

# MODERN SLAVERY STATEMENT 2025



## ACKNOWLEDGEMENT OF COUNTRY

Wormall Group acknowledges the Traditional Custodians throughout Australia and their continuing connection to land, water and culture. We pay our respects to all members of Aboriginal communities and cultures throughout the country, to the communities we work with, and their Elders past, present and emerging.



# CONTENTS

<b>A word from our CEO</b>	<b>4</b>
<b>About Us</b>	<b>6</b>
<b>Supply Chain</b>	<b>7</b>
<b>Risk of Modern Slavery within our Operations</b>	<b>13</b>
<b>Risk of Modern Slavery within our Supply Chain</b>	<b>14</b>



Image by Mel Spillman (Woods), Maarakool Art - [www.maarakoolart.com](http://www.maarakoolart.com)

*"We remain committed to continual improvement to our policies and procedures to identify risks within our business and supply chains and then through provided risk assessments, make positive changes to reduce the impact of modern slavery"*





# A WORD FROM OUR CEO

Wormall Civil acknowledges our responsibility to identify and assess modern slavery risks within the company's supply chains and embraces the establishment of the Commonwealth Modern Slavery Act 2018. Modern slavery is used to describe serious exploitation in situations where coercion, threats or deceptions are used to exploit, undermine or deprive victims. Contained below is Wormall Civil Pty Ltd.'s statement pursuant to the Modern Slavery Act 2018 following in compliance with reporting obligations under the Act for the financial year ending 30 June 2025.

Thank you.

Shane Wormall  
Chief Executive Officer

# ABOUT US

Wormall Civil Pty Ltd (ABN 60 162 970 863) is a Western Australian family-owned civil construction company which focuses on the Urban and Regional Land Development Market, and currently employs approximately 500 employees.

The company has developed expertise in civil contracting with special emphasis on providing effective sub divisional and infrastructure projects for private Land Developers, mining companies, Australian and State Government Departments and agencies and Local Authorities.

Wormall Civil does not control or own any other entities



# SUPPLY CHAIN

Wormall Civils' supply chains include the supply of products and services from various providers mainly located in Western Australia. The product and service providers include office supplies, logistics, IT infrastructure and services, security services, protective clothing and PPE, plant and equipment hire, plant and equipment sales and servicing, design and consulting, communications services, traffic management, waste and recycling facilities, construction raw materials and manufactured products. These include products which are manufactured in various locations including USA, Asia, UK, Europe, Middle East and Africa.

# SUPPLY CHAIN



## WORMALL CIVIL

Wormall Civils' supply chains include the supply of products and services from various providers mainly located in Western Australia. The product and service providers include office supplies, logistics, IT infrastructure and services, security services, protective clothing and PPE, plant and equipment hire, plant and equipment sales and servicing, design and consulting, communications services, traffic management, waste and recycling facilities, construction raw materials and manufactured products. These include products which are manufactured in various locations including USA, Asia, UK, Europe, Middle East and Africa.

Wormall Civil has engaged Fairtrade Supply to support with the identification of our Modern slavery risk profile of our operations and undertook the following:

*We applied the initial risk assessment methodology to our suppliers. This baseline exercise provides the basis for our subsequent focus for ongoing due diligence and remediation activities across not only the present reporting period but for upcoming years.*

*Incorporating company spend data throughout global markets, we have utilised external consultants with proprietary technology to trace the economic inputs required to produce products and services sourced from Tier 1 suppliers to Tier 2 suppliers, Tier 2 suppliers to Tier 3 suppliers, and so on, all the way to Tier 10 suppliers of the supply chain of Wormall Civil top suppliers by spend.*

*This supply chain mapping was performed using a balanced, global Multi-Regional Input-Output (MRIO) table which links supply chain data from 190 countries, and in relation to 15,909 industry sectors. This MRIO table is assembled using the following sources:*

- a. The United Nations' (UN) System of National Accounts;*
- b. UN COMTRADE databases;*
- c. Eurostat databases;*
- d. The Institute of Developing Economies, Japan External Trade Organisation (IDE/JETRO); and*
- e. Numerous National Agencies including the Australian Bureau of Statistics.*

*The MRIO is then examined against the following international standards:*

- a. The UN Guiding Principles on Business and Human Rights;*
- b. The Global Slavery Index;*
- c. International Labour Organisation (ILO) Global Estimates of Modern Slavery; and*
- d. The United States' Reports on International Child Labour and Forced Labour.*



A proprietary algorithm has then been applied to synthesise publicly available risk data against the exclusively licensed MRIO table. The result of this process is the creation of a modern slavery risk profile to Tier 10 for each supplier (see below).

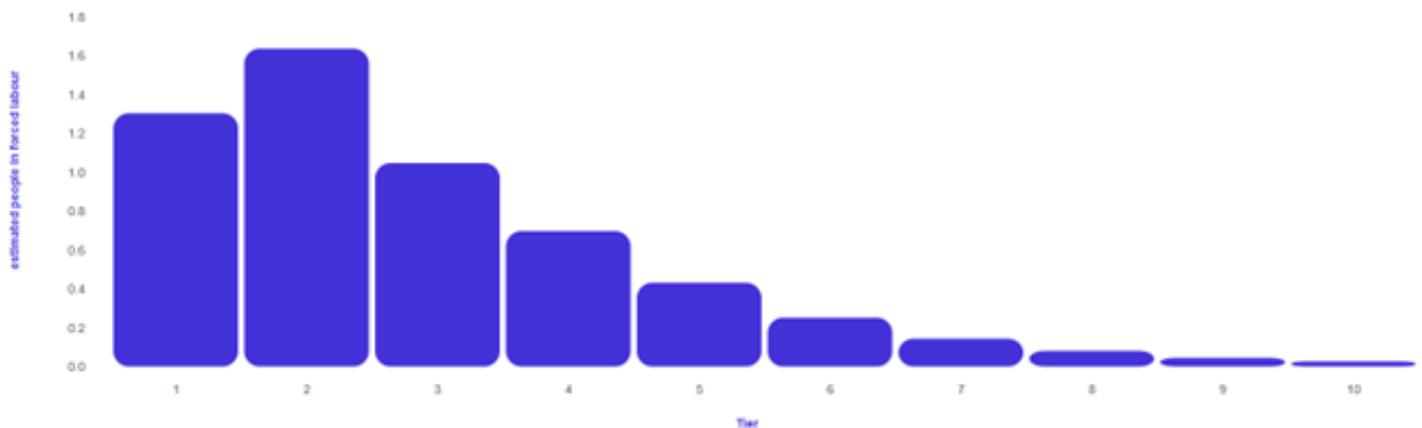
This analysis was performed for the purposes of risk identification under the Act. It does not purport to confirm the actual existence (or non-existence) of slavery in Wormal Civil supply chains and operations. Analysis was undertaken at the industry and country level. It does not account for variances at the entity, region or product level.

The multi-faceted approach to modern slavery risk assessment that we have undertaken has included examination and analysis of the following:

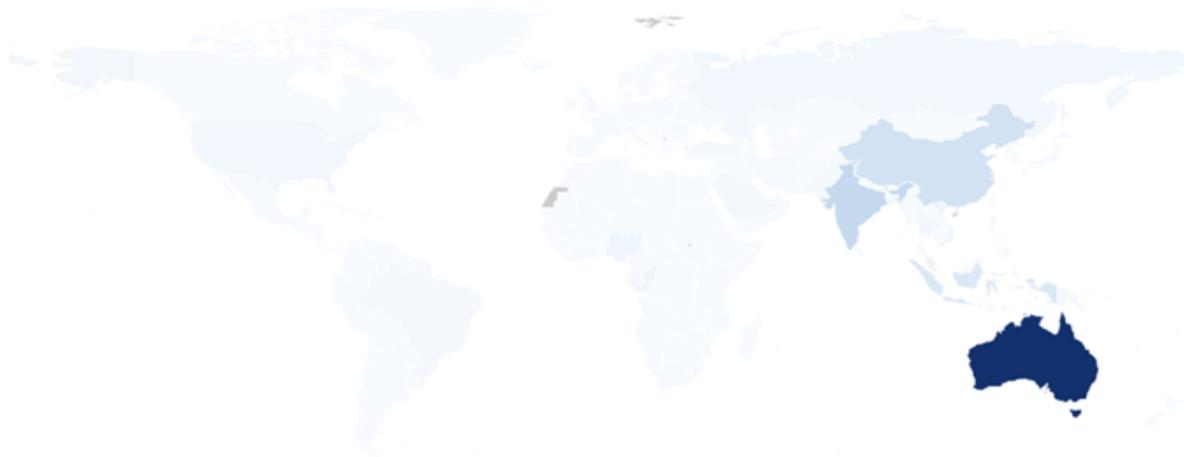
- a. The individual suppliers and industries with the most elevated risk of modern slavery;
- b. Supply chain plots to provide a visual representation of the supply chains for Wormal Civil top 3 first tier industries;
- c. Plotting the relative slavery risk in the supply chain by tier, up to tier 10;

d. Geographical depiction of the cumulative risk of modern slavery across the supply chain around the world; and

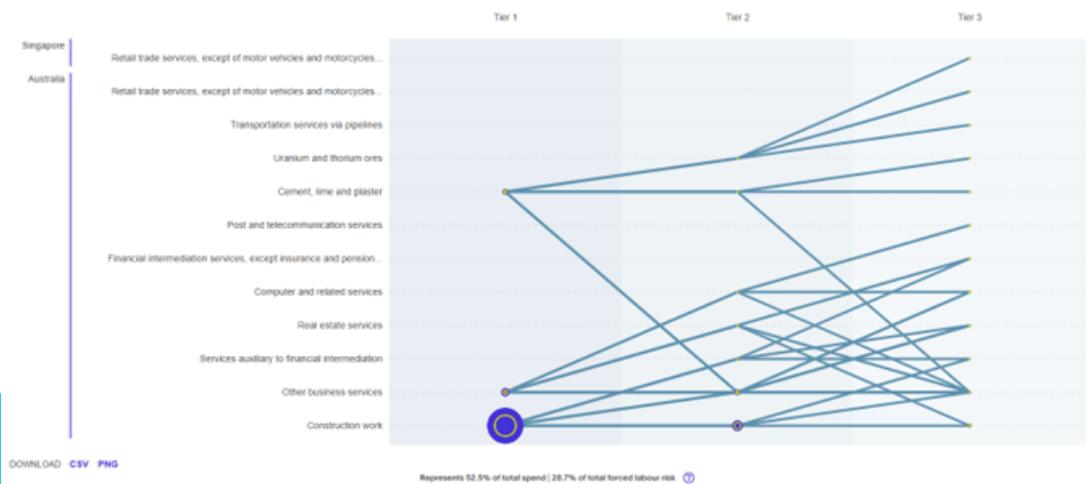
e. An overview of the classification of the first tier of our supply chain by country and industry, including relative modern slavery risk.



# SUPPLY CHAIN



*(Geographical depiction of cumulative risk of modern slavery across Wormalt Supply chain)*



*(Overall Classification of the first tier of our supply chain by country and industry)*

# RISK OF MODERN SLAVERY WITHIN OUR OPERATIONS

*Construction is identified as being a high-risk industry for the exploitation of forced labour according to the results from the Fairtrade risk assessment tool.*

*As Wormald Civil operations is based within Australia it is protected by the following mechanisms:*

- *Modern Awards and Agreements*
- *The National Employment Standards*
- *Occupational Health and Safety Acts and Regulations*
- *Wormald's own policies including those specific to Equality, Diversity and Inclusion, Modern Slavery Policy, Local Procurement Policy, Corporate Social Responsibility Policy and a suite of Work Health and Safety Policies and procedures.*

# RISK OF MODERN SLAVERY WITHIN OUR SUPPLY CHAIN

The following processes are used within the Wormal Civil business operations to manage the risk of Modern Slavery within our Supply Chain processes:

The procurement process determines how Wormal Civil identify the actions to be undertaken to facilitate the vetting of and engagement of suitably skilled, and appropriately qualified, subcontractors and suppliers to work on or supply materials to Wormal Civil projects. Suppliers and Subcontractors are then processed through the Fairtrade Supply risk assessment system. Wormal Civil then manage this risk by:

- Through the Fairtrade Supply platform, continued communication with and mapping of suppliers and subcontractors to determine what processes they have in place to identify the risk of modern slavery within their supply chains and any concerns they may have.
- Through the Fairtrade Supply platform, suppliers and subcontractors are complying with applicable modern slavery laws.
- Based on risk rating received from Fairtrade Supply, work closely with suppliers and subcontractors to gather information to ensure Wormal Civil are meeting their obligations under modern slavery laws.
- Ensuring suppliers and subcontractors understand our values and expectations towards environmental and workplace safety, corporate social responsibility, diversity and staff inclusion.



**S**

## Safe

Safety is at the forefront of everything we do, and we won't be compromised. Ever.



**A**

## Agile

Our local ownership, empowered Senior Management Team and flat organisational structure means we can pivot and respond quickly to resolve problems, seize opportunities, and add value for our clients.



**R**

## Responsible

Honest and fair dealings characterise everything we do. We are financially strong, prudent and dependable. We ensure we operate in a responsible manner across all activities of our business.



**D**

## Driven

We have a positive 'can do' mindset and relentless drive and energy. We strive for better, every single day.



**A**

## Authentic

Our business is underpinned by family values and genuine care for our clients, staff and stakeholders. We give everyone opportunity to succeed, grow and prosper.



*Based on the FairTrade Supply risk assessments of the suppliers that were used within the business for this financial reporting year our returned risk profile riks pfoile shows:he following results of these assessments are indicated below.*

*Our returned risk profile shows:*

*For Suppliers – 1120 assessments completed an increase of 390% assessments from the previous statement.*

*6 are considered Moderate  
304 are considered Moderate/Low  
810 are considered Low*

# RISK OF MODERN SLAVERY WITHIN OUR SUPPLY CHAIN

To continue to effectively manage the risk of Modern Slavery within the Wormalt business plan to continue to;

- Based on Fairtrade Supply risk assessments, discuss controls, processes, and outcomes regarding modern slavery with suppliers and subcontractors within our supply chains.
- Train and assess our employees on what modern slavery is, context, risks, how to identify modern slavery within our industry and Australian Legislation
- Make available our Modern Slavery Statement to all suppliers and subcontractors.



## CONTACT DETAILS

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