MODERN SLAVERY STATEMENT

ABN 11 600 627 343 | ACN 600 627 343

Reporting period: *1 July 2026 – 30 June 2027*

This statement is published voluntarily by Total Environmental Concepts Pty Ltd (TEC) to describe the actions we are taking to assess and address modern slavery risks in our operations and supply chain. Although TEC is not currently a reporting entity under the Modern Slavery Act 2018 (Cth), we recognise the importance of modern slavery due diligence to our clients, partners and the communities in which we work, and we have voluntarily aligned this statement with the mandatory reporting criteria set out in section 16 of the Act.

1. About TEC

Total Environmental Concepts Pty Ltd (ABN 11 600 627 343) is a Queensland-based environmental contractor delivering revegetation, erosion and sediment control, hydromulching, drone spraying and mapping, weed management, forestry mulching, track and trail construction and stormwater asset rehabilitation. We operate across Southeast Queensland and Northern New South Wales, with offices in Logan Village, Pacific Pines, Caboolture and Landsborough.

Our clients include local councils, state and federal government agencies, Tier-1 civil contractors, renewable energy developers and private landholders.

2. Our operations and supply chain

TEC's operations are conducted entirely within Australia. Our workforce comprises direct employees together with a smaller number of regularly engaged subcontractors and labour hire workers, all engaged in Australia.

Our supply chain supports our field operations and includes:

- plant, machinery, drones and replacement parts (some manufactured overseas);
- erosion control products including jute mesh, coir, geofabric, matting and tackifiers;
- seed, tubestock and nursery products;
- herbicides, fertilisers and chemical products;
- fuel, lubricants and consumables;
- personal protective equipment (PPE), uniforms and safety equipment;
- ICT hardware, software and telecommunications services; and
- facilities and corporate services (cleaning, security, professional services).

3. Modern slavery risks

Operating wholly within Australia, with predominantly Australian employees and Australian-based subcontractors, TEC considers the risk of modern slavery within its direct operations to be low. The categories of higher inherent risk in our supply chain are:

- imported plant, machinery, drones and electronic components manufactured in regions with documented modern slavery exposure;
- imported textiles and PPE;
- imported natural fibre erosion control products such as jute and coir;
- multi-tier nursery supply chains where labour conditions may not be visible beyond the tier-1 supplier; and
- labour hire, casual and short-notice subcontract crews, where there is a higher risk of underpayment, sham contracting and unlicensed labour hire.

4. Actions taken to assess and address risks

During the reporting period TEC has taken the following actions to assess and address modern slavery risks:

- approved and implemented a board-level Modern Slavery Policy applying to TEC's directors, employees, subcontractors and suppliers;
- issued a supplier self-assessment questionnaire to new and existing suppliers and subcontractors, prioritising those in higher-risk categories;
- updated TEC's standard subcontract and purchase order terms to require compliance with the Modern Slavery Act 2018 (Cth) and the Queensland Government Supplier Code of Conduct 2026, including warranty, audit-right and incident-notification clauses;
- verified that all labour hire providers engaged in Queensland hold current licences under the Labour Hire Licensing Act 2017 (Qld);
- confirmed that all TEC employees are paid at or above their applicable Modern Award or enterprise agreement rate and that right-to-work documentation is verified for every new starter; and
- delivered modern slavery awareness briefings to managers and field supervisors, including indicators of concern and the escalation pathway.

5. Assessing effectiveness

TEC assesses the effectiveness of its actions through:

- an annual review of this statement and the underlying Modern Slavery Policy by the Managing Director;
- review of supplier self-assessment responses and follow-up where higher-risk responses are identified;
- a record of any modern slavery concerns reported through internal or external channels and the actions taken in response; and
- incorporation of feedback received from clients and head contractors as part of their own due diligence processes.

No actual or substantiated modern slavery incidents were identified within TEC's operations or supply chain during the reporting period.

6. Consultation

TEC is a single entity and does not own or control any subsidiaries. Consultation with related entities is therefore not applicable. This statement was prepared in consultation with TEC's operations, procurement and field supervision personnel.

7. Approval

This statement was approved by the principal governing body of Total Environmental Concepts Pty Ltd.



Managing Director

Total Environmental Concepts Pty Ltd

Date: 16 th July 2026