EIRE
CIVIL INFRASTRUCTURE SOLVED

# Modern Slavery Statement 2024

Eire Constructions Pty Ltd ACN 116 308 573

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EIRE

# Message from the **Group Managing Director/ Chief Executive Officer**

At Eire, we are committed to ethical procurement practices. Our mission is to 'build the communities we want to live in.' Having safe, equitable and transparent procurement processes is fundamental to ensuring the integrity of our supply chain as we confront the global issue of modern slavery. There is no place for modern slavery in the communities where we operate, or our global supply chains.

Every individual deserves to work in an environment free from exploitation and abuse. We are dedicated to ensuring our suppliers uphold the highest standards of integrity and are good corporate citizens. Through rigorous governance processes, risk assessment and collaboration with our supply chain, we are actively working to identify and eradicate the damaging consequences of modern slavery within our business operations and supply chain.

Our aim is to create a culture of transparency and collaboration that empowers all stakeholders. We will partner with our suppliers to implement effective solutions to foster a safe, fair, and just work environment for humanity. By working together with our suppliers, we ensure that our supply chains are free from the insidious actions of modern slavery and remain a force for good in the community.

By standing firm against modern slavery, we protect the rights of workers and reinforce the values that define Eire. We will continue to set the standard and advocate for a future where ethical practices are the norm, not the exception.

**TADHG KELLIHER**
*Group Managing Director/ Chief Executive Officer*

# What is Modern Slavery?

Definition and statistics/ impacts:

**Modern slavery refers to situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.**

Modern slavery is an umbrella term and includes:

- Human trafficking
- Debt bondage
- Forced marriage
- Slavery and slavery-like practices
- Forced labour
- Worst forms of child labour
- Deceptive recruiting for labour or services

The most vulnerable globally – women, children and migrants - remain disproportionately affected. More than 12 million of all people in modern slavery are children, and women and girls account for over half of them 54%.

The significant characteristic of all forms of modern slavery is that it involves one person depriving another person of their freedom for profit. Its cost is individual freedom and economic stagnation. Its impact is global, and no country is immune.

On any given day in 2021 there were...
**50 MILLION PEOPLE living in modern slavery**

NB: Source for Modern Slavery statistics and definition: https://www.walkfree.org/global-slavery-index/

# Who We Are And Our Services

Eire Constructions was founded by Tom Kelliher, back in the 1970s. It wasn't just a business venture; it is a family legacy. For over 45 years, Eire has been at the forefront of civil infrastructure solutions, specifically all aspects of the water sector. But it's more than that. We've always believed in the power of community, in supporting and employing local talent. It's part of who we are.

With robust systems and processes that ensure we control project risk and deliver results; we combine the agility of a family business with the risk mitigation benefits of a tier 1 contractor.

Eire specialise in the design and construction of every stage of the water sector and civil infrastructure for strong communities. From laying the foundations of our communities with water and sewer solutions to connecting them with reliable roads and bridges.

## We build the communities we want to live in

# Our Supply Chain

Eire continuously fosters robust partnerships with a diverse array of Australian suppliers, given our procurement spans a wide spectrum of goods and services. From essential office stationery to high-quality construction materials, specialised plant and equipment, and skilled labour, our focus remains to support local industries while meeting our operational needs. A comprehensive analysis of Eire's expenditure for FY2024 has yielded valuable insights into our procurement patterns, highlighting the depth of our investment in the Australian economy.

While Eire is proud to partner with Australian-based suppliers, it's important to acknowledge that a number of these suppliers may source materials and products from international markets.

**77%** of Eire's annual expenditure is with positive **MODERN SLAVERY ALIGNED BUSINESSES SUPPLIERS** Including employees, suppliers and sub-contractors

**28%**

of Eire's annual expenditure relates to employees employed **DIRECTLY BY EIRE**

Under registered Enterprise Agreements, Awards and Individual agreements. All employees are employed within Australia. As such are governed by the National Employment Standards.

**72%**

of Eire's annual expenditure relates to **SUPPLIERS**

- All suppliers are located within Australia. Some are likely to source material and supply items from countries outside Australia.
- 36% of this annual expenditure is with suppliers that are registered on modernslaveryregister.com.au.
- A further 27% of this annual expenditure is with suppliers that Eire has engaged positively with the supplier on Modern Slavery through a detailed supplier questionnaire.
- As such 63% of Eire's annual expenditure is with suppliers that are registered or positively engaged with Eire around Modern Slavery.

# Our Vision Statement

## We build the communities we want to live in.

We do this by safely delivering quality water and civil infrastructure solutions that enrich our communities, and the lives of the people that live and work in them.

# Our Values

# Safety Framework

## At Eire, safety is our way of life.

**The health and safety of every person on our sites, from our team members to our visitors and contractors, is our absolute priority. We've built a safety culture that's underpinned by leadership and genuine care for our people.**

Our Eire Life Saving Essentials framework focuses on the 12 highest risk activities, implementing rigorous mitigation practices that drive positive safety outcomes.

We're equally dedicated to environmental stewardship and sustainability. We understand our responsibility to minimise our impact on the environment and the communities we work in. Every action we take, every innovation we implement, is driven by our commitment to excellence, safety, and sustainability.

# Our Commitment Statement

**We are dedicated to ensuring that our business practices uphold the highest standards of ethics and transparency, and we will continue to work towards creating a supply chain that is free from exploitation and forced labour.**

Eire Constructions is committed to work collaboratively with the Australian Government to genuinely and proactively address and mitigate modern slavery risks within our operations and supply chains.

# Our Methodology

## 01.

### Assessing and Addressing Risk

Eire is taking a proactive and comprehensive approach to assessing the risk of modern slavery within our supply chain. Eire have a guiding policy to combat Modern Slavery risks within our business. Our agreements with suppliers and contractors include specific clauses and assertions related to modern slavery, underscoring our commitment to ethical practices.

Our methodology begins with a thorough review of existing suppliers to verify their registration on the modern slavery register, which is then recorded in our supplier database. We also distribute a modern slavery questionnaire to all current suppliers, requiring new suppliers to complete this questionnaire before engagement.

## 02.

### Assessment of Effectiveness

Upon receipt, each questionnaire is carefully reviewed, and suppliers are assigned a modern slavery risk rating, which is subsequently entered into our database. This risk rating plays a crucial role in our supplier selection process prior to contract awards, ensuring that modern slavery risk is a key consideration in our decision-making.

In the next phase, Eire will engage directly with our major suppliers to map their entire supply chains, allowing us to pinpoint potential modern slavery risks more effectively.

## 03.

### Consultation

Once risks are identified, we will collaborate with suppliers to address any concerns and implement strategies to mitigate identified risks, reinforcing our commitment to ethical sourcing and corporate responsibility.

# Moving Forward

**At Eire, we are deeply committed to upholding the highest ethical and social standards in all our operations, including the critical issue of modern slavery.**

We believe that every step we take matters, and that's why we're dedicating ourselves to thoroughly understanding and mapping our supply chain.

We will forge strong partnerships with suppliers who share our values and are proactive in combating modern slavery. By working together, we create a positive impact, ensuring that our supply chain is a force for good in the community.

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NB: Source for Modern Slavery statistics and definition: https://www.walkfree.org/global-slavery-index/