseas company Machineryhouse (NZ) first Registered in 2007. This is supported by parent company in all areas of their operations. Our NZ company will be considered in the implementation of all codes of conduct and procedures relating to compliance with the Modern Slavery Act

Our operations in Australia mainly consist of;

- Sales and marketing of our company's products including new and used workshop and engineering equipment.
- Procurement of products from overseas for Australian clients.
- Warehousing and distribution of our products before placing on the market.
- After sales services through technical support.

Companies.

Hare & Forbes Pty Ltd ACN: 000 286 957 ABN: 96 000 286 957

Trading as Hare & Forbes Machineryhouse

3. Potential risks in our operations and supply chains.

In 2021 a committee was set up including (Purchasing Officers, CEO, Human Resources, Managers & Directors) to assess potential risk of modern slavery practices across our operations & supply chain.

During this assessment process, we considered risks that may possibly cause, contribute and/or be directly linked to modern slavery practices, in accordance with the Australia Commonwealth Modern Slavery Act 2018 Guidance document.

The outcome of this review by the committee & taking in the context of the Modern Slavery Act, our focus will be ensuring our supply chain deliver best practices for product quality, working conditions, human rights, health, safety and environmental responsibility.

We took into consideration other risk factors such as the sector, industry, types of products, geographic location & 40 years of experience visiting factories in our supply chain.

Global Slavery Index – was used to help identify higher risk countries.

US Department of Labour's 2020 List of Goods – used to determine high risk goods.

We were able to identify & grade each product & service across our operations & supply chain using this Risk Assessment Process. Some areas such as employees of Australian & New Zealand Operations covered by local legislation & internal policies, have been identified as Low Risk. Other products sourced locally, such as uniforms & technology products are not in our direct control & identified as potential risk.

As this is our first statement, we will be focusing on higher risk areas within our direct control which we believe will have the largest influence & impact.

Therefore, the year ahead will start by targeting 8 of our existing long-term Tier 1 factories who are geographically located in potential high-risk regions who we have existing good working relationship with best potential gain.

4. Addressing the risk of modern slavery practices.

As we have determined our focus will be on the higher potential risks area's which comes from our direct supply chain.

With exception of Covid travel restrictions, team members from our purchasing department frequently visit many of our long- term Tier 1 factories in high- risk regions. These visits over the generations have allowed for visual inspection of human rights treatment & potential modern slavery risks.

As part of our due diligence to assist, identify, prevent, mitigate & remove potential adverse human rights & modern slavery within our operation & supply chain. We will be developing & formalising our expectation into the below new policies to be sent to our supply chain.

Our Policies

- Supplier Code of Conduct
- Supplier Statement Engagement letter – to be signed by suppliers which includes the Supplier Code of Conduct document.

Our aim is to educate & ensure human rights are understood, respected, and upheld across our supply chain. We expect our partners and stakeholders to adhere to ethical business conduct standards which are consistent with our own and committed to work together to fulfil this common goal.

5. Measuring Effectiveness

Modern Slavery is a complex issue that presents a challenge for all companies in terms of providing credible measurements as to their effectiveness in addressing modern slavery risk.

Hare & Forbes Machineryhouse recognise putting in place a Supplier Code of Conduct will only work if implemented and enforced.

In tandem with our regular visits to our overseas suppliers we will have a committee that is responsible for monitoring compliance with the code. This will be supported by an executive team to ensure implementation and application of the procedures and provide support and training to ensure our suppliers are aware of the importance of compliance with the Code of Conduct.

Infringements of Hare & Forbes Code of Conduct, including Non-compliance with the Modern Slavery Act, will give rise to disciplinary sanctions, including possible termination of the business relationship.

As this is our first statement, it will not be until our next statement that measuring effectiveness will be shown once we receive feedback from suppliers, regarding the below points

- The number of factories contacted & informed of our expectations regarding human rights & code of conduct
- Number of Supplier Code of Conduct signed & returned letter.

In future years we will look to explore further mechanisms to assess the effectiveness of actions we undertake to address modern slavery and human trafficking risk within our operations and supply chain.

6. Consultation Process

This section has been left blank.

7. Additional relevant Information.

All required information has been sufficiently supplied, covering all seven mandatory criteria.

Education and Awareness Raising.

Hare & Forbes Machineryhouse aim to put in place a schedule of education for all staff to ensure that our compliance with the Modern Slavery Act plays a key role in our day-to-day operations.

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