



Modern Slavery Statement for
Structural Concrete Industries Pty Ltd
Calendar Year ending 31st of December 2025
As a voluntary statement under the Commonwealth Modern
Slavery Act 2018

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1 – Identify the reporting entity

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) (the "Act") by Structural Concrete Industries (Aust) Pty Ltd (ABN – 62-003-872-259), 11 Park Street, Teralba, NSW, 2284 for the calendar year ending 2025. This statement outlines our efforts to identify, assess, and address the risks of modern slavery within our operations and supply chains.

This Modern Slavery Statement has been prepared in accordance with the Modern Slavery Act 2018 (Commonwealth). It articulates SCI's commitment to eradicating modern slavery and human trafficking in all its forms. Recognising that modern slavery manifests across diverse sectors and geographies, the company is resolute in its efforts to identify, address, and mitigate risks associated with its operational and supply chain activities.

SCI does not own or control any other entities, further emphasising its autonomous operational structure. The company acknowledges that modern slavery risks may exist not only across various sectors and geographies but also within the products and services it procures. Through fostering a culture of integrity and responsibility, SCI strives to ensure its practices contribute positively to societal well-being. By undertaking sustained, collaborative, and proactive initiatives, SCI seeks to effect meaningful change in the global fight against modern slavery while reinforcing its commitment to ethical business conduct.

2 – Organisational Structure, Operations and supply Chain

2.1 Organisational Structure and Operations

Structural Concrete Industries (Aust) Pty Ltd has been providing its precast services to it's the Australian construction industry since 1979. We are a specialist structural precast concrete manufacturer operating in the fields of Civil, Building and Marine infrastructure construction.

Our extensive influence throughout NSW and beyond has resulted in mutually beneficial and highly successful relationships with suppliers, client contractors and community members. We foster a safe, diverse and dynamic work environment that encourages excellence, innovation and growth.

SCI is renowned for delivering quality, professional and customer focused service and this is widely recognised.

When partnering with Structural Concrete Industries you partner with over 220 years of precast knowledge and experience. Our highly motivated and flexible team are here to service all our clients' project requirements to provide our clients with project-best outcomes.

A significant segment of the company's production output comprises the construction of complex girders and substructure elements for bridges on the rail corridors, freeways and major roads system in NSW.

2.2 Supply Chain

SCI's supply chain consists of 13 assessed suppliers operating in Australia and New Zealand. These suppliers provide goods and services across several high risk sectors, including construction, manufacturing, labour hire, transportation and storage, building services, mining and quarrying, and wholesale supply. The iPRO assessment confirmed that "100% of assessed suppliers had operations in one or more of the sectors identified as ones of forced labour exploitation."

3 - Identifying Risk's

We are committed to preventing modern slavery, which includes slavery, servitude, forced and compulsory labor, and human trafficking, in all its forms within our operations and supply chains. SCI takes this issue seriously and will be implementing various measures to ensure that we do not inadvertently contribute to such practices.

3.1 Inherent Risk Profile

SCI's aggregated supply chain risk scores indicate an inherent risk score of 43.85 out of 100, reflecting the high risk nature of the sectors and labour structures involved. The unmitigated risk score of 33.25 out of 100 highlights gaps in supplier controls and policies that require ongoing attention.

3.2 Key Risk Drivers

Key risk drivers identified through the assessment include the absence of recruiter screening, as no suppliers reported conducting formal due diligence on recruitment agencies. Additionally, 54% of suppliers do not assess worker vulnerability to exploitation, increasing the potential for undetected risks within labour intensive supply chains.

3.3 Policy Gaps Across Suppliers

The assessment also revealed several policy gaps across the supplier group. Significant proportions of suppliers lack formal policies addressing child labour (31%), worst forms of child labour (31%), forced labour and human trafficking (23%), recruitment fees (39%), wage compliance (31%), contract cancellation rights (31%), and document retention prohibitions (31%). These gaps indicate areas where suppliers require further development to meet expected governance standards.

3.4 Australian Regulatory Context

Despite these gaps, all assessed suppliers operate within Australia and are therefore subject to comprehensive state and federal labour laws. These include minimum wage requirements, workplace safety standards, industrial relations protections, and prohibitions on forced labour and child labour. This regulatory environment significantly reduces the likelihood of severe modern slavery practices occurring within SCI's immediate supply chain. However, the absence of formalised policies still represents a governance gap, particularly where subcontracting, labour hire, or imported goods are involved. SCI therefore continues to prioritise supplier engagement and continuous improvement.

4 - Actions Taken to Address Modern Slavery Risks

To assess the effectiveness of our actions in addressing modern slavery risks within our operations and supply chains, SCI will be utilising benchmarking, key performance indicators (KPIs), and qualitative measures. This year marks the beginning of our assessment and due diligence processes, establishing a baseline for evaluating the impact of our actions in future reporting periods.

Our primary KPIs include risk scores generated during the assessment process. By aggregating these scores across all assessed suppliers, we can measure risks at a supply chain-wide level and monitor the effectiveness of our mitigation strategies.

4.1 Supplier Assessment

SCI completed a full iPRO Modern Slavery Assessment of 13 suppliers. The assessment categorised suppliers into three risk levels: 30.8% were identified as low risk, 46.2% as medium risk, and 23.1% as high risk due to inadequate controls. These results provide a baseline for targeted engagement and improvement activities.

4.2 SCI's Internal Controls

SCI maintains a comprehensive suite of internal policies addressing modern slavery, child labour and its worst forms, forced labour and human trafficking, non-discrimination, wage compliance, recruitment fees, recruiter screening, worker identity documents, contract cancellation rights, and worker agreements. The organisation also maintains grievance mechanisms, accountability standards, and remediation processes to ensure that concerns can be raised and addressed effectively.

4.3 Supplier Engagement

SCI uses the iPRO platform to monitor supplier risk scores, track action plans, require annual assessments, and request evidence of policy implementation. This structured approach enables SCI to maintain visibility over supplier performance and ensure that improvements are implemented over time..

By integrating KPIs and qualitative measures, SCI enhances its ability to effectively manage and reduce modern slavery risks, reinforcing our commitment to ethical business practices and continuous improvement.

5 - Effectiveness of Actions Taken

5.1 Strengthening Supplier Controls

SCI will prioritise the implementation of mandatory supplier modern slavery compliance policies, the delivery of annual modern slavery training for both SCI personnel and supplier representatives, the introduction of formal recruiter screening processes, and the development of supplier vulnerability assessment frameworks.

5.2 Contractual Enhancements

SCI will update procurement and subcontractor agreements to include mandatory modern slavery clauses, evidence based compliance requirements, audit and documentation rights, and termination rights for non compliance. These enhancements will strengthen SCI's ability to enforce ethical standards across its supply chain.

5.3 Ongoing Monitoring

SCI will conduct annual supplier reassessments, monitor grievance trends, and evaluate improvements in supplier controls. This ongoing monitoring will help SCI measure progress and identify areas requiring further attention.

6 - Consultation and Collaboration

Moving forward, SCI is committed to:

- Continuing to strengthen our due diligence processes and expand our audits to cover more suppliers.
- Enhancing our modern slavery risk management framework
- Engaging with stakeholders and industry groups to share knowledge and collaborate on efforts to eradicate modern slavery.

7 - Approval

This statement was approved by the Board of Directors of Structural Concrete Industries (Aust) Pty Ltd in accordance with the requirements of the Modern Slavery Act 2018.



Godfrey Smith

Managing Director of Structural Concrete Industries (Aust) Pty Ltd, and Responsible Person Under the Act

Wednesday, 01 July 2026