



Precise Air Group Modern Slavery Statement



“Modern Slavery” is the phrase used to describe the crimes of human trafficking, slavery and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

1. Introduction

Precise Air Group Holdings Pty Limited and all of its subsidiaries (“Precise Air Group”) have a corporate responsibility to take an active role to address and mitigate potential modern slavery risks.

Precise Air Group will not knowingly support or conduct business with any organisation involved in modern slavery practices. Precise Air Group aim for high standards of governance throughout the Group and corporate responsibility is of primary importance to us. We recognise the responsibility we have towards our clients and stakeholders, including our employees and society as a whole.

This statement sets out the steps aimed to identify and eradicate slavery or human trafficking in our business and supply chain in accordance with the criteria in the Australian Modern Slavery Act 2018.

2. About our company

Structure

Precise Air Group Holdings Pty Limited is a company registered in Australia with the following wholly owned subsidiaries:

1. Precise Air Group Pty Ltd
2. Precise Fire Pty Ltd
3. Airgene Pty Ltd
4. Precise Air Group Labour Pty Ltd
5. Precise Air Group NSW Pty Ltd
6. Precise Air Group QLD Pty Ltd
7. Precise Air Group Contracting Pty Ltd

In 2018, Precise Air Group was acquired by Fujitsu General Limited, a Japanese company listed on the Tokyo Stock Exchange.

The entities formed a working group by engaging and consulting with the relevant stakeholders to understand the various operations and supply chain risks.

Operations

Commencing in 2002, the Precise Air Group provides services across Australia and employs approximately 400 staff.

Precise Air Group provides HVAC servicing, maintenance and installation, building optimisation solutions, fire suppression design, systems, service, installation and maintenance, HVAC hygiene and remediation, duct and kitchen exhaust cleaning services and maintenance.

All services are provided across commercial, retail, transport, infrastructure, education, government, health and aged care and entertainment facilities throughout Australia in all states and territories.

Supply Chains

Precise Air Group has many direct and indirect supply chains that contribute to the ongoing functioning and operations of the business, both by way of subcontracted labour hire and the purchase of equipment, parts and accessories, and tools.

Nationally, our subcontracted labour hire is made up of approximately 451 active entities, calculated over a three-month period in 2020. This number continues to evolve as our customer’s needs change and contracts are added to our portfolio.

Precise Air Group has approximately 384 suppliers nationally (calculated over a three-month period in 2020) providing equipment, parts, accessories and tools.

3. Risks of modern slavery practices

As a national service provider, Precise Air Group will continue to consciously consider how our activities and our supply chains could be linked to modern slavery practices.

Our employees

Our direct workforce is predominantly made up of qualified and skilled employees and we consider the risks of modern slavery to be negligible.

We are governed by employment legislation and all employees must comply with our Employee Handbook, which reinforces our expectations around ethics and integrity and makes clear that we oppose all forms of discrimination and victimisation.

Employees are inducted into the Precise Air Group using an online induction program which references Modern Slavery Act obligations.

Our subcontractors

We consider our subcontractor labour risk to be very low as we deal with Australian listed and private sector companies who engage locally based employees. We have a strict prequalification process through our contractor management system prior to engagement and we are confident that they adhere to the Australian employment legislation and the relevant award conditions.

Our suppliers

We have carried out an analysis to assess the modern slavery risk associated with our suppliers.

Some of the possible risks identified in our operations and supply chains are:

- Geographical traceability of the product and equipment supply chain, where we are working with retailers, wholesalers and distributors with a varying network of suppliers. Precise Air Group relies on accessibility and accuracy of information and our suppliers commit to adhering to the Modern Slavery Act.
- Working with our internal service providers in industries and geographical locations that may employ workers under employment terms that do not align with reasonable minimum or fair standards of pay. For example, IT support, corporate cleaning services, etc.

4. Actions to mitigate modern slavery risks

This year, we will be focusing on our highest value product and equipment suppliers to ensure that we are accessing information which confirms that they are aware of their obligations in respect of Modern Slavery and ensuring their company values align with the values of Precise Air Group.

We have several practices in place that help us to enforce the standards set to prevent the risk of Modern Slavery and encourage the disclosure of any such practices within our business and throughout our supply chains:

1. We will increase the awareness of our direct employees in respect to the company's obligations on Modern Slavery
2. We will roll out an updated Code of Conduct to all employees covering our position in relation to Modern Slavery and conduct a review of all other employment and engagement policies to ensure Modern Slavery risks are mitigated

3. We have a goal of contacting the top 10% of sub-contractors by value, to obtain their Modern Slavery Statement or have them confirm their awareness and position in respect to Modern Slavery risks
4. We have a goal of contacting the top 10% of suppliers by value, to obtain their Modern Slavery statement or have them confirm their awareness and position in respect to Modern Slavery risks.

This will see the introduction of:

- An updated Code of Conduct
- Precise Air Group's Modern Slavery Statement
- A review of the Whistleblowing platform and its relevance to reporting Modern Slavery risks.

5. Measuring the effectiveness of these actions

This year we will use key performance indicators to measure how effective we've been in combating slavery and human trafficking in our business and supply chains.

The KPI's we will be using this year to measure our success are:

- 90% of employees will have received and reviewed the updated Code of Conduct and the Whistleblowing Policy
- 75% of the subcontractors targeted respond with a copy of their Modern Slavery statement or declaration
- 60% of suppliers targeted respond with a copy of their Modern Slavery statement or declaration.

In reviewing our due diligence checks for our subcontractors and suppliers, in the event it is discovered that we contribute to modern slavery practices, we will consider ceasing the use of the subcontractor or suppliers where no other option is available.

6. Conclusion

In keeping with our commitment to act with integrity in all of our business operations, Precise Air Group continues to take an active role in working towards a position of no slavery and to support human rights.

This statement is and constitutes our Modern Slavery Statement for the year ending March 2020. It has been issued on behalf of Precise Air Group Holdings Pty Limited by Nadeem Tayar, a Director of the entity, on the 30 September 2020.

Approved By



Nadeem Tayar
Director & Chief Executive Officer
Precise Air Group Holdings Pty Ltd