

Modern Slavery Statement
For the Financial Year Ending 30 June 2025
Submitted by Awcon Pty Ltd (ABN: 72 165 655 694)

1. Reporting Entity

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and constitutes Awcon Pty Ltd's Modern Slavery Statement for the financial year ending 30 June 2025.

Awcon Pty Ltd (ABN: 72 165 655 694) is a proprietary company registered and operating in Australia and meets the reporting threshold under the Act.

2. Our Structure, Operations and Supply Chains

Company Overview:

Awcon Pty Ltd is an Australian-owned company specialising in civil construction, with a focus on complex concrete structures, servicing the mining and energy transition sectors.

Structure:

Awcon Pty Ltd is a privately held company, with its head office located in Orange, New South Wales. The company does not own or control any other entities.

Operations:

Awcon operated across NSW, SA, NT, QLD, and TAS during the reporting period and as of this reporting period, Awcon employs approximately 390 staff across project sites and operational teams.

Supply Chains:

Our supply chains include:

- Procurement of materials such as concrete, steel, aggregates, and formwork systems
- Engagement of subcontractors and consultants
- Purchase of goods and services including PPE, construction tools, vehicles, IT services, and office supplies

While the majority of suppliers are Australian-based, certain goods are indirectly sourced from international suppliers — particularly in the categories of PPE, tools, and manufactured equipment.

3. Risks of Modern Slavery in Our Operations and Supply Chains

Awcon recognises the risk of modern slavery may arise in the following areas:

- Imported products, such as PPE, tools, and electronics, which may involve manufacturing in high-risk countries
- Construction materials, where international supply chains may lack transparency
- Lower-tier suppliers, where our visibility into labour practices is limited

While our own operations and direct relationships present low risk, we are conscious of potential issues deeper in the supply chain and are committed to mitigating those risks.

4. Actions Taken to Assess and Address Risks

Awcon has taken the following steps to assess and address modern slavery risks:

- Conducted a risk assessment of our supply chain based on geography, product type, and industry
- Implemented a formal Modern Slavery Policy aligned with legislative obligations
- Established a grievance and whistleblower mechanism to support reporting of concerns by staff, subcontractors, and third parties
- Included modern slavery clauses in key supplier and subcontractor agreements
- Introduced a supplier questionnaire to screen for modern slavery compliance
- Provided training to relevant internal teams, including procurement, compliance, and project delivery personnel

5. Assessing the Effectiveness of Our Actions

To assess the effectiveness of our approach, we have:

- Tracked responses to supplier assessments and reviewed risk indicators
- Monitored the implementation and awareness of our grievance mechanism (no reports received to date)
- Measured internal training participation
- Initiated planning for internal audits and supplier reviews for the next reporting period
- Committed to an annual review of our policy framework and practices

6. Consultation with Entities Owned or Controlled

Awcon Pty Ltd does not own or control any other entities. Therefore, consultation with related entities is not applicable to this statement.

7. Other Relevant Information

Awcon is committed to continual improvement in managing modern slavery risks. In this reporting period, we have:

- Formalised and embedded a Modern Slavery Policy
- Operationalised a grievance reporting mechanism
- Increased supplier engagement and internal capability around ethical sourcing
- Committed to ongoing due diligence and continuous review of our processes

This statement will be published on the Awcon website and submitted to the Australian Government's Modern Slavery Statements Register.

Approval

This statement was approved by the Board of Directors of Awcon Pty Ltd on 15 August 2025.

Signed,

A handwritten signature in blue ink, appearing to read "Paul Montagiani".

Paul Montagiani
Director, Awcon Pty Ltd
Date: **15 August 2025**

AWCON Modern Slavery Statement FY2025

Final Audit Report

2025-08-25

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