



Modern Slavery Statement FY25

Right Solutions. Right People. Right for the future.



Message from the CEO

At MPC Kinetic Holdings Pty Ltd and its subsidiaries (collectively referred to as MPK), we recognise that modern slavery remains a significant global challenge and we are committed to combatting it in all its forms.

During the FY25, the regulatory landscape continued to strengthen, placing increased responsibility on organisations like ours to rigorously assess and address potential risks within our operations and across our supply chains. We welcome these heightened expectations and see them as an opportunity to further reinforce our dedication to ethical business practices.

MPK's leadership is committed to fostering a culture of transparency, accountability and continuous improvement, ensuring that our people and suppliers uphold the highest standards of integrity and respect for human rights. Together, we will continue to champion a safe, fair, and ethical workplace, and support the global effort to eradicate modern slavery. I thank all our employees, partners, and stakeholders for their ongoing commitment to these critical values.

Overview

MPK delivers specialised solutions across Australia's renewable energy, upstream natural gas, infrastructure and resources sectors. It maintains an ongoing presence within New Zealand's onshore and offshore oil and gas industry.

MPK is committed to operating its business and serving its clients in accordance with the highest legal, ethical, and sustainability standards. This commitment encompasses the identification and prevention of modern slavery risks that may be associated with, contribute to, or be directly linked to its operations. MPK requires its suppliers to uphold these same high standards.

This Modern Slavery Statement (the Statement), issued pursuant to the requirements of the *Modern Slavery Act 2018* (Cth) (the Act), outlines the measures implemented by MPK during the FY25 reporting period to identify, assess, and address risks of modern slavery within MPK's operations and supply chains. MPK has chosen to submit a joint Statement on behalf of its mandatory reporting entities, MPC Group Pty Ltd and its ultimate holding company, MPC Kinetic Holdings Pty Ltd. The initiatives described herein apply, as appropriate, to all MPK entities irrespective of their status as mandatory reporting entities under the Act.



Operational Structure

MPK provides essential energy services and solutions in three primary but interconnected divisions to our clients - MPK Infrastructure, MPK Services and MPK Renewables. We operate across Australia and New Zealand and employ approximately 900 individuals directly.



Energy Infrastructure: This division focuses on the development and construction of large-scale, remote projects within the natural gas, LNG and resources sectors.



Energy Services: This business unit offers a comprehensive range of specialist solutions to the upstream oil and gas industry. Services include onshore and offshore well intervention, fluid management, production, chemical supply, and dry hire equipment provision.



Renewables: This business unit is a delivery partner in the renewables sector providing civil construction expertise on a range of largescale Australian renewable energy projects including wind farms and battery energy storage solutions (BESS).

MPK has operated in the following locations across Australia and New Zealand:





Energy Infrastructure Operations

MPK's Energy Infrastructure business provides a range of specialist design and construction infrastructure development services to the natural gas and resources sectors. Its services include:

- » installation of gathering networks with small diameter pipeline used for extracting and transporting natural gas and water;
- » connection of gas wellheads to gas and water systems;
- » construction of trunklines;
- » installation of pipelines and cabling (high-voltage and fibre optic);
- » installation of permanent structures, such as well pads and separators; and
- » provision of a comprehensive range of wellsite services to allow efficient, safe and cost-effective completion, production, maintenance and decommissioning of natural gas wells, for gas producers in Australia.





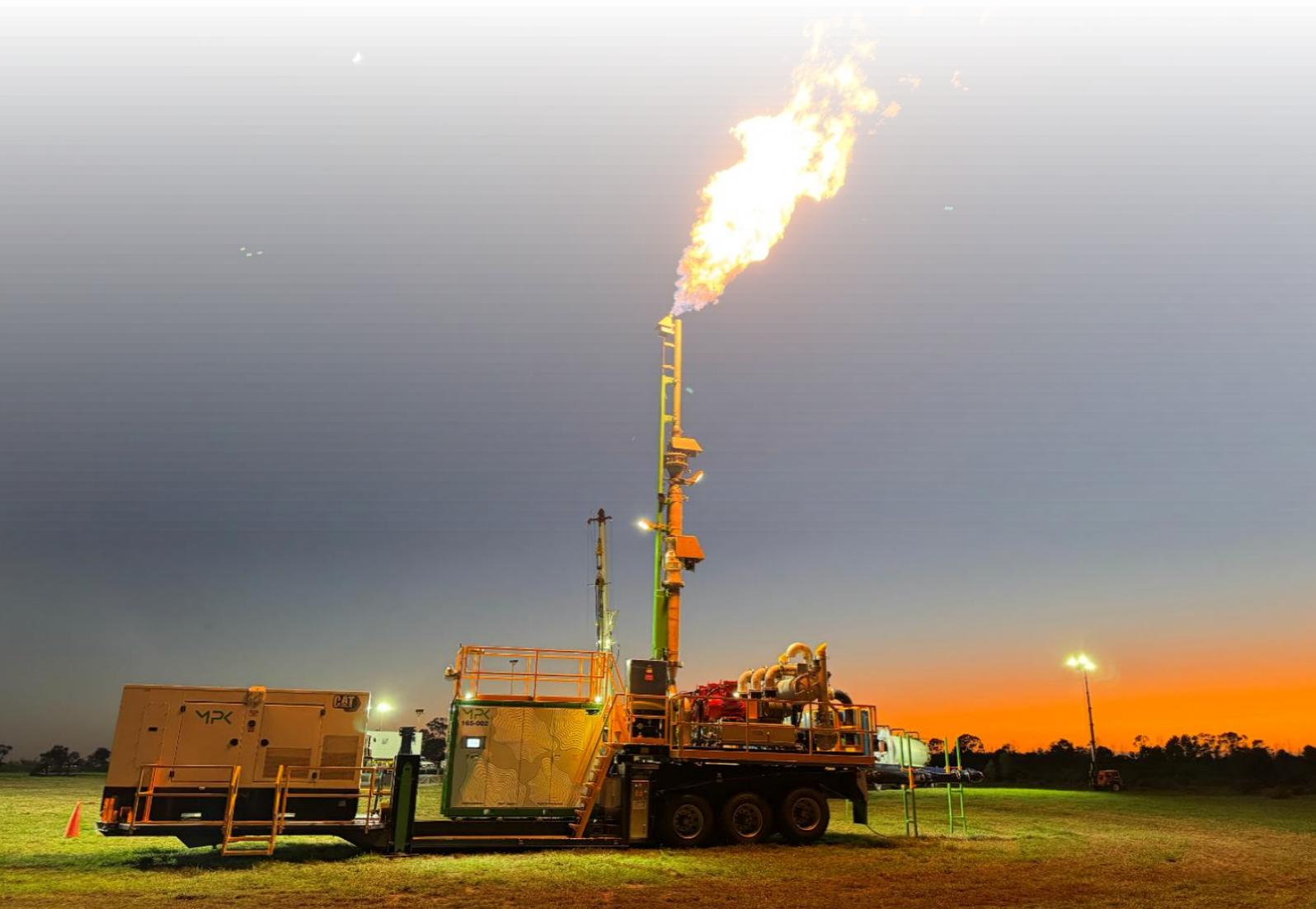
Energy Services Operations

MPK's Energy Services business provides specialist services to the oil and gas sector in Australia and New Zealand. In Australia, this business provides completion and production services including:

- » onshore and offshore wireline services;
- » fluid management services;
- » well servicing rigs;
- » production chemical supply; and
- » specialist dry hire equipment.

The services are provided nationwide from MPK's Roma, Toowoomba and Narangba facilities, with a focus on the East Coast Surat Basin.

MPK also provides well intervention services to the onshore and offshore markets in New Zealand. It operates from a base in New Plymouth, in the Taranaki Basin. From this base, MPK provides wireline, well testing, and completion services, in the onshore and offshore sectors, for major oil and gas operators in New Zealand.





Renewables

Within the renewables sector, MPK provides balance of plant focusing on civil construction services for windfarm and battery energy storage solution developments. Clients are a mixture of Australian public authorities, private resource sector, renewables developers and original equipment manufacturers (OEMs).

We partner with developers to deliver large-scale infrastructure projects providing services including major foundational works and hardstand construction, earthworks, access tracks and project laydowns.





Supply Chains

MPK's suppliers of goods and services are predominantly located in Australia and other low-to-medium risk jurisdictions, including New Zealand, Singapore, France, United States of America, Chile, Italy and Thailand. MPK also procures some goods from other jurisdictions including China, the Philippines and India.

All prospective suppliers within MPK's supply chain are required to meet MPK's minimum standards and comply with its policies and procedures before they are considered for engagement. To support the identification of supplier risk, MPK have a comprehensive procedure to apply a risk-based assessment of the supplier's compliance with modern slavery laws.

MPK's standard contracts require each of its suppliers to comply with all relevant laws and MPK's business principles of fairness, integrity and honesty, including its prohibition against modern slavery. MPK assesses and considers modern slavery risks in procurement engagements.

Where initial or periodic due diligence has identified a supplier failing to meet minimum standards, the supplier must immediately remediate any modern slavery practices and take steps to prevent or mitigate harm. MPK is contractually entitled to terminate the business relationship if this is not possible or not implemented.

MPK provides training to its employees and periodically reviews the risks and effectiveness of its supply chain risk reduction policies and procedures.

Risks of Modern Slavery Practices

In the context of modern slavery, MPK's business operations are low risk. The prevalence of unskilled, temporary, or seasonal labour, use of short-term contracts, outsourcing, and use of foreign or temporary workers to perform inconspicuous labour is low in the industries within which MPK operates. We recognise that even sectors typically considered low risk may still harbor hidden risks, particularly within complex supply chains. Vigilance and ongoing due diligence are essential to ensure that all tiers of suppliers and subcontractors uphold the highest standards of ethical conduct and compliance with modern slavery laws.

MPK operates in Australia and New Zealand, regions with low rates of modern slavery and strong worker protections. MPK maintains strict compliance with labour standards, has robust procurement processes, and ensures workers are informed of their rights. MPK enforces policy and legislation which protects our employees and contractors against unsafe work practices, prioritising safety at every level of our operations. We recognise and respect workers' rights and conditions, striving to maintain an environment where all team members feel secure, valued, and empowered to raise concerns about workplace safety or wellbeing. MPK partners with entities aligned with its Code of Conduct, which prohibits modern slavery and mandates adherence to high legal, ethical, and sustainable standards.



Assessing and Addressing Risk

MPK continues to monitor and assess both operational and supply chain risk of modern slavery practices across all business units. The business is focused on its tier-one international supply chain, particularly where a supplier has been identified within a geographical location where the Global Slavery Index has indicated a significant prevalence rating.

To assist with the identification of modern slavery risks, MPK undertakes desktop surveys of supplier's compliance with modern slavery law and MPK policy to drive transparency, identify and address risk. MPK reviews this data to identify those risks, performance issues, and necessary actions to enable compliance. It also maintains ongoing due diligence and consults regularly with suppliers to meet its legal, ethical, and sustainability standards.

Examples of corrective actions or remediation steps that MPK may take if there were compliance issues identified include:

- » Conducting an investigation into the identified issue and its root cause;
- » Providing immediate support and assistance to any affected workers, grievance mechanisms, or EAP support services;
- » Adjusting sourcing practices or supply chain processes to eliminate the issue and mitigate risk of reoccurrence;
- » Suspension and/or termination of Contract.

In the past year, MPK has undertaken a detailed review of its corporate contract suite across all business units to more adequately and consistently address modern slavery risks and compliance. This process involved evaluating and enhancing existing contract provisions to ensure they explicitly prohibit and address modern slavery, require supplier adherence to MPK's Code of Conduct, and set clear expectations for ethical sourcing and labour standards. By standardising contractual requirements and embedding robust compliance clauses, MPK aims to strengthen its ability to identify, mitigate, and respond to potential risks throughout all of its operations and supply chains.

Assessing Effectiveness of Actions

MPK regularly assesses and reviews the effectiveness of its modern slavery risk reduction actions by:

- » considering and monitoring modern slavery risk as part of MPK's overarching company risk management procedure;
- » monitoring and assessing due diligence investigations and data related to suppliers and partners;



- » investigating any complaints or non-compliance referred to it through its contract management, whistleblower and other reporting procedures;
- » reporting any key risks and issues related to modern slavery to MPK's board as part of its monthly reporting process;
- » regularly reviewing governance procedures including MPK's procurement and human resources frameworks; and
- » routinely engaging and consulting with MPK's clients, suppliers and other stakeholders in relation to their approach to and management of modern slavery risk.

MPK has established comprehensive grievance mechanisms to ensure that concerns related to modern slavery can be raised, investigated, and resolved effectively. Incidents or suspicions of modern slavery are managed through multiple channels, including internal reporting procedures and our external whistleblowing hotline, Yourcall. This confidential service allows employees, suppliers, and other stakeholders to report potential breaches or unethical conduct anonymously. Upon receipt of a report, MPK conducts a thorough investigation and, where necessary, implements appropriate remedial actions to address the issue and prevent recurrence. These mechanisms are designed to promote transparency, accountability, and prompt resolution of any reported incidents.

Consultation Process

This joint Statement has been prepared following engagement, consultation with, and input and analysis from board members and the company secretary of each mandatory reporting entity, each entity controlled or owned by the relevant reporting entity and appropriate members of MPK's senior management and corporate support services, including its legal, finance, procurement and HR functions.

Concluding Remarks

MPK recognises its responsibility to address modern slavery within its operations and supply chains. It has ongoing processes to assess and identify opportunities for improvement in managing modern slavery risks.

The actions taken during the reporting period are considered appropriate for the level of modern slavery risk associated with its business.

MPK recognises that addressing modern slavery risks is an ongoing endeavour and is committed to continuous improvement in its risk management practices. In the next reporting period, MPK plans to enhance its supplier engagement by introducing targeted training programs on modern slavery for procurement and contract management teams.

Additionally, MPK intends to review its current supplier assessment tools, including the due diligence questionnaires. MPK is committed to maintaining transparency in its modern slavery risk management practices and welcomes opportunities to strengthen its approach and contribute to broader industry efforts to eliminate modern slavery risks.



Approval of Joint Statement

This joint Statement was approved for submission to the Australian Border Force and corresponding online publication, by the boards of MPK's reporting entities, MPC Kinetic Holdings Pty Ltd and MPC Group Pty Ltd, by means of circular resolutions of the respective directors.

Execution

This joint Statement is signed for and on behalf of MPC Kinetic Holdings Pty Ltd, the ultimate parent company of the MPK reporting entities as follows:

Signed by:


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Adam Machon
Director and CEO
MPC Kinetic Holdings Pty Ltd

December 2025

Mandatory Reporting Entities:

1. MPC Kinetic Holdings Pty Ltd (**ABN 68 626 678 911**)
2. MPC Group Pty Ltd (**ABN 81 122 452 662**)