



## **Matt Bull Window Tinting Pty Ltd: Our Modern Slavery Statement**

### **Australian Modern Slavery Act 2018**

As a SME trading below the Australian consolidated \$100m threshold, we are not required to make a formal statement. However, we do recognise that many of our customers and clients will be seeking reassurance from us about our compliance with the requirements of the Commonwealth Modern Slavery Act 2018.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour, and human trafficking. All of which, have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to improving and monitoring our practices to combat slavery and human trafficking.

### **Organisational structure**

We are a provider of window tinting and paint protection services to various types of organisations in Queensland. We are a family owned and operated business. Our main services are provided by an attentive and harmonious team operating under the direction of the General Manager. We engage the services of outside professionals that fit with our ethical culture, as and when required. A good, and constantly evolving organisational culture is evident within our business. We remunerate employees on at least the relevant award, currently every employee is being paid above the award rate. We increase their wage level based on their flexibility, competencies, team player abilities, behaviours and ethical actions.

### **Our supply chains**

Our supply chain partners are vetted and surveyed on a predetermined frequency to ensure no supplier is in contravention of the 2018 (Cth) Act. This includes suppliers of equipment, materials, services and consumables that are used within our organisation. Our suppliers are predominantly based either locally or in Queensland. Some of the less well-known suppliers are: Scope Accounting, River 949 and more. The well-known suppliers and brands are: Office Works, Coles, Apple, Bunnings and others. All of our supplies and services are sourced within Australia.

### **Our commitment to combating slavery and human trafficking**

We believe that there are relatively few risks in our current supply chains, or within our business. One of the reasons for this is because we are guided by our overall approach to doing business which requires high standards of honesty and integrity from our team. Matt Bull Window Tinting Pty Ltd is an equal opportunities employer that treats all employees with common courtesy and fair remuneration, irrespective of their ethnicity, nationality, gender, or age.

## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are conducting a risk assessment commencing late in 2023. Our Modern Slavery Statement is reviewed on at least an annual basis, this approach involves management and an external consultant. Part of our due diligence is to ensure that the information we are working with is not only factual, but also current and relevant. In the event that a supplier has not as yet published a Modern Slavery Statement, a questionnaire that is pertinent to the act will be forwarded for completion by the end of 2023.

Should suspicion be aroused that a supplier is in contravention of the said 2018 Act, concerns will be raised with the supplier and all purchasing shall cease until such time as the General Manager and management of Matt Bull Window Tinting Pty Ltd are confident that good ethical practices are being followed.

*Terri Bull*

**Terri Bull** - General Manager



Last update: 15<sup>th</sup> May 2023