

Orford Refrigeration
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RE : MODERN SLAVERY STATEMENT ORFORD REFRIGERATION

The Commonwealth's Modern Slavery Act 2018 (the Act) came into effect on 1 January 2019.

The Australian Government describes Modern Slavery as circumstances where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Modern Slavery can occur in every industry and presents itself in many ways including human trafficking, slavery and forced labour.

Orford Refrigeration is to ensuring we are limiting our impact as much as possible and working with our Suppliers to ensure that our Supply Chain is ethically and responsibly sourced.

Orford Refrigeration works hard to be aware of Modern Slavery through ensuring that we are utilising the best quality and ethically sourced resources and services to ensure that we are not contributing to an issue of global harm. Our Modern Slavery Statement outlines the steps we have taken to identify, manage and mitigate the specific risks of modern slavery in our operations and supply chain.

The Orford Refrigeration supply chain include the manufacture of Commercial Refrigerators in an off-shore factory. Orford works very closely with this factory and is very close to the management team. The owner of Orford Refrigeration and / or the Engineering Team personally visit the factory approximately every 8 – 10 weeks. (Except through Covid)

During these visits, the team

- Observes the working conditions of the employees
- Talks with employees about their role at the factory including conversations about their home towns and how they came to work in a large city.
- Talks with the management team at the factory about modern slavery and how this is an issue taken very seriously in Australia.

Orford Refrigeration recognises that there may be risks attributable to its current supply chain that it may be contributing to including the risk that contractors and their sub-contractors may not be using material that is ethically sourced, adequate training or conducting sufficient enquiries into the labour being utilised to ensure that modern slavery does not take place and risks relating to expedited time frames for completing various projects.

Orford Refrigeration recognises the risks it may be contributing to and has been working to combat these risks by undertaking due diligence into its current Suppliers and any new Suppliers over the next 12 months so we can develop new and improved practices to support the principles of Modern Slavery in the coming years.

This will be done by introducing Supplier onboarding procedures (including dispute mechanism processes) to ensure they meet the legislative requirements to be working for Orford Refrigeration and ensuring that parties we contract with are operating in accordance with our values.

Orford Refrigeration strives to ensure that we are managing risks to the organization. In order to assess the effectiveness of strategies to reduce and eliminate any risks relating to modern slavery, Orford will :

- Include Modern Slavery Statement on the Orford website. This website is the area where most suppliers of services refer to understand the Orford business.
- Promote training and education among staff to ensure they are aware of their obligations to uphold laws, regulations, codes or standards this has been included in our critical policies module so all employees are made aware.
- Commence review of key Suppliers assessed as having an elevated risk of human rights violations.

Corby Orford
Owner
Orford Refrigeration