

Modern Slavery Statement 2023

1 January 2023 - 31 December 2023







MESSAGE FROM PETER MCCANN MANAGING DIRECTOR & SENIOR VICE PRESIDENT, AUSTRALIA

I am pleased to share with you Civeo's latest Modern Slavery Statement for 2023. Our report represents Civeo's commitment to transparency, probity and accountability in ensuring ethical practices within our operations and supply chain.

Modern Slavery remains a pressing global issue, one that requires collective action and unwavering dedication to eradicate across society. Civeo is committed to working to ensure that every aspect of our business upholds the highest standards of integrity and respect for human dignity.

Within this report you will find comprehensive insights into our efforts to combat modern slavery within our business. It outlines the steps we have taken to identify, manage and mitigate the specific risks relating to modern slavery in our operations and supply chain.

Civeo's commitment to responsible operations and adherence to high ethical standards is evident in our mission, values and shared purpose - It's what we do. Through transparent communication, due diligence and collaboration with our suppliers, we are working to identify and address any instances of modern slavery within our operations.

Our journey to combat modern slavery is ongoing and we understand it requires constant vigilance and commitment. We continue to uphold our values, as we strive towards a future where all people are treated with the dignity and respect they deserve. We are dedicated to ensuring our policies and practices continue to address modern slavery risks.



Introduction

ABOUT THIS STATEMENT

This statement is a joint statement made under section 14 of the *Modern Slavery Act Cth (2018)* (**Modern Slavery Act**) and is made in respect of Civeo Pty Ltd (ACN 003 657 510) and its wholly owned subsidiary, Action Industrial Catering Pty Ltd (ACN 071 228 807) (collectively referred to as **Civeo Australia** , we , us and our in this statement). This is Civeo Australia s fourth annual modern slavery statement.

The purpose of this statement is to detail the structure, operations and supply chain of Civeo Australia as well as risks identified and actions taken by Civeo Australia, during the 2023 reporting period (1 January 31 December 2023) (**Reporting Period**). Civeo consulted with key stakeholders across Civeo Australia s business and Civeo Australia s Leadership Team to develop this statement.

The Board of Directors of Civeo Pty Ltd and Action Industrial Catering Pty Ltd have approved this joint statement.

WHAT IS CIVEO AUSTRALIA'S APPROACH TO MODERN SLAVERY?

Civeo Australia is committed to doing business with integrity and applies zero-tolerance when it comes to modern slavery throughout our operations and supply chain. Civeo s approach to modern slavery is consistent with our company s mission, shared purpose, and core values. Civeo Australia understands that modern slavery takes many forms and that we must continue to strive to ensure our operations and supply chain have strong controls and governance in place with respect to modern slavery.

This statement outlines the steps we have taken to identify, manage and mitigate risks of modern slavery practices within our operations and supply chain. During the Reporting Period, we:

- extended our efforts in addressing the risk areas identified as part of our ethical sourcing and modern slavery framework established in 2019 and previously reported in our 2020, 2021 and 2022 Modern Slavery Statements.

- continued to monitor supply chain disruptions, including the effects of COVID-19, geopolitical tensions (such as the Russian-Ukraine conflict, China trade conflicts and Middle East conflicts), extreme weather events, natural disasters, and social unrest. Our focus in this regard was on understanding how these factors affect our global and domestic supply chains, sourcing regions, labour resources and traded commodities.

- enhanced our relationships with suppliers by working closely with them to conduct risk assessments and perform regular audits; and

- maintained ongoing monitoring and review of the practices employed to evaluate the effectiveness of Civeo Australia s actions and measures in assessing and mitigating modern slavery risks.

OUR MISSION, VALUES AND SHARED PURPOSE

To create remarkable experiences for the people and communities we serve. It's what we do.

Civeo Australia is dedicated to creating and raising comfortable and safe living environments while standards within our industry. We recognise our seeking to minimize our environmental footprint and actions can contribute to a positive impact on our to support the communities in which we live and people, our customers, and the communities where work. Just as important as what we do is the way we we live and work. We focus on food and people operate. As a leader in workforce accommodations, safety, housekeeping, maintenance, and wellbeing we hold ourselves to a high standard when it comes programs to ensure a safe, comfortable and healthy to safety, the environment, and our active involvement environment for our guests. Our aim is to provide in the community. **It's just what we do.**

OUR VALUES

Civeo Australia's core values of Safety, Care, Integrity, Excellence and Collaboration are the principles that form the foundation on which we perform work and ultimately in uence and shape our amazing culture.

At Civeo we conduct our operational and supply chain activities within our ethical sourcing and modern slavery framework so that treating people, communities and the environment with **care** is at the forefront our operations. Through **collaboration** internally and externally with stakeholders, we strive to deliver service **excellence** and act with **integrity** through strong and transparent relationships, along with well communicated and monitored supplier expectations and standards, and thorough reporting processes. At Civeo, the **safety** of our employees and guests comes rst, and part of this includes sourcing goods and services safely and sustainably, where possible, within our supply chain operations.



Care

We care about our people, our guests, customers, environment and communities.



Collaborate

We collaborate with each other, our communities, customers and partners.



Excellence

We strive for excellence delivered with passion and pride.



Integrity

We act with integrity and our clients and communities can trust us to deliver our promises.



Safety

We put the safety of our employees and guests above all other concerns.





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Our structure, operations and supply chain

OUR STRUCTURE AND OPERATIONS

Throughout Australia, Civeo Australia provides a wide range of services including remote accommodation and catering, site management and facilities management to our clients, who are predominantly in the energy and resources sector. These services are delivered either at Civeo Australia owned accommodation villages or at Civeo Integrated Services villages, which are located throughout Queensland, Western Australia, South Australia, and New South Wales.

Civeo Pty Ltd is ultimately owned by Civeo Corporation, a Canadian company listed on the New York Stock Exchange (**Civeo Parent**). Civeo Pty Ltd has one wholly owned operating subsidiary, Action Industrial Catering Pty Ltd, which is considered a reporting entity under the Modern Slavery Act.

As of 31 December 2023, Civeo Pty Ltd employed 517 employees and Action Industrial Catering Pty Ltd employed 1,037 employees.

During the Reporting Period, Civeo Australia experienced significant growth, including:

+65%	Since 2022 there has been a +65% increase in the company's employment numbers.
9,000 	Civeo owned villages accommodate 9,000 rooms.
20,000 	Civeo Integrated Services villages accommodate 20,000 rooms, with the Pilbara region in Western Australia being our largest service hub.



OUR SUPPLY CHAIN

At Civeo Australia, our supply chain focuses on ensuring compliance, efficiency and resilience. With offices located in Sydney, Brisbane, and Perth we have a dedicated supply chain team who are committed to fostering strong supplier relationships and sourcing locally and ethically. With over 500 suppliers and subcontractors, we seek to maintain high standards of procurement practices, with a strong emphasis on supplier due diligence and internal governance.

Our dedicated team manages the procurement of goods and services across the business. This includes securing suppliers and onboarding, strategic sourcing, contract execution, risk management, all whilst ensuring compliance with relevant codes and standards. We firmly believe that by aligning with like-minded organisations, we can collectively seek to reduce the challenges and risks associated with modern slavery.

To achieve our objectives, over recent years we have implemented the following:

Comprehensive policies, processes and practices that reflect Civeo Australia's dedication to ethical sourcing and align with our company values.

Mandating that all tenders include questions on Environmental Social Governance (**ESG**) matters, including questions in relation to modern slavery, thus strengthening the information we gather on the risks of modern slavery in our supply chain and aiding us in mitigating risks associated with modern slavery.

Our dedicated team conducts regular assessments of the potential risks of modern slavery within our supply chain. This includes completing the Australian Government Modern Slavery Training Modules, which helps our team understand the associated risks of modern slavery in Australia and the potential impacts on our business.

Our supply chain team continues to work collaboratively across other departments in our business including our operations, health, safety, quality, and environment (**HSQE**), people and culture, legal and finance teams, on refining existing processes and implementing new initiatives.

SOURCING STRATEGY

Civeo Australia has a proud history of supporting Australian-based producers, growers, and manufacturers, local small to medium enterprises and First Nations suppliers. Civeo Australia recognises that whilst our supply chain is predominantly Australian based, some of our supply partners may have large, complex, international supply chains.

Prioritising local suppliers enables Civeo Australia to establish closer relationships and foster greater transparency throughout our supply chain. This approach allows for frequent communication and regular audits which in turn reduces the likelihood of modern slavery practices going undetected.

At Civeo Australia, our supply chain team operates under a category management structure, with divisions based on products and services provided by our suppliers. In 2023, our team's focus was on expanding department resources and structures to align with company growth. We conducted multiple site visits and audits on our key suppliers throughout the year, ensuring that any risk assessment findings were actioned and completed for the Reporting Period.

In the latter part of 2023, Civeo onboarded a new food service distribution supplier as our main supplier of groceries. Our tender process identified this supplier as an industry leader whose approach to managing modern slavery risks in their supply chain aligns with Civeo's zero-tolerance approach. Our supplier has committed to ensuring that their business partners follow the same high standards with regards to managing modern slavery risks as they do.





100% of Civeo Australia's fish purchased within our Western Australian operations is sourced sustainably, from Australia and New Zealand, and distributed into our operations by our local, family-owned distributor.



98% of Civeo Australia's fresh fruit and vegetables is grown on Australian shores, and distributed through our operations by our Australian owned, family-operated wholesaler.



100% of Civeo Australia's meat (Beef, Lamb, Chicken and Pork) is farmed and sourced from Australian primary producers and distributors.



100% of Civeo Australia's Dairy products were sourced from Australian Dairy farmers across all states and territories in Australia.



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Modern slavery risk identification in the Reporting Period

HIGH RISK AREAS FOR CIVEO AUSTRALIA

Civeo Australia has continued to monitor categories within our supply chain identified as high risk throughout the Reporting Period.

Category	Description
Seafood Industry	The seafood industry, carries the risk of modern slavery within its supply chain, especially related to slave labour. Imported seafood often originates from countries with a high prevalence of slavery.
Maintenance and Construction Services	Our due diligence processes are targeted to identify any risks around our suppliers engaging labour hire providers or sourcing products from countries with a higher risk of modern slavery and forced labour.
Harvested Commodities	Civeo Australia collaborates with our suppliers during the sourcing process for imported products such as coffee beans, tea leaves and cocoa beans with an aim to mitigate modern slavery risks in the countries from where these products are sourced.
Fresh Fruit and Vegetables	Whilst fresh fruit and vegetables are sourced locally, the use of migrant, seasonal, casual or contractor workforce for these commodities can increase modern slavery risks.
Laundry and Linen and Non-Food Consumables	Whilst this product category represents a small portion of our overall supplier base, it has experienced significant growth in spend compared to the 2022 reporting period. Civeo Australia recognises the risks associated with these industries, especially when goods originate from regions where modern slavery, forced labour and child labour are prevalent.

During the Reporting Period, Civeo Australia completed the following actions in relation to the high risk areas to ensure that our suppliers were meeting expected standards in relation to ethical sourcing and modern slavery, which are set out in further detail in Part 4 of this Statement:

1. 100% of Civeo Australia's fresh fruit and vegetable suppliers and distributors completed a modern slavery risk assessment for the Reporting Period.
2. Civeo Australia's major provider of fresh fruit and vegetables was physically audited by Civeo's internal supply chain and HSQE teams.
3. Civeo Australia audited the following suppliers in accordance with its audit program, which includes an assessment of a supplier's approach to modern slavery risk as well as their governance:
 - a. Civeo Australia's largest supplier of fresh and frozen seafood
 - b. Civeo Australia's protein providers
 - c. Civeo Australia's new food service distribution supplier
4. Civeo Australia's supply chain team visited and conducted multiple inspections of supplier sites within our downstream supply chain network.

GLOBAL IMPACTS; NEW AND SUSTAINED RISK AREAS

Throughout the Reporting Period, Civeo Australia continued to review its approved supplier base to seek to identify any potential new high-risk areas in relation to modern slavery and ethical sourcing.

The war in Ukraine, alongside ongoing tensions in the Middle East, have continued to impact global supply chains. These events are causing repeated shipping delays to our suppliers. In addition to these global factors, Civeo Australia has also experienced disruption to our domestic supply chains due to logistical interruptions, weather events and lastly the ongoing impact of labour shortages. Global trade tensions with China are also predicted to reshape supply chains due to heightened uncertainty. These categories are addressed in further detail below.

CHINA TRADE TENSIONS

Ongoing trade tensions with China are causing many companies to reevaluate their supply chains and diversify sourcing options to remain resilient. The most significant impacts to Australian supply chains relate to tariffs imposed and bans on exports by China on particular commodities. Civeo recognises the situation is complex and ever evolving, so we will continue to collaborate with our suppliers to minimise impacts across our operations and supply chain.

CONTINUED LABOUR SHORTAGES

As a participant in Australia's hospitality and facilities management sector, we faced ongoing labour shortages during the Reporting Period. These shortages were primarily due to Australia's low unemployment rate, reduced international workforce volumes and a skills gap in the trade sector. Consequently, Civeo Australia continues to rely on labour hire services.

Recognising labour hire as a sustained risk area, our supply chain team, collaborates with our people and culture team to engage with reputable labour hire providers. Together we monitor ongoing adherence to standardized wages and conditions across our labour hire portfolio. We have also employed specialist personnel including a migration agent and recruitment professionals to collaborate directly with labour hire companies. Their role is to ensure that our policies and procedures are followed during recruitment processes managed by labour hire companies.





THE WAR IN UKRAINE & MIDDLE EASTERN CONFLICTS

Throughout the Reporting Period the conflict in Ukraine and conflict in the Middle East continued to have repercussions on global supply chains and manufacturing productivity. The effects have included food shortages, disruption in raw material availability, trade sanctions and interruptions to the flow of goods and trade routes.

Whilst the majority of Civeo Australia's tier one supplier spending occurs with Australia based suppliers, some of these suppliers rely on global supply chains, and, as a result, these suppliers have experienced impacts on the availability of imported items such as seasonal food items and manufactured items (e.g. footwear, clothing and textiles). Civeo Australia continues to monitor these impacts in collaboration with its suppliers.

EXTREME WEATHER EVENTS AND OTHER SUPPLY CHAIN DISRUPTIONS

Throughout the Reporting Period, extreme weather events in Australia, such as cyclones, floods and bush fires, damaged agricultural production. This has led to reduced yields and food shortages across Australia, which disrupted Civeo Australia's supply chain and affected the availability of some products. In response, Civeo Australia's supply chain team sought alternative sourcing options, on occasion with reduced timeframes, which we have identified as a potential modern slavery risk and will ensure to assess and mitigate during any future events.

Civeo Australia understands that an increased demand for labour and resources can occur during extreme weather events which in turn create vulnerabilities within supply chains. The urgent need to maintain operations and support affected communities may result in a surge in labour needs, creating opportunities for labour exploitation, particularly among temporary or migrant workers.

During the Reporting Period, Civeo Australia remained focused on maintaining adherence to ethical sourcing and modern slavery policies and procedures. Our aim was to mitigate any increased risks related to modern slavery arising from disruption caused by extreme weather events.



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Our actions to assess and address risks in the Reporting Period

OVERVIEW OF KEY ACTIONS

During the Reporting Period, Civeo Australia:

1. Continued to follow existing control measures (as discussed further below), including adherence to Civeo Australia's modern slavery procedures and policies.
2. Mandated the inclusion of a standardised set of questions related to ESG factors (including modern slavery) as part of our procurement tendering process to ensure appropriate vendor selection.
3. Civeo Australia's supply chain team completed Australian Government provided modern slavery training. This training was designed to equip our teams with the knowledge and tools necessary to identify, prevent and address modern slavery risk within our supply chain.
4. Conducted a modern slavery risk assessment with our suppliers, with a particular focus on high risk categories such as fresh produce, labour hire and linen. Civeo Australia also maintained its physical presence within our supply partners' downstream supply chains. We achieved this by conducting additional due diligence, including meetings with manufacturers and on the ground inspections of selected supply partners. Additionally, we proactively sourced goods directly from reputable approved suppliers in categories which we identified to be potentially high risk.
5. As part of our due diligence process, we conducted additional assessments on labour hire providers to verify if they were operating in accordance with their internal governance frameworks and met Civeo Australia's minimum standards and supplier expectations.
6. Conducted country of origin audits with several of our largest suppliers through a data sharing activity that allowed us to internally review the origin of a range of products and audit these against identified areas of concern.
7. Implemented a global procurement intelligence system. This system assists our supply chain team by providing reporting, data insights and identifies category risks in the market. The technology solution enhances Civeo Australia's ability to ensure adequate control measures and governance are in place.
8. Amidst the ongoing growth and expansion of our accommodation sites, Civeo Australia prioritised hiring additional category management specialists and sourcing experts. Their role is to support the expansion of labour hire, retail, linen, maintenance and construction services categories within our ethical sourcing strategy. This strategic move aims to enhance our resources, deepen our understanding of these fields and maintain ethical business practices at all times.

Further information on actions taken during the Reporting Period are set out on the next page.

EXISTING CONTROLS

During the Reporting Period, Civeo Australia undertook several key initiatives to improve our existing control measures and seek to reduce modern slavery risks, including:

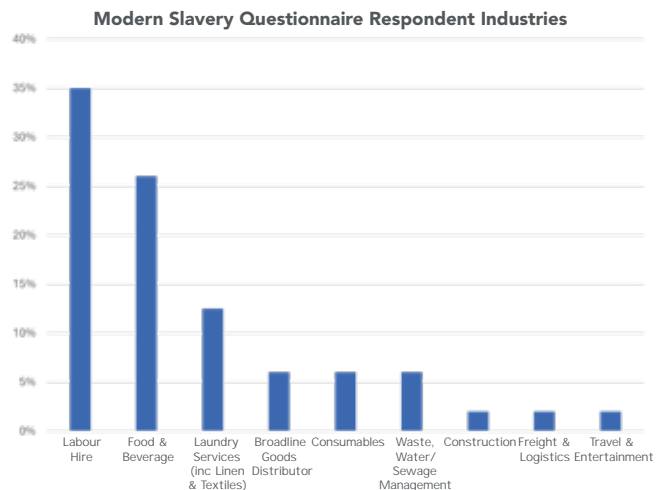
1. conducting a refresher on our modern slavery processes with our supply chain team. This effort ensures their ongoing effectiveness and alignment with regulatory requirements, demonstrating our commitment to staying updated on best practice and combating modern slavery.
2. refining our Vendor Selection and Engagement Program (**Vendor Program**), by implementing additional due diligence measures to assess potential suppliers for modern slavery risks. Strengthening the Vendor Program assists Civeo Australia in identifying ethical and responsible vendors, thereby reducing the potential for modern slavery within our supply chains;
3. ensuring training programs are provided to new supply chain team employees, including providing education on procurement practices, governance and modern slavery awareness. This training is designed to empower employees to recognise and address modern slavery risks throughout the procurement process, fostering a vigilant and informed workforce; and
4. conducting corporate training sessions on Civeo's global Corporate Code of Business Conduct and Ethics and global Human Rights Policy. These sessions are intended to reinforce awareness and compliance with ethical standards and responsible business practices across the business.

Overall, these efforts demonstrate Civeo Australia's dedication to continuous improvement and our proactive approach to mitigating modern slavery risks. Through policy reviews, enhanced vendor selection and training programs, Civeo Australia aims to continue its focus on identifying and seeking to reduce potential for modern slavery within their operations and supply chains.

MODERN SLAVERY RISK ASSESSMENT

Civeo Australia requested that our top 50 suppliers, which represent over 69% of our total spend, either participate in our 2023 Modern Slavery Questionnaire or submit their formal statements, policies and procedures addressing modern slavery.

The purpose of this initiative was to bolster our efforts in eliminating modern slavery and enhance Civeo Australia's understanding and transparency regarding potential risks when collaborating with a diverse array of suppliers.



Civeo Australia's modern slavery questionnaire consisted of six key pillars. These pillars enabled a risk assessment of our primary approved supplier base and established a framework for gaining deeper insights into the following areas:

1. Enhance our understanding of how modern slavery affects both our business and the supplier base we collaborate with.
2. Assess the effectiveness of our current management plan in relation to modern slavery and ethical sourcing.
3. Enhance our data sharing and capture requirements with our suppliers to provide greater reporting transparency.
4. Identify future business requirements and integrate them into our daily operations to enhance our supply chain processes and procedures.

6 PILLAR FRAMEWORK

Supply Chain Audits and Processes	Supplier Due Dillgence	Remediation Process	Organisation Policies and Commitment to Modern Slavery	Employment Conditions	Grievances and Redress Mechanisms
<p>Assessing the suppliers knowledge of their supply chain and auditing systems and the impacts of modern slavery.</p> <p>Gain an understanding of where products may be sourced from.</p>	<p>Assessing the suppliers processes for external business operations to highlight any risks that may be associated with the product and services they offer.</p>	<p>Assessing the suppliers remediation processes should modern slavery be detected within their supply chain.</p> <p>Highlight if the supplier is involved in any initiatives to support combating modern slavery.</p>	<p>Assessing a suppliers compliance and due diligence in response to the Modern Slavery Act.</p> <p>Highlighting the suppliers responsibilities and policies they have in place.</p>	<p>Assessing employee origins e.g are workers employed in high risk countries.</p> <p>A suppliers legal obligations in Australia to its employees and towards the Modern Slavery Act.</p>	<p>Assessing a companies process for reporting grievances both internally and externally and what redress procedures are in place for compliance and remediation.</p>

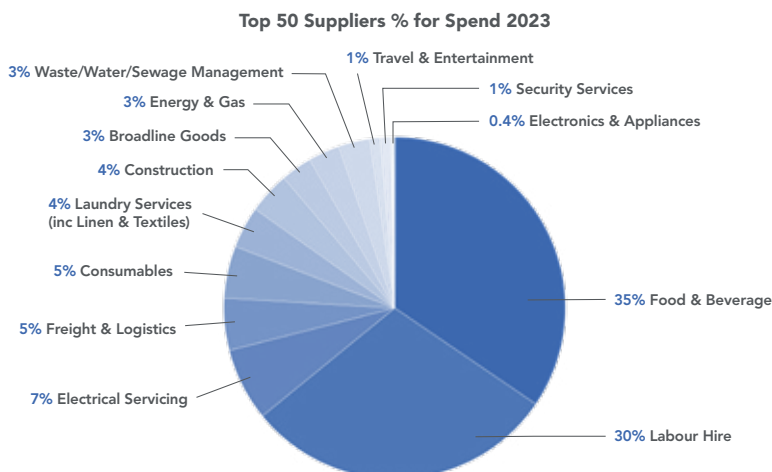
KEY FINDINGS

The responses to the 2023 Modern Slavery Questionnaire has reinforced the importance of understanding our supply chain, particularly in high-risk areas such as labour hire and laundry services.

While the laundry service category constitutes a small portion of our top 50 supplier spending during the Reporting Period, some responses revealed inadequate processes and awareness regarding modern slavery risk. Consequently, close monitoring of these suppliers by Civeo Australia is ongoing.

Given that Labour Hire constitutes a significant spend category of our top 50 suppliers, and as many of our suppliers acknowledge employing migrant workers within their own supply chains, this reaffirms the need for Civeo Australia to closely monitor this high risk category.

Continued monitoring of our food and beverages suppliers efforts to combat modern slavery remains essential. Throughout the Reporting Period, both food and beverages categories saw significant growth. Supply chains in these industries often rely on temporary or migrant labour which heightens vulnerability. Civeo Australia will persistently monitor suppliers in these categories to promote awareness of potential employee exploitation and ensure compliance with modern slavery requirements.





Assessing our effectiveness

ASSESSING OUR EFFECTIVENESS DURING THE REPORTING PERIOD

Civeo Australia employs various methods to evaluate the efficacy of its actions and measures in addressing modern slavery risks. This ensures a commitment to continuous improvement in ethical sourcing and combating modern slavery. Current practices that were in place during previous reporting periods, and which we have continued to implement during the Reporting Period, are:

- the external review of our policies and procedures, conducted annually by third-party auditors as part of Civeo Australia's ISO9001 certification.

- the use of contractual Key Performance Indicators to track compliance by suppliers with our policies and procedures:

- Anti-Bribery Policy
- Human Rights Policy
- Civeo Australia's minimum standards and expectations
- Civeo's Strategic Procurement Policy
- Civeo Indigenous Procurement and Engagement Policy
- Civeo Australia's Vendor Assessment and Engagement Policy.

- 360 feedback and review process conducted with senior stakeholders and suppliers.

- use of procurement intelligence platforms to gain insights into supply chain risks and market trends through data and reporting. These insights inform decision making and assist us in implementing effective control measures and governance by identifying areas for enhancement.

- collaboration with industry peers to share best practices, identify knowledge gaps, and assess the effectiveness of our ongoing efforts to mitigate modern slavery risks.

- collaboration with our suppliers involving targeted meetings, informal discussion and quarterly contractual reviews. These interactions aim to share knowledge, identify areas for enhancement and raise awareness of modern slavery risks. Our commitment is to minimise the risk of these practices entering our supply chain.



FIRE WATER
HYDRANT SYSTEM
72,000 LITRES



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Future vision and closing statement

Civeo Australia seeks to continuously improve and take positive steps in identifying and addressing the risks of modern slavery. We recognise the significant impact that modern slavery has on individuals and communities. We are dedicated to reviewing and enhancing our practices, policies, and partnerships within our supply chain. We aim to foster a positive environment that promotes awareness, accountability, and a shared responsibility in combating modern slavery within Australia.

We acknowledge that to achieve our objectives we must actively and transparently engage with our suppliers, customers, industry peers and stakeholders to collaborate and drive positive change across our supply chain.

To support these objectives, we have identified the below key points which Civeo Australia plans to implement and work towards throughout the 2024 reporting period:

1. Conduct an update of our Vendor Program which is used for the onboarding of new suppliers. The update will focus on the following areas:
 - Detailed overview outlining high risk Industries and subcategories associated with modern slavery.
 - Enhance our 'Non-Conformance and Corrective Actions processes', by providing clear information about the risks that are associated with modern slavery and actionable steps re non-conformance. This is intended to make it easier for Civeo Australia staff members to identify and resolve any onboarding queries that may arise in relation to modern slavery risks.
2. Continue regular audits of our suppliers and conduct additional responsible sourcing audits for suppliers primarily involved in imported goods such as linen and the providers of labour hire.
3. Improve on our capability in monitoring third party suppliers and ensuring transparency of information between suppliers with the following strategies:
 - supplier collaboration and sharing of information.
 - transparent expectations in supplier contracts.
 - agreed supplier key performance indicators (KPI's).
 - data integrity and detailed reporting.
 - dedicated audit programs.
 - assessment of supplier risks and mitigation strategies.
 - training and awareness for our employees.
4. Evaluate our existing auditing procedures and emphasise continuous improvement in the process.
5. Obtain formal documentation outlining each supplier's processes and policies surrounding modern slavery and human trafficking. Additionally, we aim to implement a new record keeping and contractor management system to facilitate transparency during the tendering process for new suppliers. This will ensure ongoing visibility into our business practices, procedures and policies.
6. Continue implementing ESG questions as a mandatory component of the tender onboarding process for new suppliers. Our goal is to screen 100% of our suppliers during the tendering process using this questionnaire.
7. Obtain Sedex membership for Civeo Australia, which will provide the supply chain team with additional data insights, tools and services in relation to ESG outcomes, including modern slavery risk.
8. Hire employees with expertise in specialised categories to ensure ethical business practices and strengthen supplier management in high-risk areas within our supply chain.

This joint statement has been approved by the board of directors of each of Civeo Pty Ltd and Action Industrial Catering Pty on the **XX June 2024** and signed by Peter McCann, as director of Civeo Pty Ltd and Action Industrial Catering Pty Ltd.



Peter McCann

Director of Civeo Pty Ltd

Director of Action Industrial Catering Pty Ltd

XX June 2024



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