

## **Tilt's Modern Slavery Statement**

### **About Tilt**

Tilt Industrial Design Pty Ltd (ABN 66 600 600 897) is a privately owned Industrial Design Consultancy based in Artarmon, Sydney. Tilt is a team of experienced industrial designers and engineers that work closely with artists, fabricators, architects and construction companies to deliver award winning projects. We design and construct unique features and products for commercial, residential, public art and landscape projects.

Tilt has two offices and employees 30 people across New South Wales and Victoria. 30 employees are Citizens or Permanent Residents.

### **Our Commitment**

Tilt understands that Modern Day Slavery is a prevalent problem both in Australia and globally. Tilt is under no obligation to submit an annual report because our annual turnover is less than \$100 Million. Despite no obligation, Tilt is committed to the continuous work necessary to ensure there is no modern slavery present in our operations and our supply chain. In accordance with the Modern Slavery Act (2018) this statement outlines risks in our supply chain, how we manage that risk, and how we will assess the effectiveness of our actions against modern slavery.

### **Tilt's Structure and Supply Chain**

Tilt is responsible for the concept design, detailed design, supply and installation of each project, contract depending. The diversity of our team enables Tilt to handle the majority of our work directly. Despite facilities to design, create and build on location, Tilt does have to look to subcontractors for some areas of fabrication and to supply raw materials. Where possible Tilt tries to source from local Australian businesses. Other procurement locations include China, Finland, America.

Our supply chain includes the following areas:

- Labour hire
- Fabrication outsourcing
- Construction materials
- Information technology
- Shipping and freight

### **Modern Slavery Risks**

From our initial assessment of our operations, Tilt Workers are not at risk or are at very low risk of modern slavery. This is because Tilt employs all staff under their relevant industry award or on a salary arrangement above this award. Tilt also has an extensive onboarding process that outlines company values and expectations in order to foster a healthy, collaborative work environment.

However, further assessment has concluded that Tilt does have an increased risk of indirectly participating with modern slavery due to Tilt's supply chain. Tilt is at a higher risk of modern slavery in our supply chain for the following reasons:

*1. Construction and manufacturing are high-risk industries for Modern Slavery practices*

As an industry, construction and manufacturing are among the top 5 at risk industries of modern slavery. There remains a large informal sector and sub-contracting labour decreases the visibility Tilt has over the labour supply.

*2. The acquisition of raw materials increases the risk of modern slavery*

While the majority of our major materials suppliers and fabricators are Australian based businesses with whom we have a close working relationship, the raw materials we are often tasked with procuring (steel, aluminium, etc) are considered high-risk materials. This means that there is the potential for exploitation and modern slavery to take place if Tilt does not take necessary mitigation measures. The materials are high risk because they come from lower income countries that have a weak rule of law, widespread poverty, large secondary sectors and potential corruption.

*3. Importing goods from high-risk geographies such as the Asia-Pacific puts Tilt at risk of modern slavery in our supply chain*

While Tilt's supply chain is mostly located domestically, we are often tasked with importing goods from overseas which elongates and complicates Tilt's supply chain. This ultimately reduces Tilt's visibility and increases the risk of modern slavery in Tilt's supply chain. A further risk is that for certain materials, overseas suppliers tend to be located in high-risk geographies such the Asia-Pacific who has the largest concentration of people in modern slavery.

### **Our Response and Actions**

In an effort to combat Tilt's modern slavery risks, Tilt endeavours to have maximum transparency within its supply-chain. This is done by having a short and primary domestic supply chain. All new major suppliers and sub-contractors are required to complete an onboarding questionnaire designed to uncover potential modern slavery practices. Tilt endeavours to maintain close working relationships with all major supplies/subcontractors.

Tilt plans increase efforts to combat Modern Slavery by ensuring staff are educated on the risk of modern slavery in our supply chain. This will involve ensuring that new staff are trained to recognise modern slavery during their induction to Tilt and introducing ongoing modern slavery training to existing staff.

### **Effectiveness**

Tilt's Modern Slavery responses and actions still in their early implementation days. It is, therefore, difficult to accurately assess the effectiveness of Tilt's modern slavery responses at this time.

### **Approval of Statement by the Managing Director**

This statement has been read and approved by Timothy Phillips, the Managing Director of Tilt Industrial Design.

Signature:



Date:

16/06/2022