



# MODERN SLAVERY STATEMENT

IRON MINE CONTRACTING GROUP OF COMPANIES  
FOR THE FINANCIAL YEAR 30 JUNE 2025

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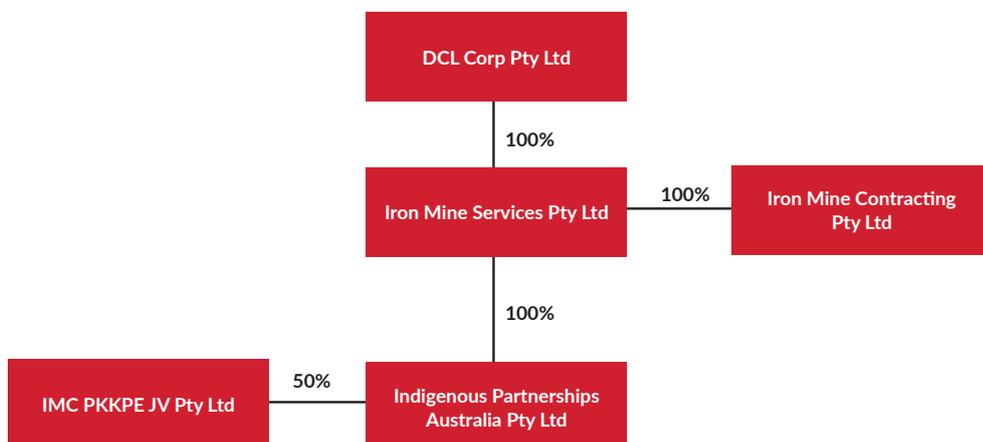
**IRON MINE**  
CONTRACTING



# 1. OUR COMPANY STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Our combined statement for the Financial Year ended 30 June 2025 is made in accordance with the Australian Modern Slavery Act 2018 and this represents our ongoing compliance to the reporting requirements.

The corporate structure is outlined below and this combined statement covers all named entities. For the purposes of reference across this statement, we will refer to the whole group, including DCL Corp Pty Ltd (our Ultimate Parent Entity) as **Iron Mine Contracting Group**. There have been no changes to this structure since our previous statement for 2024.



Iron Mine Contracting Group was formed to provide Civil, Mining, Crushing and Screening and Indigenous partnering opportunities to the West Australian market. We and our indigenous Joint Venture partners have been delivering projects to Tier 1 Resource clients since 2013.

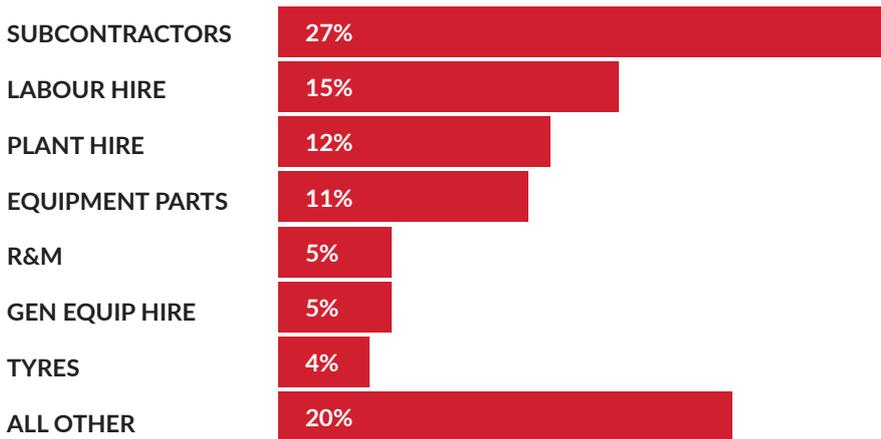
Our client operations we support are typically are present in gold, iron ore, lithium and oil & gas sectors.

CIVIL CONSTRUCTION	MINING CONTRACTING		CRUSHING SCREENING	INDIGENOUS PARTNERSHIP
	MINING	SITE SERVICES		
				
<i>Earthmoving construction services</i>	<i>Mining</i>	<i>Support Services</i>	<i>Ore and mineral production</i>	<i>Sustainable Outcomes</i>

We relocated our headquarter to Osborne Park, Western Australia and employ over 400 people across project and workshop operations in Western Australia. We have initiated the development of a new 8-bay workshop in Muchea, Western Australia that is timed for completion in 2026.

During our 2025 financial year, our operations spanned across over 8 site locations in regional Western Australia for reputable resource clientele, with notable strategic growth of our capability into Mining Contracting, in the lithium and gold commodity sector.

Our supply chain composition of over 600 suppliers remains relatively consistent to prior years with an indicative split as follows:



## 2. RISKS OF MODERN SLAVERY

Our inherent risk profile remains low given the composition of our immediate supply chain which is primarily Australian based entities which has not materially changed in FY25.

We understand that some parts of our supply chain may carry a higher risk of modern slavery, particularly where manufacturing and labour are inherent outside of Australia.

Our operations are currently based in Western Australia and our employees are remunerated in line with applicable industrial instruments and supported by comprehensive recruitment pre-screening processes.

## 3. OUR ACTIONS AND TO ASSESS AND ADDRESS RISKS

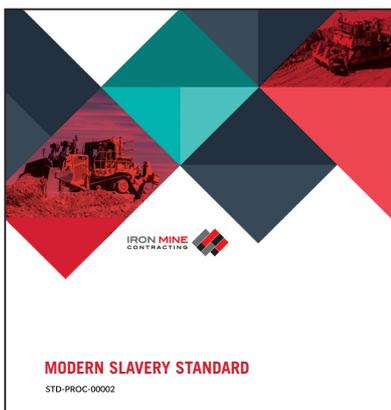
In FY2025 we elevated our commitment to Modern Slavery management through the establishment of a formal and Board approved Modern Slavery Standard.

This establishment and organization roll-out encompassed engagement across over 400 employees, consultation and feedback forums and the establishment of a formal online training delivery partner, Sentrient to support our ongoing Modern Slavery training, that has been deployed.

This is a significant step forward from an awareness and future risk identification and remediation management standpoint that incrementally improves our ability to drive continuous improvement.

### ► DEVELOPMENT OF MODERN SLAVERY STANDARD

Our Standard formalizes and defines our approach to Modern Slavery and is underpinned by Golden Rules that emphasise our commitment.



Modern Slavery Standard



Company Practice

## ► ORGANISATION WIDE AWARENESS SESSIONS ON MODERN SLAVERY

An extensive number of face-face workshops and site visits were conducted by the Procurement department across the organization that communicated the new Standard and broader context and awareness around Modern Slavery and our commitment to it.

This was a highly visible initiative to raise the awareness across the workforce but equally promote our commitment to it.



## ► INTRODUCTION OF ONLINE AWARENESS TRAINING AND PREFERRED DELIVERY PARTNER

We have partnered with Sentrient to deliver ongoing Modern Slavery training where we can incorporate evidence of training records into our enterprise training record management system, MYOSH.

Deployment of training modules has already been initiated.



## 4. ASSESSING EFFECTIVENESS OF OUR ACTIONS

Overall, no modern slavery breaches in our operations were reported in FY2025.

This assessment has been supported by a formal cross-functional review with senior representatives from Human Resources and Procurement departments prior to the approval of this Statement. This verification considered:

- Reported grievances or whistleblowing
- Reported supplier breaches/concerns
- Any other escalations/reports

Moving forward, we are exploring the transition to a new Vendor Management system that would be envisaged to expand our ability to scale our supplier due diligence efforts and ongoing maintenance of.

Additionally, reporting will be maintained to ensure mandatory awareness training as it applies to personnel in Human Resources, Procurement and Inventory is completed to measure compliance to our training commitments.

## 5. OUR CONSULTATION

Company representatives were consulted in the development of this statement to ascertain the modern slavery risk in the supply chain, and to ensure that information provided is true and correct.



## 6. OUR FUTURE FOCUS

Iron Mine Contracting Group are committed to a continual improvement plan in assessing modern slavery risk and mitigation. Our objective is to eliminate risk in our supply chain and identify and breaches or non-compliance in a timely manner.

Our newly introduced Modern Slavery Standard, commits us to strive for at least 2 continuous improvement initiatives over a 3 year period from the introduction of the Standard.

## 7. OUR STATEMENT APPROVAL

This Statement is made on behalf of the Iron Mine Contracting Group for the financial year ending 30 June 2025 and it has been approved by our governing body, the Board of Directors.



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**Clinton Keenan**  
Chief Executive Officer  
(Signing as authorized Responsible Member)

23/12/2025

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Date