VINCI Construction Australia
Modern Slavery Statement

Year Ended 31 December 2025

SEYMOUR WHYTE

Introduction

IDENTIFY THE REPORTING ENTITIES

This joint modern slavery statement is made by:

- VINCI Construction Australia Pty Ltd ACN 620 283 132;
- Seymour Whyte Contractors Pty Ltd ACN 105 493 203;
- Seymour Whyte Constructions Pty Ltd ACN 105 493 187; and
- Taylor Rail Australia Pty Ltd ACN 136 182 628

(collectively, **VINCI Construction Australia Group**, hereafter referred to as the **Group**).

The Group is the privately owned Australian branch of French construction company, VINCI.

Seymour Whyte Constructions is a civil contractor that delivers major essential infrastructure projects across Australia. Whilst Seymour Whyte's core business is in roads and bridges, it also delivers engineering and construction services to the airport, rail, ports and marine, resources and renewable energy, social infrastructure and water sectors.

Taylor Rail Australia is a rail infrastructure company that delivers end-to-end services across rail, including track construction, maintenance, inspections and project delivery.

The Group acknowledges the harm caused by modern slavery and is committed to a continuous improvement approach to identifying and addressing the modern slavery risks in our operations and supply chains.

This statement for the 2025 financial year is made pursuant to the *Modern Slavery Act 2018* (Cth).

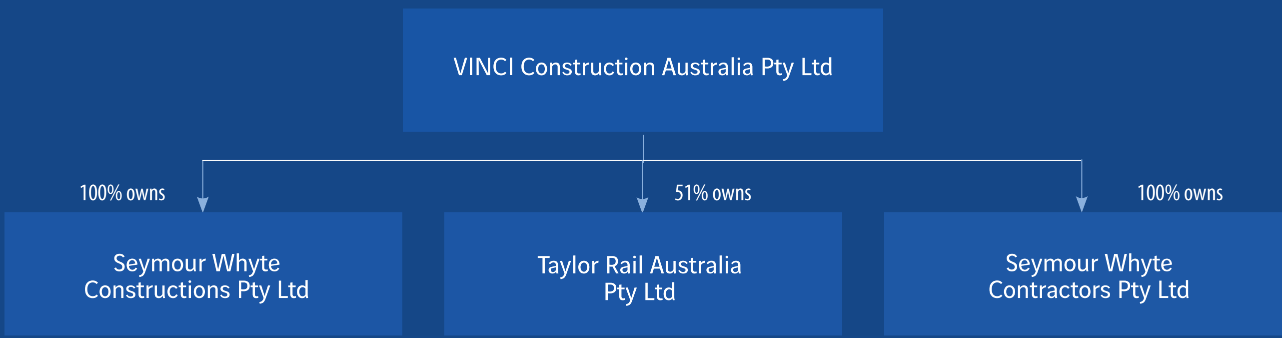
It has been approved by the boards of VINCI Construction Australia Pty Ltd, Seymour Whyte Contractors, Seymour Whyte Constructions Pty Ltd, Pty Ltd and Taylor Rail Australia Pty Ltd (the **Boards**) and has been signed by a director of each board.

Steve Lambert
Director

VINCI Construction Australia Pty Ltd
Seymour Whyte Contractors Pty Ltd
Seymour Whyte Constructions Pty Ltd
Taylor Rail Australia Pty Ltd

Our structure, operations and supply chain

Structure
Each of the Group reporting entities are private companies.
The corporate structure is set out in the figure and table below.



1. VINCI Construction Australia Pty Ltd – holding company.
2. Seymour Whyte Contractors Pty Ltd – holding company
3. Seymour Whyte Constructions Pty Ltd – trading entity.
4. Taylor Rail Australia Pty Ltd – trading entity.

VINCI Construction Australia Pty Ltd and Seymour Whyte Contractors Pty Ltd have no employees.

Seymour Whyte Constructions Pty Ltd (**Seymour Whyte)** employs over 872 people across Queensland, Western Australia, New South Wales, South Australia and Victoria. Its headquarters are located in Eight Mile Plains, Queensland and it has offices in Sydney, Melbourne, Adelaide and Perth.

Taylor Rail Australia Pty Ltd (**Taylor Rail)** employs approximately 49 people. Its headquarters are located in Unanderra, New South Wales.

The ultimate parent company of the Group is VINCI SA (**VINCI**). VINCI is headquartered in Nanterre, France and is a global player in integrated concessions and construction. VINCI entities employ approximately 280,000 people in more than 120 countries.

On 20 August 2024, VINCI Construction Australia Pty Ltd acquired a 51% interest in Taylor Rail. Prior to this acquisition, Taylor Rail was not subject to the reporting requirements in the *Modern Slavery Act 2018* (Cth) due to its annual consolidated revenue falling below the statutory threshold.

Following the acquisition and for the remainder of 2025, work commenced to integrate Taylor Rail into VINCI Construction Australia Pty Ltd, which included initial discussions regarding compliance with the *Modern Slavery Act 2018* (Cth). This statement includes relevant information relating to the operations, procurement activities and supply chains for Taylor Rail.

Operations

Seymour Whyte's main business is undertaking civil contracting to deliver essential infrastructure projects across Australia. Seymour Whyte delivers complex, innovative projects that include difficult staging, engineering and environmental challenges, logistical constraints and stakeholder impacts.

To date, we have delivered more than 540 projects across Australia.

Given the size of many of our projects, Seymour Whyte often enters into joint venture arrangements with other entities. Although Seymour Whyte engages closely with its joint venture partners, it does not have control over those entities or responsibility for the management of those entities.

Seymour Whyte's principal joint venture partners in the 2025 financial year were:

1. John Holland;
2. Civmec; and
3. BMD Constructions.

Seymour Whyte's most significant projects in the 2025 financial year were:

1. Pacific Motorway upgrade – Palm Beach to Tugun;
2. Elevated Road and Forecourt Project;
3. M1RT Heatherbrae Bypass;
4. Mulgoa Road Upgrade;
5. Clyde Road Upgrade.

Taylor Rail's main business is providing end-to-end design, construction, technical advisory, and maintenance services for public and private railway systems across the country. Taylor Rail services include building and upgrading tracks, infrastructure, and hardstands, often in complex, live-traffic "brownfield" environments (e.g. major port transformation projects), performing routine inspections and maintenance, re-sleepering, rail welding, level crossing upgrades, and track resurfacing, and consulting and managing (in conjunction with the Client Rail Industry Manager) rail assets for the entirety of their functional lifespan.

Taylor Rail's main clients include Pacific National, Australian Rail Track Corporation, Metro Trains Melbourne, Manildra, Boral, Qube, VicTrack and GrainCorp.

Taylor Rail's most significant projects in the 2025 financial year were:

1. Parkes Intermodal Phase 2: design and construction of new railway sidings and associated pavement hardstand for rubber tyre gantry installation including earthworks, drainage & services for Pacific National Pty Ltd.
2. Southern Highlands Overtaking Opportunities (Joppa North, New South Wales): Taylor Rail completed a $3.9-million construct-only project on the ARTC Network in September 2025, installing two new crossovers and earthworks to enable bidirectional running and faster services.
3. Bomaderry Paper Mill Track Extension: construction of new 1.5km track extension for Manildra Flour Mills Pty Ltd. installing 4 turnouts, two culverts and a level crossing.

Investments

None of the Group reporting entities have an investment portfolio or lend money.

Supply Chains

In the 2025 financial year, the Group spent approximately $680 million purchasing products and services from more than 2,607 direct suppliers across 14 countries. This includes approximately $649 million spent by Seymour Whyte and approximately $31 million spent by Taylor Rail.

Most of the Group's direct suppliers are located in Australia, with overseas procurement accounting for approximately 0.35% of total group procurement spend (0.32% for Seymour Whyte and 0.8% for Taylor Rail).

The Group's overseas suppliers are located in New Zealand, Ireland, United Arab Emirates, United States, Singapore, United Kingdom, Pakistan, Canada, Germany, Guernsey, Malta, Denmark, and Belgium.

The main types of goods and services which Seymour Whyte procures include:

1. Personnel, including via contractors and labour hire – all such personnel are located in Australia;
2. Logistics;
3. Plant and equipment;
4. Quarry products;
5. Concrete products;
6. Asphalt products; and
7. Road furniture.

In the 2025 financial year, Taylor Rail had direct suppliers located in New Zealand, Belgium, Ireland and United States. The main types of goods and services procured by Taylor Rail included rail specific plant and equipment hire, materials and personnel, including via contractors and labour hire (all located in Australia, save for one New Zealand-based civil engineering consultant).

Modern Slavery Risks

The risk of modern slavery in the Group's operations is low. The Group's workforce is located in Australia and enjoy the protections of:

1. Modern awards and industrial instruments;

2. The National Employment Standards;

3. The various State and Territory work health and safety regimes;

4. The various State, Territory and Commonwealth anti-discrimination regimes; and

5. The Group's subsidiaries' policies relating to Quality, Privacy, Remuneration and Benefits, Industrial Relations Management, Health and Safety, Modern Slavery, Rehabilitation and Return to Work, Aboriginal and Torres Strait Islander Participation, Acceptable Behaviour in the Workplace, Diversity and Human Resources Management.

The Group has assessed as low the risk that its operations or supply chains might cause or contribute to modern slavery practices.

The principal risk of modern slavery in the Group's operations and supply chains is that it might be directly linked to modern slavery practices through the activities of its overseas suppliers. The Group has identified the following goods and services purchased in 2025 as representing the greatest risk of modern slavery:

- The Group made various purchases of software and information technology services from companies in New Zealand, Ireland, United States, United Kingdom, Singapore, Canada, Germany, Malta and Denmark.

- While assessed as lower risk, the Group procured some software and information technology services from overseas software / IT companies, which have committed to maintaining data security in alignment with Seymour Whyte requirements. The Group is unable to control where and how the software is written/developed prior to being sent to Australia.

- The Group made various purchases of plant parts and components suppliers based in the United States to support its operational and project delivery needs.

- While assessed as lower risk, the Group procured plant parts from overseas suppliers whose supply chains may involve multiple tiers of manufacturing and logistics. These complex supply chains can limit transparency and oversight of upstream labour practices. The Group engages with suppliers that commit to ethical sourcing and compliance with relevant labour laws, however, the Group does not have direct control over the sourcing, manufacturing, or labour conditions under which these plant parts are produced prior to their delivery to Australia.


PARKROYAL
JOHNSON & YOUNG CRANES

Action taken to assess and address modern slavery risks

Policies, systems and processes

The Group has in place policies and procedures dealing with health and safety, diversity and inclusion, and whistleblowing – all of which encourage the confidential reporting of concerns.

The Group has introduced terms into all contracts with suppliers which require suppliers to:

1. Warrant that modern slavery practices do not occur within their own business;
2. Warrant that, to the best of their knowledge, modern slavery practices do not occur within the business of their suppliers;
3. Promptly disclose the occurrence of any modern slavery practices within their own business or supply chains.

The Group has the power to terminate a supply contract if a supplier breaches legislative requirements.

Due Diligence

The Group's modern slavery subcommittee members include Seymour Whyte's:

- Managing Director and Chief Executive Officer
- Company Secretary and Chief Financial Officer;
- General Counsel; and
- General Manager, Northern Region.

The subcommittee performed the following tasks in the 2025 financial year:

1. Reviewed the risks of modern slavery within the Group's operations and supply chains;
2. Reported to the Boards in relation to the findings and recommendations of the subcommittee; and
3. Assisted the Boards to gather all information required for the Group's annual modern slavery statement.

While the following tasks were not required in the 2025 Financial Year, the subcommittee is also responsible for:

1. Overseeing the investigation of any reports of modern slavery within the Group's operations and supply chains (no reports were received in the 2025 financial year);
2. Making recommendations to the Boards regarding remedial actions in the event of modern slavery occurring within the Group's operations or supply chains; and
3. Making recommendations to the Boards in the event of any supplier non-compliance with modern slavery auditing (no non-compliances were identified in the 2025 financial year).

Remediation

Upon receiving any substantiated report of a modern slavery incident, or receiving any report of supplier non-compliance, the Boards will meet promptly to consider what remediation actions are appropriate.

As the risk of a modern slavery incident occurring within the Group's operations or supply chains is low, it is anticipated that the principal forms of remediation will include reviewing and improving existing policies and procedures, and ceasing certain activities (including terminating relationships with non-compliant suppliers).

Assessing the effectiveness of actions taken

The Group's modern slavery subcommittee reviewed the effectiveness of the actions taken in 2025 by:

1. Engaging with key areas of the business, with a view to understanding all operations, suppliers, and the unique risks associated with them;
2. Auditing all supplier contracts entered into with a view to ensuring that all contracts include clauses dealing with modern slavery;
3. Issuing annual audit forms to suppliers; and
4. Identifying any new risks of modern slavery.

The subcommittee discussed its findings and observations with the Group's Boards. These were considered by the Boards in connection with its approval of this statement.

Our consultation process

VINCI Construction Australia Pty Ltd, Seymour Whyte Contractors Pty Ltd, Seymour Whyte Constructions Pty Ltd and Taylor Rail Australia Pty Ltd share common directors, including Steve Lambert (CEO and Managing Director) and John Kirkwood (Director).

Nicola Padget serves as Company Secretary of VINCI Construction Australia Pty Ltd, Seymour Whyte Contractors Pty Ltd and Seymour Whyte Constructions Pty Ltd, and serves as Director and Company Secretary of Taylor Rail Australia Pty Ltd.

Given this common governance structure, consultation between the reporting entities was conducted through established management and reporting channels. Ms Padget has reviewed this statement and confirmed that she was not aware of any modern slavery issues having been identified or reported during the 2025 financial year.

This statement was approved by the board of each reporting entity.

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