




McCOSKER
SAFETY FIRST. PRODUCTION ALWAYS.

Modern Slavery Statement 2023



McCosker Contracting has a vision is to construct a sustainable future for our people, clients, families and communities that we operate in. To achieve our vision, there are two priorities that we will not compromise on, and we live by this mantra.

SAFETY FIRST. PRODUCTION ALWAYS.

We approach each project with the aim to fulfill contractual obligations, and a company wide vision of support, efficiency and collaboration. Our mission is to exceed expectations in respect to safety, quality, cost, schedule, community and environment. This vision and the pride we take in our work has seen us contracted amongst some of Queensland's largest construction and industry projects.

At the heart of this is our goal to promote a safe and inclusive workplace across all sites where we operate, to ensure every person is treated fairly, with dignity and respect.

Introduction

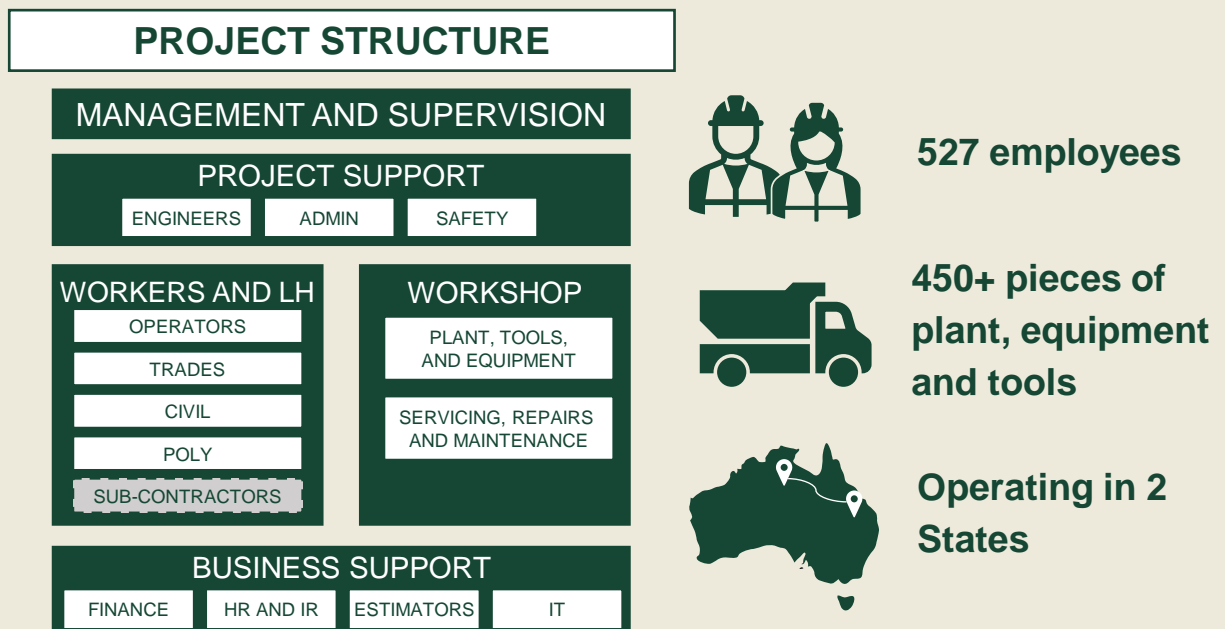
McCosker Contracting Pty Ltd (McCosker) (ABN 42 070 997 787) is the sole entity contributing to this Modern Slavery Statement that covers the financial year ending 30 June 2023. This Statement has been prepared in line with the requirements set out in the Modern Slavery Act 2018 (Cth) and the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities.

Our Code of Conduct and values of Integrity, Collaboration, Accountable, Support Each Other, and Opportunity set the foundations for a safe and inclusive workplace that is free from the risk of modern slavery and discrimination, harassment and bullying. McCosker accept that all employees and others in our workplace have a right to be treated fairly, with dignity and respect. They also have an obligation to treat others the same. We recognise that modern slavery risks are more likely to exist where these human rights principles are not respected. Therefore, our approach focuses on systems and processes to identify, prevent, mitigate and remedy actual or potential adverse human rights impacts under the areas of governance and compliance, organisational culture, products and service delivery, technology and equipment, and stakeholder engagement.

Structure

McCosker are experts in the fields of bulk earthworks, civil construction, HDPE pipelines, mining infrastructure and structural and civil concrete work scopes. We provide a diverse range of services to the mining, construction, building, gas and industrial sectors in Australia. Commencing operations in 1995 with a team of 12, our business has been built from the ground up to form a reputable business with a solid team of industry professionals and a multi-skilled workforce.

As at 30 June 2023, our scalable operations and highly skilled workforce enabled us to operate across Queensland and the Northern Territory. With a Head Office based in Gladstone, Queensland, our operations were supported by a workforce of 527 employees and over 450 units of plant, equipment and tools.

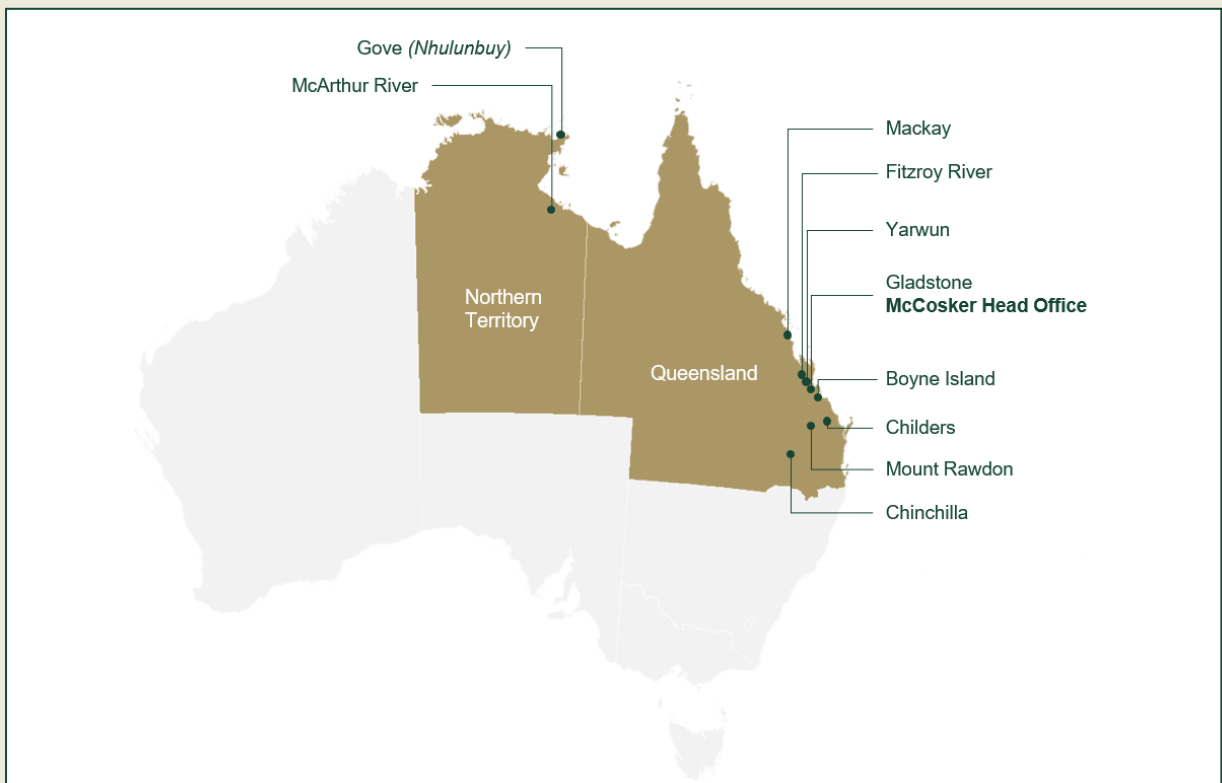


Operations

McCosker is Queensland's most recognised civil construction company. Our Services include:

- **Bulk and Detailed Earthworks:** One of the country's largest privately owned civil contractors with significant experience in the provision of both bulk and detailed earthworks services throughout Queensland.
- **Civil Concrete:** Highly reputable in civil concrete works throughout the mining, energy, industrial and commercial sectors, McCosker perform high volume, large scale concrete placement services.
- **Piping:** Providing a large range of quality pipeline and dewatering services, McCosker offer a complete range of project packages including all associated procurement and installation works.
- **Infrastructure:** Excavation and installation of all underground site infrastructure such as storm water, sewer, electrical and communications, as well as civil pavements and above-ground infrastructure, including roads and carparks.
- **Residue Management:** Supply of Amphibious Scrollers – designed and built by McCosker – and modified LGP Bulldozers, for all maintenance and operations works for tailings farming.
- **Industrial Services:** We provide a wide range of high-performance industrial infrastructure services to the industrial, construction and manufacturing and mining sectors.

In the year ending 30 June 2023, McCosker were engaged on projects in Queensland and the Northern Territory, including the Gladstone Region, Central Queensland, South East Queensland and the Wide Bay Burnett Region, through to McArthur River and Nhulunbuy in the Northern Territory.



Assessment

McCosker examined how our operations and supply chains could be impacted by modern slavery. Although modern slavery can occur in any sector or in any country, McCosker recognise there are core characteristics that increase the risks of modern slavery such as the industry or sector, and geographical area. We understand that the construction industry and our supply chain is not immune from modern slavery risks, particularly as we source products from a complex global supply chain and engage workers through offshore recruitment, subcontractors and labour hire.

McCosker engage a diverse range of supply chain entities to meet business needs including suppliers of labour hire and subcontractors; plant and equipment, including fuel, tyres and parts; uniforms and Personal Protective Equipment (PPE); and electronic devices, including IT equipment and phones. McCosker mapped the supply chains for key suppliers of products covering plant, equipment, rubber products, reinforcement steel, fuel, and uniforms in FY21 and FY22. Currently, the business is better informed on the supply chain for these products.

McCosker also engage Australian-based audit services to maintain current ISO-Standard accreditation, legal and industry group advisors, building leasing and maintenance, catering, and office supply providers such as stationery and kitchen supplies.

During the reporting period, McCosker assessed the risks associated with offshore recruitment and products sourced through the supply chain for electronics and IT equipment.

Offshore Recruitment

McCosker have engaged reputable recruitment and migration agents to provide support with the processes of sourcing and sponsoring offshore workers. During due diligence we reviewed the agents' recruitment and migration practices to ensure a lawful and fair process is applied at the outset and throughout. This includes offshore workers not being forced into debt or being required to pay recruitment fees as a condition of employment. Employees who are engaged through a visa arrangement are afforded the same fair and safe conditions of employment as all other employees, with comparable entitlements for similar roles. Of all employees in the year ending 30 June 2023, 29% are covered by an individual employment contract and 71% by the MCPL Enterprise Agreement 2020. McCosker conduct periodic reviews to ensure workplace conditions and entitlements comply with modern awards, Fair Work Act 2009 (Cth), and relevant legislative requirements. As part of the review, we ensure that conditions and entitlements are applied fairly across sites. Any issues that are identified are addressed through continuous improvement and the risk of escalation to modern slavery is low.

Supply Chain for Electronics and IT Equipment

In the year ending 30 June 2023 we commenced mapping the supply chain for electronics and IT equipment. McCosker purchase technology products and parts from Australian based non-manufacturing companies. Many of the manufacturers and suppliers of these products have complex operations and global supply chains involving a significant number of other entities and a vast global network of various manufacturers and suppliers. This means it is impossible to assess and take action to respond to the modern slavery risks associated with every part of these supply chains. While we have no control over the supply and manufacture of electronics and IT equipment, McCosker conducted a review of the Modern Slavery Statements of key suppliers to build awareness and a better understanding of key supplier responses to the risks of modern slavery. This has enabled us be better informed when screening suppliers and more responsibly source electronics and IT products.

Governance

McCosker has policies and compliance measures to assist in addressing the modern slavery risks associated with our operations and supply chains, which are based on legislation, industry standards, and internal risk management. McCosker maintains the ISO-Standard for ISO19001, ISO14001 and ISO45001. Collectively, these support our business to engage in responsible sourcing and delivery of services and products and to promote a workplace that is safe and inclusive, where everyone is treated fairly, with dignity and respect.

The Code of Conduct and Policies include:

- Anti-Bribery and Corruption Policy
- Community Relations Policy
- Community Stakeholder Policy
- Complaints Resolution Procedure
- Conflict of Interest Policy
- Continuous Improvement Policy
- Creating an Inclusive Workplace Policy
- Customer Service Policy
- Environmental Policy
- Health and Safety Policy
- Partnering Relationship Policy
- People and Culture Policy
- Quality Policy

Compliance is monitored through:

- Quarterly internal audits and annual external audits
- Purchasing Authorisation Matrix that sets out delegated authorities
- Periodic reviews of safe work practices and work conditions
- Sharing relevant information online and in person to all workers
- Analysis of safety and industrial relations data and insights to identify and mitigate risk
- Conducting appropriate due diligence when engaging external agencies and contractors.

This includes periodic reviews and updates to policies and procedures, reviewing the Modern Slavery Statements of key suppliers, and contributing to Modern Slavery questionnaires for clients when required.

McCosker is committed to educating workers on our compliance standards and the Company Code of Conduct and Policies. All workers undertake a range of induction training and ongoing education, delivered online and on-the-job. This is designed to share information and build knowledge on how to comply with our standards, the expected standards of conduct when interacting with others, and the avenues for raising and resolving issues and complaints.

What's Next

McCosker is committed to continuous improvement in our operations and supply chains and mitigating the risk of modern slavery. We will:

- Focus on reviewing and updating our policies and procedures.
- Continue to monitor the supply chain of products and services.
- Identify initiatives to enhance leader knowledge of modern slavery and the associated risks.
- Reach 100% completion of our online module 'Creating a Safe and Inclusive Workplace'.

This statement was approved by the McCosker Contracting Pty Ltd Senior Management Team in its role as principal governing body of McCosker Contracting Pty Ltd on 15 December 2023.



Robert McCosker
Managing Director



Danny Hughes
General Manager