

## MODERN SLAVERY STATEMENT 2024

### 1.1 REPORTING ENTITY

This is a joint statement, made on behalf of Mammoet Australia Pty Ltd (ACN 075 483 644) and its related Australian entities, including: MA Workforce Pty Ltd (ACN 616 772 822), Mammoet Pty Ltd (ACN 104 967 928), ALE Heavylift (Australia) Pty Ltd (ACN 131 060 074), (together “Mammoet Australia”), for the reporting period ended 31 December 2024.

Mammoet Australia is part of the Mammoet Group of companies (together “Mammoet”), a privately held Dutch holding specialising in engineered heavy lifting and transport of oversized and heavy objects. Mammoet Australia operates from four branches (Perth, Brisbane and Port Hedland) and delivers project services throughout the nation.

Mammoet Australia acknowledges the provisions of the Modern Slavery Act 2018. We do not tolerate modern slavery or human trafficking in our organization or in our supply chain and are satisfied from our own risk assessment and due diligence that there is no evidence of any act of this within our organisation.

At Mammoet Australia, we want to conduct successful business, always in the right way. We call it “doing good business”. We believe that our company can only remain successful if we all conduct our business in line with our company values and principles of work. We strongly oppose modern slavery and human trafficking and are committed to acting ethically and with integrity in all our business relationships. Where necessary we implement risk-based controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place in our business or supply chain.

### 1.2 OPERATIONS, STRUCTURE AND SUPPLY CHAINS

Mammoet is a worldwide leader in engineered heavy lift and transport. For over two hundred years, we’ve been known for the unique capability of our state-of-the-art equipment. Mammoet helps clients improve construction efficiency and optimize the uptime of plants and installations. For that purpose, we provide solutions for lifting, transporting, installing and decommissioning large and heavy structures.

Mammoet’s services in engineered heavy lifting and transport comprise :

- Heavy lifting services;
- Heavy transport services;
- Plant turnaround / shutdown management;
- Site-wide construction services;
- Modular construction;
- Factory-to-Foundation / logistics;
- Rapid response;
- Relocation and decommissioning.

Since we are a project-based organisation, our supply chain consists of three parts: upstream (vendors for raw materials like fuel, metal and wood, spare parts, manufacturing and welding services, professional services providers like legal and accounting, subcontractors helping us execute our core services), downstream (selling used equipment, bare rentals, etc.) and our own core operations (heavy lifting and transportation services for clients). At Mammoet Australia we aim to establish long-term cooperative relationships with reliable and trusted business partners, who share our values and principles of work. Our supply chain is predominantly based in countries with developed human rights legislation and effective enforcement, and we would expect our business partners to have, where relevant, anti-modern slavery and anti-human trafficking risk controls in place.

### **1.3 RISK ASSESSMENT, MITIGATION MEASURES AND CONTROLS**

Mammoet is dedicated to conduct business in the right way and has taken necessary measures to properly identify, address and mitigate its relevant risks, including modern slavery and human trafficking risks. Below are described the relevant measures taken by Mammoet:

#### **1.3.1 RISK ASSESSMENT**

Every year Mammoet conducts a risk assessment exercise globally in order to identify and measure exposure to potential risks relevant to its business operations in all regions where Mammoet has a presence. Modern slavery risk is an integral part of this annual risk assessment. This exercise helps Mammoet to track the change in likelihood and potential impact of the relevant risks and take appropriate steps as necessary to mitigate or eliminate relevant risks.

In 2022 Mammoet analysed its supply chain extensively with the assistance of a reputable consultancy firm specialized in human rights risk management in order to more accurately identify salient human rights risks (including modern slavery risk) related to its operations globally. Each part of the Mammoet supply chain was reviewed by a cross-departmental working group to identify the relevant risks and mitigation measures in place.

Based on these risk assessments performed, the risk of modern slavery and the risk of human trafficking are considered low at Mammoet Australia and in the supply chain of the company.

#### **1.3.2 CODE OF CONDUCT**

At Mammoet we have a Code of Conduct which describes our value and principles of work. Every employee, director or officer in every Mammoet company, and others that work on behalf of Mammoet must follow this Code of Conduct. One of the key principles is that at Mammoet we all stick to the letter and spirit of the law. This means we respect the immigration rules, import, export, customs and license restrictions and requirements everywhere we work. We conduct our activities in a fair manner. We want to establish and maintain fair and respectful relationships with reliable business partners who apply business conduct standards consistent with our own. All Mammoet employees are trained on the Code of Conduct.

### 1.3.3 RISK MITIGATING MEASURES

Mammoet Australia has the following risk mitigating measures in place, which are according to the company proportionate to the level of risk as assessed.

The Mammoet Third Party Due Diligence Policy describes the rules on when and how to screen potential new suppliers, customers and other third parties. Mammoet conducts a risk based due diligence check on subcontractors on a variety of criteria before engaging them. Part of this due diligence is screening against “bad press” where it comes to adherence to fair operating practices, respect to human rights, anti-corruption violations, etc.

Mammoet has in place systems to encourage the reporting of concerns and the protection of whistleblowers (so called Speak Up). This is regulated by our Speak Up Policy. At Mammoet anyone can raise a concern if they feel or suspect that something isn’t right. This includes employees, contractors, suppliers and customers. We have the appropriate technical capabilities to enable whistleblowing (dedicated hotline available globally, possibility to make a report via a website). Informative posters with information on Speak Up are visible at every Mammoet location.

### 1.3.4 ASSESSMENT OF THE EFFECTIVENESS OF THE ACTIONS BEING TAKEN

Mammoet continually assesses the effectiveness of the measures taken to identify and manage human rights risks. Mammoet internal processes and controls, including but not limited to HR processes, supplier evaluation, due diligence, and whistleblowing system, are regularly tested during business support framework self-assessment and internal audits. Based on the results of these processes, we adapt and strengthen our actions to continually improve our response to human rights risks.

## 1.4 CONSULTATION WITH ANY ENTITIES THE REPORTING ENTITY OWNS OR CONTROLS

Considering that Mammoet Australia entities are managed centrally, and the respective administration and support functions are shared for all the affiliated entities present in the country, this statement was prepared at the Board level of Mammoet Australia Pty Ltd. Therefore, no further consultations were deemed necessary.

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This Modern Slavery Statement was provided on behalf of Mammoet Australia entities and was approved by the Board of Mammoet Australia Pty Ltd in their capacity as principal governing body of Mammoet Australia on 19<sup>th</sup> February 2025.



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**Wouter Mink**  
Managing Director



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**Matthew Robson**  
Director