



2025 MODERN SLAVERY STATEMENT

MLG OZ LIMITED



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1. REPORTING ENTITY

MLG Oz Limited (ABN 53 102 642 366) – referred to as “MLG” or “the Company” in this Statement – is the reporting entity under the Modern Slavery Act 2018 (Cth) for the financial year 1 July 2024 to 30 June 2025 (FY25). This Statement covers MLG and its wholly owned subsidiaries and was approved by the Board of Directors of MLG Oz Limited on 15 September 2025 in accordance with the Act’s requirements.

2. STATEMENT FROM OUR CEO AND MANAGING DIRECTOR

At MLG, we are committed to maintaining ethical conduct and integrity across our operations and supply chain. Modern slavery is a complex global issue, and we recognise our responsibility to ensure that our business activities do not contribute to any form of human rights abuse. In line with our core values of Integrity, Accountability, Courage, Teamwork, and Innovation, we strive to build a business that respects the dignity and rights of all people involved in our operations.

During FY25, we introduced a number of measures to strengthen our approach to modern slavery risk management. These included the full implementation of a dedicated vendor management system, mandatory supplier self-assessment questionnaires, and the integration of modern slavery clauses into our procurement policies and contract templates. We also enhanced training and awareness for our leaders and teams, and improved oversight of labour hire providers through stronger due diligence and compliance checks. Together, these actions have increased visibility and accountability across our supply chain and workforce.

Looking ahead to FY26, we intend to build on the foundations established this year. Our focus will be on reinforcing awareness across the business, including extending training to key operational leaders, and creating avenues for cross-functional input through initiatives such as a Modern Slavery Working Group. We also plan to make greater use of our vendor management system to improve visibility of supply chain risks and strengthen engagement with our suppliers. By continuing to work collaboratively with our people, partners, and stakeholders, we aim to progressively enhance the way we identify and address modern slavery risks across our operations.

This Modern Slavery Statement has been approved and authorised by the Board of MLG Oz Limited.

Murray Leahy

A handwritten signature in black ink, appearing to read 'Murray Leahy', written over a light blue horizontal line.

Chief Executive Officer & Managing Director
MLG Oz Limited

15 September 2025



3. ABOUT THIS STATEMENT

This Modern Slavery Statement is made pursuant to section 14 of the **Modern Slavery Act 2018 (Cth)** and covers the period from 1 July 2024 to 30 June 2025. MLG Oz Limited is the reporting entity for the purposes of the Act. The Statement describes:

- Our structure, operations and supply chains
- The risks of modern slavery in our operations and supply chains
- Actions taken to assess and address those risks, including due diligence and remediation processes
- How we assess the effectiveness of these actions
- The process of consultation with our subsidiaries and controlled entities; and
- Other relevant information that provides context to our approach.

In preparing this Statement, we considered MLG Oz Limited and its subsidiaries. The management structure across MLG Oz Limited and these entities is the same, ensuring a consistent, group-wide approach. As such, this Statement covers MLG Oz Limited and its subsidiaries and has been approved by the MLG Board of Directors.

4. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

4.1 Who We Are

MLG is an Australian public company (ASX: MLG), headquartered in Kalgoorlie, Western Australia, with a corporate office in Perth. Founded in 2002, MLG is a mine site and supply chain service provider with over two decades of industry experience. The Company was listed on the ASX in May 2021. MLG has a Board of Directors (comprising both executive and non-executive directors) providing oversight and is supported by an Executive Leadership Team that manages day-to-day operations.

4.2 Our Operations

MLG delivers fully integrated mining and civil services across approximately 37 sites in Western Australia and the Northern Territory. Our service offerings span the full mining project lifecycle – from early development through to production support and rehabilitation. Key operational capabilities include:

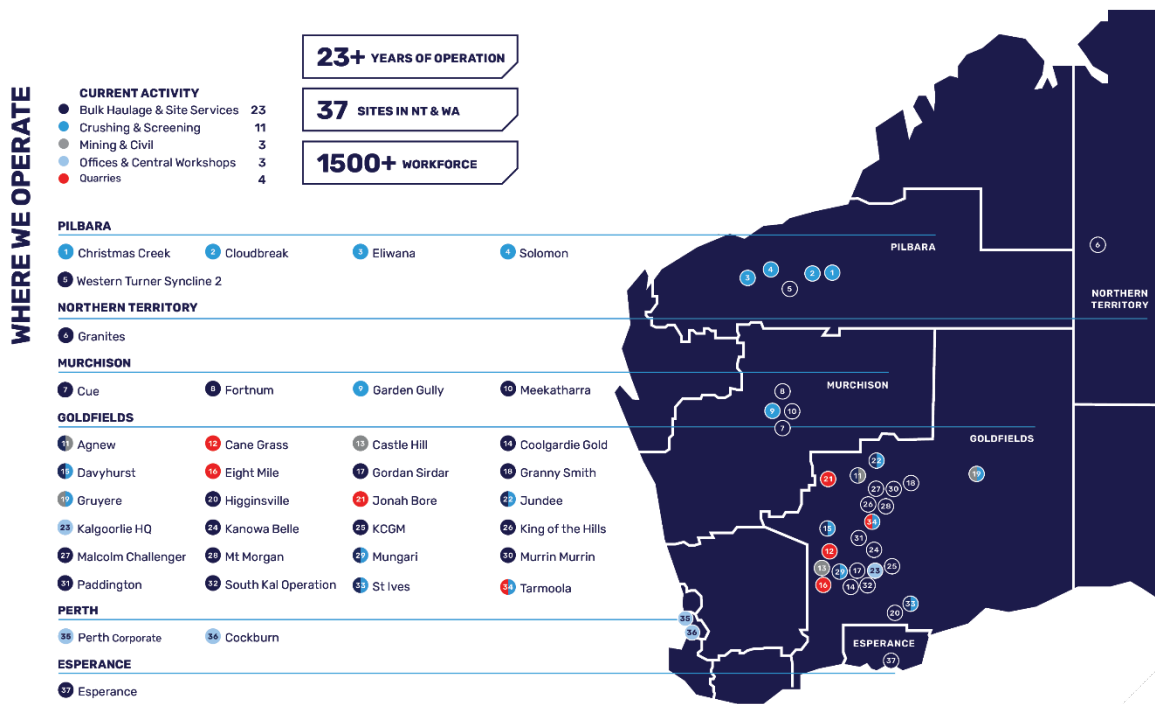
- **Civil & Mining Services:** Tailings storage facility construction, open pit mining (drill-and-blast, haulage), bulk earthworks, road construction and maintenance, site rehabilitation, and related services.
- **Crushing & Screening:** On-site run-of-mine crushing and screening for aggregates and road base, utilising a fleet of mobile and modular equipment.
- **Bulk Haulage & Site Services:** Ore haulage and logistics, stockpile management, tailings handling, dust suppression, and general mine site services.



- **Quarry & Aggregate Materials:** Operation of regional quarries supplying sand, gravel, and aggregates to mining and civil construction projects.
- **Joint Ventures & Contract Mining:** Partnership-based mining services under joint venture or profit-sharing models, covering full-scale mining operations from drilling and blasting to processing and closure activities.

MLG’s integrated business model is underpinned by an extensive fleet of approximately 1,470 heavy vehicles and equipment. Across all operations, we employed a peak workforce of approximately 1,500 people during the reporting period. This includes a mix of full-time employees and contract personnel. We utilise contractors and labour hire workers to flexibly meet project demands, especially for specialised skills or short-term project surges. While this workforce model provides operational agility, we acknowledge it also requires robust oversight to ensure consistent labour practices and protections (discussed in our risk section below).

MLG operates across 37 sites in Western Australia and the Northern Territory, supported by a workforce of more than 1,500 people. Our presence spans key mining regions including the Pilbara, Goldfields, Murchison, Northern Territory, and Esperance, with corporate offices in Kalgoorlie and Perth.





4.3 Our Core Values

Our approach to addressing modern slavery risks is underpinned by MLG’s core values. These values shape how we operate, how we engage with our stakeholders, and the standards we expect across our supply chains. They guide our actions to ensure that fairness, respect, and ethical conduct remain central to our business.

- **Integrity:** We are committed to being honest and transparent in the way we do business. Integrity means ensuring our supply chain partners uphold the same standards of fairness and human rights that we expect of ourselves.
- **Accountability:** We take responsibility for the impacts of our operations and supply chains. This includes holding ourselves, our suppliers, and our partners accountable for protecting human rights, prioritising worker safety, and preventing exploitation.
- **Courage:** We are willing to confront challenges and speak up when risks of exploitation or unethical practices are identified. Courage enables us to make difficult decisions and take meaningful action where issues arise.
- **Teamwork:** We collaborate with our employees, suppliers, clients, and stakeholders to build a collective response to modern slavery risks. By working together, we strengthen visibility and resilience across our operations and supply network.
- **Innovation:** We look for new and more effective ways to identify, manage, and mitigate risks of modern slavery. Innovation drives continuous improvement in our systems, processes, and engagement practices.

These values are embedded in our culture and provide the foundation for MLG’s commitment to ethical business conduct and respect for human rights.



Courage

We speak up to say what needs to be said, and we do what needs to be done.



Innovation

We encourage each other to challenge the status quo and turn ideas into reality.



Integrity

We inspire trust and confidence by being honest, transparent and committed to doing what is right.



Teamwork

We view ourselves as a community, where each member is valued, respected and supported to succeed.



Accountability

We hold ourselves accountable for our actions, the safety of each other, protecting the environment, and supporting the communities where we work.

4.4 Our Supply Chain

MLG’s supply chain supports our diverse operations through procurement of goods and engagement of subcontracted services. In FY25, we engaged approximately 870 direct (Tier 1) suppliers with a total procurement spend of approximately AUD \$235million. Our supply base spans multiple categories, including:

- Heavy mobile equipment and machinery (purchase and maintenance)
- Fuel, oils, and lubricants



- Tyres, rubber parts, and conveyor components
- Personal protective equipment (PPE) and other site consumables
- Contracted services such as plant maintenance, drilling services, labour hire, professional services, and freight/logistics

Wherever feasible, we prioritise local and regional suppliers to support the communities in which we operate. This local procurement focus not only contributes to regional economies but also allows us greater visibility and engagement with our suppliers.

To guide ethical and sustainable sourcing, MLG has a Modern Slavery Policy which all suppliers are expected to adhere to these standards, which explicitly forbid the use of forced labour, child labour, and other exploitative practices. These expectations are communicated during supplier onboarding and reinforced through contract clauses that require compliance with labour and human rights laws. For the purpose of this Statement, Tier 1 suppliers are those we contract directly by MLG. Tier 2 suppliers are those subcontractors and suppliers used by our Tier 1 suppliers. We recognise that risks often increase deeper in the supply chain, and thus we strive to extend our oversight and influence beyond our immediate (Tier 1) relationships.

Snapshot of MLG's Suppliers in FY25

- Total purchasing spend: AUD \$278 million
- Number of active suppliers: 954 suppliers engaged across 40 categories
- FY25 Top 5 Spend Categories (% of total spend)
 - Equipment Hire – 21.2%
 - Haulage Subcontractors – 20.3%
 - Labour Hire – 17.4%
 - Fuel and lubricants – 12.5%
 - Fabrication and mechanical services – 4.3%

5. MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

MLG acknowledges that while our operations are entirely in Australia – a country with strong labour laws and enforcement – the risks of modern slavery can still exist both within our business and in our broader supply chains. We have assessed the potential modern slavery risks in the following areas:

5.1 In Our Operations & Workforce

All MLG employees are engaged under Australian industrial relations laws, which provide robust protections (e.g. minimum wages, safety standards, the right to collective bargaining). These legal safeguards mean the direct risk of conditions like forced labour or debt bondage among our direct employees is low. However, certain aspects of our operational model could elevate risk:



- **Labour Hire and Contracting:** We use specialist labour hire firms and subcontractors to both fill employee vacancies and to carry out various site tasks. This can create a degree of separation between MLG and the workers on our sites. The risk is that unscrupulous labour hire providers could, in absence of oversight, subject workers to unfair or unlawful practices (e.g. underpayment, excessive working hours, retention of identity documents, or deceptive recruitment, especially of migrant or vulnerable workers). The use of labour hire across dispersed mine sites may reduce our direct line of sight into every employment practice, hence this is an area of vigilance.
- **Remote and Regional Work:** Many of our operations are in remote areas. Workers (including contractors) often work on fly-in/fly-out rosters or live in camp accommodations. While these arrangements are standard in mining, they could pose welfare risks – for example, if contractors are hired from overseas or through third parties, there is potential (albeit low in Australia) for exploitive conditions such as misleading recruitment (deceptive promises about pay or job roles) or substandard living conditions. We treat these as potential red flags and monitor conditions at our sites.
- **Specialist Service Providers:** Some highly specialised operational services (e.g. heavy equipment maintenance) are provided by specialised contractors, including small businesses. Smaller contractors may not always have formalised labour policies or strong HR systems, which could increase the risk of inadvertent non-compliance with labour standards (for instance, not paying correct overtime or allowances). We recognise this as a risk factor tied to supplier maturity, and it informs our due diligence approach.

5.2 In Our Supply Chains

Our procurement spans a wide array of goods and services, and some categories inherently carry higher modern slavery risk, especially at the global level. Key identified risk areas in our supply chain include:

- **Personal Protective Equipment (PPE) and Textiles/Clothing:** Items like gloves, uniforms, and safety gear are often manufactured in countries where labour costs are low. Globally, textile supply chains have known issues such as forced labour or child labour in factories or cotton production. In instances where our Tier 1 PPE suppliers source from abroad (e.g. Asia), there is a risk that somewhere in Tier 2 or Tier 3 suppliers, exploitative labour could exist.
- **Rubber Products (Tyres, Conveyor Belts):** Natural rubber harvesting in certain regions (e.g. parts of Africa and Southeast Asia) has been associated with exploitative labour practices, including forced labour or conditions of debt bondage on plantations. While we buy tyres and rubber parts through reputable distributors (Tier 1 - Australia-based), those distributors in turn rely on global supply chains. Thus, the risk is deeper in the chain where we have less visibility – for example, at the level of raw material sourcing or manufacturing plants in higher-risk countries.



- **Electronics and Electrical Equipment:** We use a range of electronic devices and industrial equipment (from IT hardware to machinery components). Electronics supply chains (for components like batteries, circuit boards, etc.) have documented modern slavery risks, including forced labour in manufacturing or raw material extraction (such as cobalt mining using child labour). Any purchase that involves imported electronics might carry a fragment of that risk, spread across multi-tiered supply chains.
- **Fuel and Petroleum Products:** We procure bulk fuel and lubricants, exclusively from Australian based providers. However, the petroleum supply chain can involve refining or shipping in jurisdictions with weaker human rights and modern slavery oversight. There is a known risk in global shipping of seafarers facing poor conditions, or in some oil-producing regions where labour protections are not well enforced. These risks are remote from our immediate operations but are acknowledged as part of the broader value chain of our fuel supplies.
- **Logistics and Transport:** We engage transport services for equipment and materials, which at times creates limited visibility over the full chain of subcontracting. While our direct relationships are with reputable Australian logistics providers, we acknowledge that the broader logistics sector has been identified as carrying heightened modern slavery risks. Instances of exploitation have included underpayment of subcontracted truck drivers, unsafe or excessive working hours, and vulnerabilities among migrant or temporary visa workers, including in long-haul transport.

Further detailed of the associated modern slavery risks in our key supply chain and mitigation actions is provided in **Appendix 1**.

In summary, our risk mapping confirms that domestic operational risks are moderate (focusing on labour hire practices and contractor management), whereas supply chain risks are more pronounced in certain high-risk product categories and offshore sourcing contexts. We note that during FY25, we did not identify any confirmed instances of modern slavery within our operations or Tier 1 supply chain. However, the absence of detected cases does not equate to absence of risk. Modern slavery practices are often hidden, and our commitment is to continually improve our detection and prevention efforts. The following sections outline how we are addressing these identified risks through concrete actions and governance measures.

6. ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

MLG has taken a multi-faceted approach to assess and mitigate modern slavery risks in FY25, centered on robust governance, enhanced due diligence, supplier engagement,



training, and policy enforcement. Our actions during the reporting period, as well as ongoing initiatives, are detailed below:

6.1 Governance and Policy Framework

Effective oversight and clear policies are the foundation of our modern slavery risk management:

- **Board and Executive Oversight:** MLG's Board of Directors has ultimate responsibility for overseeing the management of modern slavery and human rights risks. The Board reviewed and approved this Statement. Day-to-day, the implementation of our modern slavery initiatives is led by senior management – primarily our Head of Procurement with support from the Executive Leadership Team. In FY26, we are establishing a Modern Slavery Working Group comprising managers from Procurement, Operations, Human Resources, and Risk/Compliance. This cross-functional team will meet regularly to review risk assessment findings, track action plans, and report progress and issues to the Executive Team and Board.
- **Policies:** MLG's commitment to ethical conduct is embedded in our internal policy framework. Our group-wide Modern Slavery Policy sets out zero tolerance for modern slavery and is supported by related policies including the Code of Conduct, Procurement, Human Rights, Whistleblower, Anti-Bribery and Corruption, Diversity and Inclusion, HSEC, and Risk Management policies.
- **Contractual Controls:** We have embedded modern slavery clauses into our standard contract templates and purchase order terms. All new or renewed high-risk supplier contracts in FY25 included clauses requiring compliance with modern slavery laws and our Supplier Code of Conduct. We achieved 100% inclusion of such clauses in applicable new contracts during the year. This makes our expectations enforceable and enables us to take action (up to contract termination) if a supplier is found to be in breach of these obligations.

6.2 Risk Assessment and Due Diligence Processes

We strengthened our risk assessment processes in FY25 to better identify and prioritise modern slavery risks:

- **Vendor Management System:** A major enhancement was the full deployment of a new centralised vendor management system across all our procurement activities. This system maintains profiles for 83% of our active suppliers, with a focus to move to 100% in FY26, and requires each supplier to complete a detailed onboarding questionnaire. The questionnaire collects information on the supplier's operations (including their supply chain, workforce practices, and any modern slavery controls they have in place). It also captures certifications or standards (e.g. if they have ISO certifications or audits related to labour practices). Using this data, the system applies a risk scoring to each supplier (categorising them as Low, Medium, or High risk for modern slavery). Key risk



factors include the supplier's industry sector, country of operations or sourcing, workforce characteristics, and responses to our due diligence questions.

- **Identification of High-Risk Suppliers:** By year-end FY25, this risk-based approach allowed us to identify a subset of suppliers as High Risk. These were primarily in categories such as PPE (sourced through importers), rubber/tyre suppliers (linked to global manufacturing), and labour hire firms (due to the nature of their workforce business). For each high-risk supplier, we have prioritised follow-up actions – for instance, requesting additional information or audits (described below in Supplier Engagement). The vendor management system also enables ongoing monitoring: it sends automated reminders to suppliers to update their compliance information annually, ensuring we have current data and certifications on file.
- **Tier 2 Supply Chain Visibility:** Recognising that many modern slavery risks lie beyond our Tier 1 suppliers, we began efforts to shine a light further down the chain. One initiative in FY25 was engaging several key Tier 1 suppliers in dialogue about their own supply chains. While still at an early stage, this outreach lays the groundwork for deeper collaboration.

6.3 Supplier Engagement and Enforcement

Managing modern slavery risk is as much about engagement and support as it is about enforcement. In FY25, we undertook the following actions with our supply chain partners:

- **Mandatory Supplier Questionnaires:** All active suppliers registering on our vendor system complete a self-assessment on modern slavery risks. By the end of the reporting period, we achieved a 98% response rate, with procurement following up non-responders. In line with our commitment to engage with vendors in the local and regional communities in which MLG operates, many of our suppliers are small, local operators without the systems of larger firms – while some lack formal human rights policies, this does not indicate wrongdoing but highlights where we can encourage improvement and provide guidance.
- **Modern Slavery Policy Update:** In FY25 we updated our Modern Slavery Policy to strengthen expectations around labour rights, safe working conditions, and ethical business practices. The revised Policy was rolled out through our vendor management platform, Felix, making acceptance a requirement for all new supplier onboarding and communicated to existing key suppliers. By embedding this Policy into our procurement processes, we aim to reinforce our values across the supply chain and encourage suppliers to uphold these standards within their own operations.
- **Direct Supplier Engagements:** Our management and procurement teams conducted targeted outreach with several high-risk suppliers during the year. We held over 70 engagement meetings (virtual or in-person) with suppliers in categories like PPE, labour hire, and transportation. In these meetings, we reinforced our expectations under the Modern Slavery Act, discussed the



suppliers' own challenges and practices, and in some cases requested additional evidence of their compliance measures. For instance:

- With our primary uniform/PPE supplier, we reviewed the sourcing of garments from overseas factories and asked about their factory audit program. They shared that they conduct annual audits via a third-party social compliance auditor; we have requested to receive summaries of those audit outcomes going forward.
- With each labour hire firm on our approved panel, we discussed worker welfare topics such as how they monitor fair pay, accommodation standards at remote sites, and worker feedback mechanisms. We used a standardised checklist to evaluate each labour hire partner, and any minor gaps (like needing a more robust worker grievance process on their end) were noted for follow-up.
- **Improved Labour Hire Controls:** In FY25, we expanded our approved panel of labour hire providers, adding reputable regional firms to reduce reliance on single suppliers. All providers underwent enhanced due diligence, including licence verification, Fair Work compliance checks, and right-to-work validation. We also introduced a standardised template requiring contractors to report worker conditions (e.g. rosters and pay rates), improving transparency and ensuring lawful pay and conditions.
- **Contractual Enforcement and Remediation:** While engagement is the preferred approach, we are prepared to enforce our standards. We updated our contract templates to allow us to request remedial action from suppliers if any modern slavery risk is identified. In FY25, we did not have any instance that necessitated a formal corrective action plan or contract termination due to modern slavery issues. However, having this mechanism contractually in place strengthens our position. We have communicated to suppliers that failure to cooperate on modern slavery due diligence or to remedy serious issues could lead to discontinuation of the business relationship.

6.4 Grievance Mechanisms and Remediation Processes

MLG is committed to providing clear avenues for concerns to be raised and to responding appropriately to any identified issues:

- **Whistleblower Hotline:** We maintain a Whistleblower Policy and reporting channel for employees, contractors, and external parties (including suppliers' workers) to raise concerns about unethical or unlawful conduct, including modern slavery. In FY25, we promoted the mechanism internally and identified opportunities to make it more visible and accessible to external stakeholders while ensuring anonymity is preserved.
- **Report Handling and Remediation:** No modern slavery or labour exploitation reports were received during FY25. Where credible issues arise, MLG will act promptly, prioritising the safety and rights of affected workers. We work with



suppliers on corrective actions and, if necessary, escalate matters to auditors, regulators, or by ending the business relationship.

- **Continuous Improvement:** To strengthen trust and effectiveness, MLG will review how concerns are captured, improve accessibility of reporting channels for workers in our supply chain, and test the robustness of our response processes to ensure they remain victim-centred.

7. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

MLG continuously monitors and evaluates the effectiveness of the measures we have implemented, to ensure they are working and to drive improvement. We recognise that measuring impact in combating modern slavery is challenging, but we have begun to establish indicators and feedback loops to gauge our performance:

- a) **Supplier Due Diligence:** MLG has embedded a due diligence process into our supplier onboarding and management practices. All new and existing suppliers are required to complete a self-assessment questionnaire through our vendor management system, with a particular focus on those assessed as higher risk. Responses are reviewed as part of onboarding, and non-responses are actively followed up to ensure expectations are clear. For suppliers identified as higher risk, we undertake additional engagement such as direct meetings, requests for supporting information, and the inclusion of modern slavery provisions in contracts. This structured process provides a consistent framework for assessing and managing supplier risks and will continue to be strengthened in FY26.
- **Contractual Coverage:** All new contracts with high-risk suppliers in FY25 included modern slavery compliance clauses, achieving 100% coverage. Maintaining this standard and extending similar clauses to medium-risk contracts will be a focus for FY26.
 - **Internal Audits and Spot Checks:** Our recruitment and mobilisation team undertook spot checks on labour hire providers during FY25, reviewing timesheets across the various vendors. No anomalies were identified, with workers confirming correct wages and satisfactory conditions. While reassuring, we will continue periodic spot audits and expand checks to other areas, such as verifying supplier disclosures against public records.
 - **Incidents and Whistleblowing:** No modern slavery incidents or whistleblower reports were received in FY25. While this may reflect effective controls, we treat this cautiously and continue to assess indirect indicators such as worker turnover and audit findings. No significant concerns were identified in our supply chain or by peers and industry bodies.



We acknowledge that assessing effectiveness is an ongoing learning process. As our program matures, we will refine our metrics and assessment techniques, including seeking external feedback. Our aim is to ensure that our actions are genuinely reducing the risk of modern slavery within MLG's sphere of influence.

8. FUTURE COMMITMENTS AND CONTINUOUS IMPROVEMENT

MLG is committed to continuously strengthening our response to modern slavery. In the upcoming reporting period (FY26), we plan to take the following key actions to further mitigate risk and improve the effectiveness of our program:

- **Enhance Training Coverage:** Expand our modern slavery training to reach 100% of our frontline supervisors, the executive leadership team, and any remaining procurement staff who were not covered in the initial rollout. We will also include refresher training for the Board and executive leadership. Additionally, we plan to incorporate modern slavery content into annual refresher courses for all employees to keep awareness high, along with new employee onboarding processes.
- **Modern Slavery Working Group:** Formally establish the cross-functional working group on modern slavery risk management. This group will meet semi-annually to review progress on initiatives (e.g. audit results, supplier engagement, any incidents), discuss changes in the risk landscape, and drive the execution of our action plan. The working group will report to the Chief Commercial Officer and provide an annual update to the Board's risk committee.
- **Supplier Engagement and Capacity Building:** Establish and roll out the Supplier Code of Conduct to all active suppliers via the Felix system, requiring acknowledgement. We will accompany this with a supplier communication campaign – sharing educational resources on modern slavery. For smaller suppliers who may lack resources, we hope to guide them to free tools or industry programs that can help them strengthen their practices.
- **Refine Risk Assessment:** Refresh our inherent risk assessment of spend categories and countries of supply using updated data (e.g. referencing the latest global Modern Slavery Index or guidance). This will ensure our risk scoring model remains accurate and accounts for any changes (such as new sourcing countries or products). We will also evaluate whether to integrate a third-party risk database or subscription service into Felix for ongoing alerts (for example, alerts if a supplier is mentioned in media or sanctions lists for labour issues).
- **Review and update Policies:** Continue to review and strengthen our internal policy framework, including the Modern Slavery Policy, Procurement Policy, and related governance documents. Updates will ensure alignment with evolving legal requirements, industry standards, and best practice guidance, with any changes communicated to employees and key suppliers.



Through these forward-looking steps, MLG aims not only to comply with regulatory requirements but to foster a culture of continuous improvement – where modern slavery risk management is an integral part of how we do business. We understand that the journey to eradicate modern slavery is ongoing, and we are determined to play our part proactively and transparently.

9. APPROVAL

This Modern Slavery Statement was approved and authorised for release by the Board of MLG Oz Limited on 15 September 2025, in accordance with the Modern Slavery Act 2018 (Cth).

<p>Murray Leahy</p>  <p>Chief Executive Officer & Managing Director MLG Oz Limited</p>	<p>Garret Dixon</p>  <p>Independent Non-Executive Director & Chair of the Risk and Sustainability Committee MLG Oz Limited</p>
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Appendix 1 - Supply Chain Risks

MLG's supply chains encompass both direct procurement and subcontracted services. Categories include:

Category	Typical Spend	Key Risk Considerations	Geographic Source - Supplier	Geographic Source - Manufacturing	Specific Modern Slavery Risks	Mitigation Actions & Controls
Mobile equipment & parts	High	Complex global manufacturing chains with multiple tiers	Primarily Australia, some overseas	Offshore – North America, Europe, Asia	Use of migrant/temporary labour in parts manufacturing; raw materials (steel, rare earths) linked to forced labour in mining	Supplier due diligence, contractual clauses, reliance on OEM codes of conduct, monitoring through Vendor Management System
Fuel	High	Low risk in Australia, but global oil supply chains can be exposed	Australia	Primarily offshore, some domestic processing	Oil extraction in high-risk jurisdictions; potential labour exploitation in shipping and refining	Preference for domestic suppliers, alignment with large Tier-1 fuel providers with established ESG policies
PPE & uniforms	Medium	Global textiles supply chain with higher labour exploitation risks	Australia	Offshore (South Asia, Southeast Asia) with some local value-add services	Forced/child labour in cotton harvesting, poor working conditions in textile factories	Supplier audits, requirement for certification (e.g. SEDEX, WRAP), direct supplier engagement on upstream sourcing
IT hardware & software	Medium	Electronics supply chain - known modern slavery risks	Australia	Offshore – primarily Asia (China, Taiwan, Vietnam)	Forced labour in electronics assembly, high-risk minerals (cobalt, lithium) used in components	Supplier due diligence surveys, procurement preference for global brands with strong modern slavery disclosures, audit rights
Tyres & rubber products	Medium	Risks in natural rubber extraction and processing	Australia	Offshore – India, Japan, China, Southeast Asia	Child and forced labour in natural rubber harvesting; migrant worker exploitation	Engagement with Tier-1 suppliers with published sustainability reports, contract clauses requiring traceability, industry monitoring
Oil & lubricants	Medium	Low risk in Australia, but global oil supply chains can be exposed	Australia	Offshore (global refining hubs)	Potential exploitation in offshore refineries and shipping	Partnering with global suppliers that publish modern slavery compliance reports, ongoing contract review
Labour hire	Medium	Reduced visibility of employment practices	Australia	N/A	Underpayment, deceptive recruitment, risk of visa exploitation among temporary migrant workers	Approved Panel of Providers, right-to-work verification, contract clauses mandating compliance with workplace laws