



# Modern Slavery Statement FY25



**Delivering the Best...  
Every time**

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# REPORTING ENTITY

This statement has been prepared by FMS Group Operations Pty Ltd, formerly CQ Field Mining Services Pty Ltd (ABN: 79 621 625 769). The modern slavery statement has been made pursuant with the Australian Modern Slavery Act 2018 (Cth) that covers the financial year ending 30 June 2025.

# ABOUT FMS GROUP

FMS Group Operations Pty Ltd (FMS Group) offer a comprehensive range of services, including on-site specialist trades and skilled workers, project and shutdown maintenance, workshop repairs, overhauls, fabrication, and machining. We also provide engineering design and jacking solutions, all tailored to meet the unique needs of our clients. With operations in mining and construction that span across Australia, we take pride in being a complete service provider, offering both service delivery and capital equipment sales to deliver end-to-end solutions for sites and assets.

Our skilled workforce and proven track record ensure successful, high-quality outcomes for our clients every time. We are committed to fully understanding our clients' specific requirements, allowing us to mobilise the best teams efficiently, safely, and consistently on-site.



# STRUCTURE, OPERATIONS & SUPPLY CHAIN

## Structure & Operations

FMS Group was established in Queensland in 2006 under the name CQ Field Mining Services, with a mission to provide specialized services across the mining sector.

Headquartered in Paget, Mackay (Qld), FMS Group currently employs around 461 employees and has expanded its service offerings into the civil construction sector, providing comprehensive services nationwide across Australia. The company's continued success is rooted in its ability to deliver innovative solutions while adapting to the evolving needs of the resources sector. FMS Group's diverse expertise, combined with a strong commitment to quality service, enables the company to provide high-quality, reliable solutions to its clients.

With broad capabilities and a national reach, FMS Group has earned a strong reputation in the industry, consistently delivering value to clients across various sectors. The company's ongoing focus on excellence and customer satisfaction allows it to maintain its leadership position, ensuring long-term success and growth in an increasingly competitive market.

## Supply Chains

FMS Group's supply chain for FY25 comprised of over 1,800 direct suppliers, spanning a diverse array of products and services critical to the company's operations. The key products and services procured by the company includes labour hire, vehicles, tools and equipment, spare parts, consumables, and steel—each integral to supporting the ongoing demands of our customers. This broad and varied supply chain network ensures that FMS Group maintains the necessary resources and capabilities to deliver high-quality, timely and reliable services to its clients across Australia.

In FY25, FMS Group's procurement strategy continued to prioritize local suppliers, with over 99% of the company's total procurement spend directed toward Australian suppliers and service providers. Less than 1% was directed toward overseas suppliers, primarily for specialized products and materials.



# ABOUT THIS STATEMENT

This Modern Slavery Statement (the "Statement") is made pursuant to the **Modern Slavery Act 2018 (Cth)** (the "Act"). This is the second statement of **FMS Group Operations Pty Ltd** (formerly *CQ Field Mining Services*) with ABN (79 621 625 769).

FMS Group opposes all forms of modern slavery and is committed to operating its business lawfully, ethically, and in respect of human rights.

This Statement outlines the actions taken by FMS Group during the financial year from **1 July 2024 to 30 June 2025** to identify, address, and prevent the risks of modern slavery in our operations and supply chains. It also details the actions FMS Group plans to take in the future to address modern slavery risks.

# MODERN SLAVERY RISKS

FMS Group recognises that modern slavery risks may exist in our operations and supply chains due to a variety of factors. The following areas represent potential risk zones for modern slavery practices in our operations:



## Geographic Location

FMS Group is committed to supporting the local industry and strives to source goods and services locally. However, we acknowledge that the company also procures products from overseas. According to the Global Slavery Index, some countries may be categorised as having a high prevalence of modern slavery.

We seek to address this by conducting due diligence processes on our suppliers. We conduct a thorough assessment and categorize our suppliers as Low, Medium and High according to a matrix documented on our Modern Slavery Methodology.



## Industry Sectors

We acknowledge the fact that some of the products that we purchase fall under industries with a high possibility of modern slavery during production according to the Global Slavery Index. We are also aware that certain products imported into Australia may come from sectors that the Global Slavery Index identifies as having a high risk of modern slavery.

We address this by including that in the considerations outlined in our Modern Slavery Risk Methodology.



## Workforce

Our workforce is the keystone of our operations, and we recognize that labor conditions, especially among migrant workers, can pose significant modern slavery risks. We understand that businesses relying on migrant labor or temporary workforces may face heightened vulnerabilities.

To mitigate this, FMS Group ensures that all workers, including migrant workers, are provided with wage remuneration above the award rates and pay slips are provided weekly to transparently show the full breakdown of wages.







## Visibility



We also acknowledge that, we lack visibility in certain overseas markets, and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our group's goods and services

# FY25 OUTCOMES

During this reporting period FMS Group have developed and implemented a Modern Slavery Standard and achieved the following actions:


-  **Supplier Modern Slavery Risk Assessment** – We have completed a comprehensive risk assessment of our suppliers and service providers, categorizing them using a risk matrix as documented in our Modern Slavery Methodology. High-risk suppliers are assessed based on the actions they have taken to prevent and eliminate modern slavery within their operations. If there is no publicly available data to verify these actions, a Supplier Assessment Questionnaire (SAQ) is sent to them for completion.
-  **Policy Review** – The modern slavery policy has undergone a review to ensure it remains effective and relevant in addressing emerging risks and changing regulations. This review process is conducted regularly to maintain our commitment to combating modern slavery.
-  **Awareness and Training** – Our modern slavery policy is part of the induction process for all employees. This is designed to ensure workers are well-informed about how to recognize modern slavery and understand the steps to take if they encounter or suspect such practices within the workplace or supply chain.
-  **Prequalification Process** – To ensure that service providers and contractors are proactively preventing modern slavery, we have incorporated a modern slavery clause into our prequalification process forms. This ensures that all potential suppliers are held to the same standards in identifying and mitigating modern slavery risks.


In addition to the above FY25 Action Outcomes as outlined in the previous statement, FMS Group has undertaken the following actions to uphold our commitment to preventing the risks of modern slavery in our operations and supply chains.


-  **Modern Slavery Standard** – A Modern Slavery Standard has been introduced to our Integrated Management System (IMS) to formalize and standardize our approach to identifying and responding to modern slavery risks and reported cases. This ensures consistent application across the organization.
-  **Key Performance Indicator (KPI)** – A specific KPI has been established to track the effectiveness of our modern slavery actions. This KPI is included in our Objectives and Targets to ensure timely monitoring and reporting of progress which helps us assess the impact of our initiatives and identify areas for improvement.

# FY26 ACTIONS


Our approach to modern slavery is group wide, and actions are being implemented across the FMS Group to ensure a consistent and coordinated response to addressing and managing the risks of modern slavery. For the FY2026 reporting period FMS propose the following actions:


 **Supplier Risk Assessment** – We will conduct ongoing due diligence on our direct suppliers, with a focus on those identified as high-risk using our categorization matrix. This matrix considers geographic location, industry or product type, and level of expenditure.


 **Policy Review** – We will continue to conduct annual review of our Modern Slavery Policy to ensure that it remains up to date and aligned with the current risks, regulations and business practices.

 **Key Performance Indicators** – We will continue to monitor and report key performance indicators relating to modern slavery and supplier risk compliance. FMS Group will also include the following as an additional indicator to measure the effectiveness of actions implemented against modern slavery.

- Percentage of suppliers who completed the Modern Slavery Questionnaire where it was issued to them.

 **Commercial Terms & Conditions** – We will continue the review the Purchasing Terms and Conditions and will aim to release the document in the next financial year. The terms and conditions will include provisions about suppliers requirement to be compliant with the Modern Slavery Act.

 **Reporting Mechanisms** – FMS Group will continue to maintain accessible and confidential channels for workers and suppliers to report concerns or potential breaches to modern slavery, ensuring they are investigated and addressed properly.

 **Modern Slavery Standard Review** – We will continue to review and enhance our Modern Slavery Standard to ensure it remains aligned with our commitment to combat modern slavery. The review supports continuous improvement, incorporates emerging best practices and ensures that our processes effectively address the evolving risks of modern slavery within our operations and supply chains.

# MEASURING EFFECTIVENESS

In FY25, FMS Group established the following key performance indicators (KPIs) to help evaluate our performance in implementing actions to prevent and address modern slavery:

1. **Percentage of New Employees Completing Induction Training**
2. **Reported Cases of Modern Slavery within the Organisation**

100% of our employees have completed the Modern Slavery awareness training through our Online Induction portal.

While no modern slavery incidents have been identified, FMS Group remains vigilant and committed to continuous improvement.

We will continue to strengthen our processes, increase awareness, and work proactively to ensure that modern slavery does not occur within our operations.



# CONSULTATION

FMS Group has prepared this statement with consultation and engagement across FMS Group throughout the process of identifying and implementing actions to assess, manage, and prevent modern slavery risks within our business.

FMS Group's consultation involved discussions related to this statement, the actions taken, and the proposed future actions in addressing modern slavery risks. The risk assessment conducted covers both FMS Group's operations and supply chain.

FMS Group Operations Pty Ltd do not own or control any other entities and therefore the criterion under section 16(1)(f) of the Modern Slavery Act is not applicable.

This statement was approved by the directors of FMS Group Operations Pty Ltd in their capacity as principal governing body of FMS Group Operations Pty Ltd on 29<sup>th</sup> Sept 2025.

This statement is signed by Jason Smith in his role as a Director of FMS Group Operations Pty Ltd on 29<sup>th</sup> Sept 2025.



**Jason Smith**

Director of FMS Group

Date: 29<sup>th</sup> September 2025