

FY22 MODERN SLAVERY STATEMENT



Acknowledgement of country

SRG Global acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community in which we conduct our business.

We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

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THIS IS US

WHO WE ARE

We are a **diversified industrial services company**



WHAT WE DO

We bring an **engineering mindset** to deliver **critical services** for major industry

- Engineer
- Construct
- Sustain

OUR VISION

The most **sought-after** diversified industrial services business

**MAKING
THE
COMPLEX
SIMPLE**

OUR OPERATING SEGMENTS



Asset Maintenance



Mining Services



Engineering & Construction

| Our Operating Segments

ASSET MAINTENANCE

SRG Global bring an engineering mindset, a large scale multi-disciplinary workforce and the access solutions to make maintaining critical infrastructure and industrial assets easier. We are an embedded partner to our clients delivering continuous maintenance services, large scale shutdown solutions and sustaining capital projects. The breadth of our skills and capabilities means asset owners only have to deal with one contractor, which significantly reduces risk, time, cost and complexity. SRG Global is a contractor with the diverse technical know-how, the workforce and all the access equipment needed to sustain or extend the life of any critical asset.

MINING SERVICES

SRG Global is the only drill and blast contractor that offers an integrated range of complementary technical services to significantly improve safety and productivity on a mine site. Working with our quality clients, SRG Global applies our custom-built software 'Orbix' to provide a uniquely adaptive approach to drilling and blasting, optimising productivity and asset utilisation. We are dynamic in how we work, executing drilling programs with precision and responding confidently to challenges that arise in the open pit each day. SRG Global is continually investigating safer and more innovative ways of working, and re-engineering our machines to improve performance for each customer's mine site.

ENGINEERING AND CONSTRUCTION

SRG Global's Engineering and Construction team solve problems to construct both more efficiently and cost effectively by providing specialist technical expertise, innovative technology and equipment and a highly skilled workforce. We provide specialist engineering & construction services for complex structures in key markets including dams, bridges, mine site infrastructure, wind farms, aviation and tanks as well as specialist facade and structural construction with repeat, tier one clients. Decades of experience across all forms of iconic infrastructure has allowed us to develop the innovative techniques and the specialised tools needed to make any infrastructure project less complex.

PRODUCTS

We design, manufacture and supply advanced construction and ground support products for improved productivity, cost and safety, and better structural integrity. The right facade materials, fixings, ground anchors, post-tensioning and reinforcement products are crucial to the structural integrity of the project, whether it's a skyscraper, a bridge, or mining infrastructure. SRG Global's operational expertise and experience in commercial and civil construction, combined with our decades of engineering experience, means we know how to design and manufacture products that out-perform in real-world situations, and under all kinds of conditions.



WHEN IT HAS TO BE DONE RIGHT

SRG Global Limited is a diversified industrial services company

We bring an engineering mindset to deliver critical services for major industry through our asset maintenance, mining services and engineering and construction businesses to solve complex problems across the entire asset lifecycle.

Founded in 1961, SRG Global has grown into a premier service provider to critical infrastructure owners partnering with iconic Australian and international organisations.

In FY22 our operations grew to employ in excess of 2600 individuals with a highly diverse range of backgrounds and skillsets. We remain highly visible within the communities we work within through charitable donations, indigenous and local employment opportunities and sponsorship.

As we continue down the path of our strategic transformation, we remain committed to doing so in a sustainable manner both operationally and socially in the geographies where we work.

Our Vision

To be the most sought-after diversified industrial services business.

We make the “Complex Simple” by bringing an engineering mindset to all we do as an embedded partner to our clients. As we continue to take significant steps toward our strategic horizon to industry leadership, we are taking proactive steps to bring our Supply Partners on this journey.

With a changing social landscape it is imperative that we continue to work toward a collective goal.

Live for the challenge

We live to solve problems and have the courage to challenge the status quo and what's considered possible.

Smarter together

Individually, we're all pretty smart but when we pool our resources and work together as one, we're capable of taking on the world.

WHAT WE STAND FOR



Never give up

We're doers. We are resilient and relentlessly pursue excellence in everything we do. 100% accountability, zero excuses.

Have each other's backs

We're stronger as one team. We look out for each other and keep each other out of harm's way.

Statement of Reporting Entity

Our third statement for the reporting period 1 July 2021 – 30 June 2022 (Statement) is submitted in accordance with the requirements of the Modern Slavery Act 2018 (Cth) (Act) on behalf of SRG Global Limited and its controlled subsidiaries that are reporting entities (SRG Global).

SRG Global Limited (ABN 81 104 662 259) is an Australian public company listed on the Australian Stock Exchange (ASX: SRG) with its corporate head office located at Level 1, 338 Barker Road, Subiaco WA, Australia.

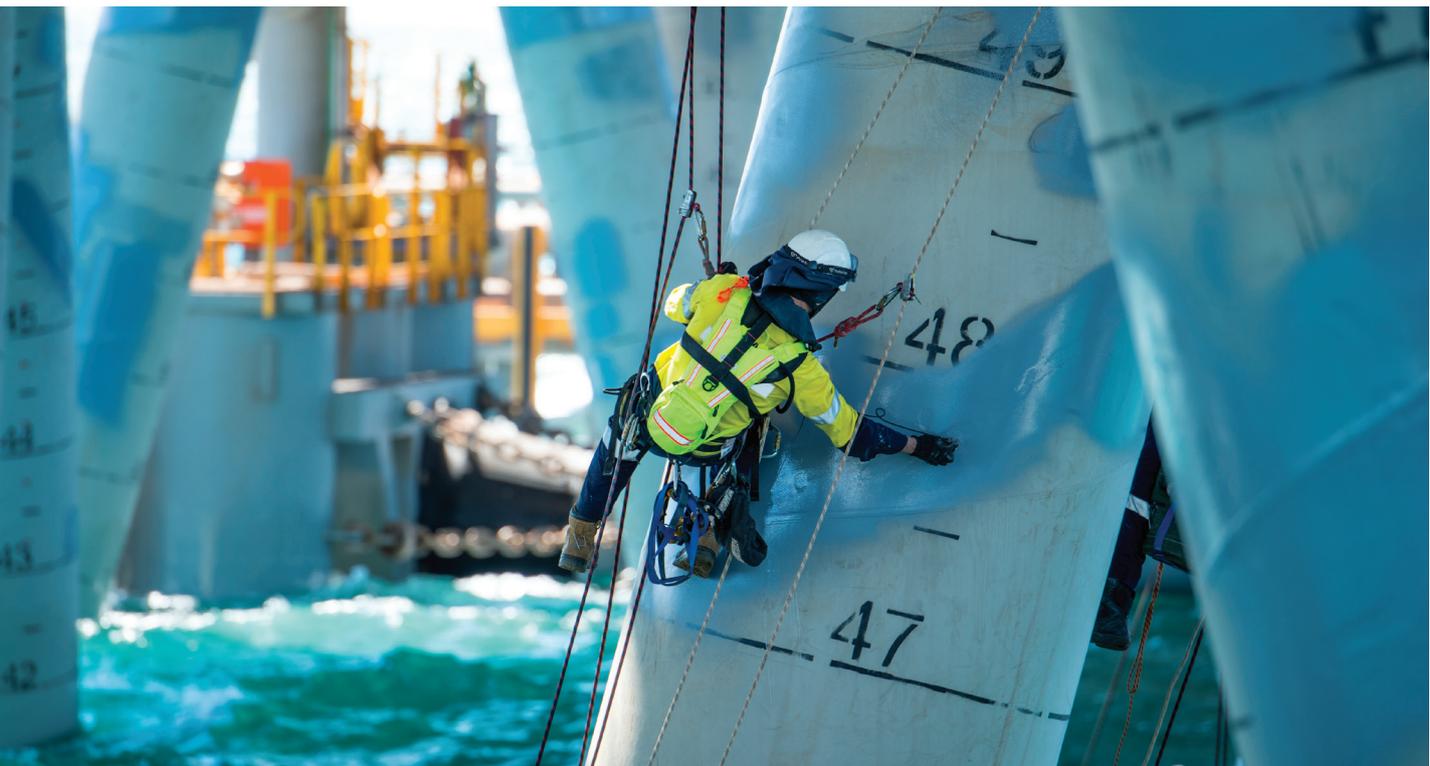
SRG Global risk assesses and manages its exposures to modern slavery at a group level which includes the establishment of governance policies, procedures, and systems. Individual consultation with each SRG Global subsidiary was not required for the purposes of developing this Statement.

A full schedule of SRG Global reporting entities is located at Appendix A.

This Statement does not represent or is intended to cover any joint venture vehicle or asset which is not either wholly owned or controlled by SRG Global.

In preparing this Statement, SRG Global has considered prior feedback received from the Australian Border Force following the issuance of previous statements of compliance, external published material and by reviewing the statement submissions of our peers.

All references to 'us', 'we', 'our' or 'the Company' in this Statement is a reference to SRG Global as identified in its FY22 Annual Report.







Statement of The Chairman

SRG's third modern slavery statement builds upon the foundations and objectives we set ourselves at the end of the FY22 reporting period.



In our FY21 Modern Slavery Statement we highlighted our commitment to achieve Zero Harm not only within our own workforce, but through our wider supply chain.

Our third Modern Slavery Statement builds on this commitment, highlighting the actions undertaken by our business to promote awareness and continuous improvement. During the FY22 reporting period we have:

- Introduced our Supplier Code of Conduct which provides a minimum standard to which our supply partners must hold themselves accountable to
- Developed an online training module promoting awareness of modern slavery concerns within supply chains and the activities SRG Global is undertaking as a business to address the risk of abuses within our operations
- Commenced the development of an online pre-qualification portal for new vendors to register their interests to become a supply partner.

As we continue our journey to be the most sought-after company in the areas that we operate, we recognise that achieving this vision is not limited to excellence in what we deliver. It must also incorporate excellence in how we deliver – as a sustainable corporate citizen.

Importantly in a changing social landscape, we believe that we are well positioned to continue meeting our long-term commitment of becoming a sustainability leader in the industries that we operate in.

This Statement was approved by the SRG Global Board of Directors on 23 November 2022 on behalf of itself and the other reporting entities listed in Appendix A (page 27).

Peter McMorrow
Non- Executive Chairman

Who We Are: Our operational profile

Headquartered in Subiaco, Western Australia, SRG Global maintains permanent office locations in New South Wales, Queensland, Victoria and varying locations through New Zealand. In addition to these permanent locations, a satellite office is maintained in Dubai (United Arab Emirates) and remote joint venture with Traylor Brothers LLC (United States).

Australia continues to dominate our revenue profile, with approximately >90% of all income generated through domestic operations, with international

operations (New Zealand, South Africa and the Middle East) contributing to the balance.

By industry, Mining and Resources (Production Drill and Blast, Ground Support, Asset Maintenance and Bulk Earthworks) comprise the largest revenue source by percentage followed closely by Building (multi storey formwork and facade).

Our core clients in these industries include Fortescue Metals Group, Northern Star Resources, Evolution Mining, Lendlease, Multiplex, Built and Hutchinson Builders.

Civil and Commercial Infrastructure (Road and Bridge construction, Silo and Storage Tanks) completed for and on behalf of state and local government agencies remain an integral part of our revenue stream.

More information on our revenue and operational profile can be located in our FY22 Annual Report which is located on our website (www.srgglobal.com.au).



AMMONIUM NITRATE

HAZARDOUS MATERIAL

SRG
GLOBAL



Delivering Value: Understanding our supply chain

Key to the successful delivery of our projects is driven by two streams: Our internal supply chain (Employees) and external supply chain (Supply Partners).

Our team comprises of more than 2,600 Employees operating seamlessly over 80 sites worldwide. We recognise that our Employees are critical to our ability to deliver for our clients. Our aim is to attract and retain

the best talent, and to do this we proactively review our offering including:

- Ensuring that all corporate Employee contracts, as a minimum, meet the minimum entitlements as set out within the National Employment Standards
- Engaging with industry representatives in establishing Employment Bargaining

Agreements or other industry agreements

- Promoting equal opportunity employment.

As of end FY22, our gender diversity is reflective of our commitment to promoting equal employment opportunities:

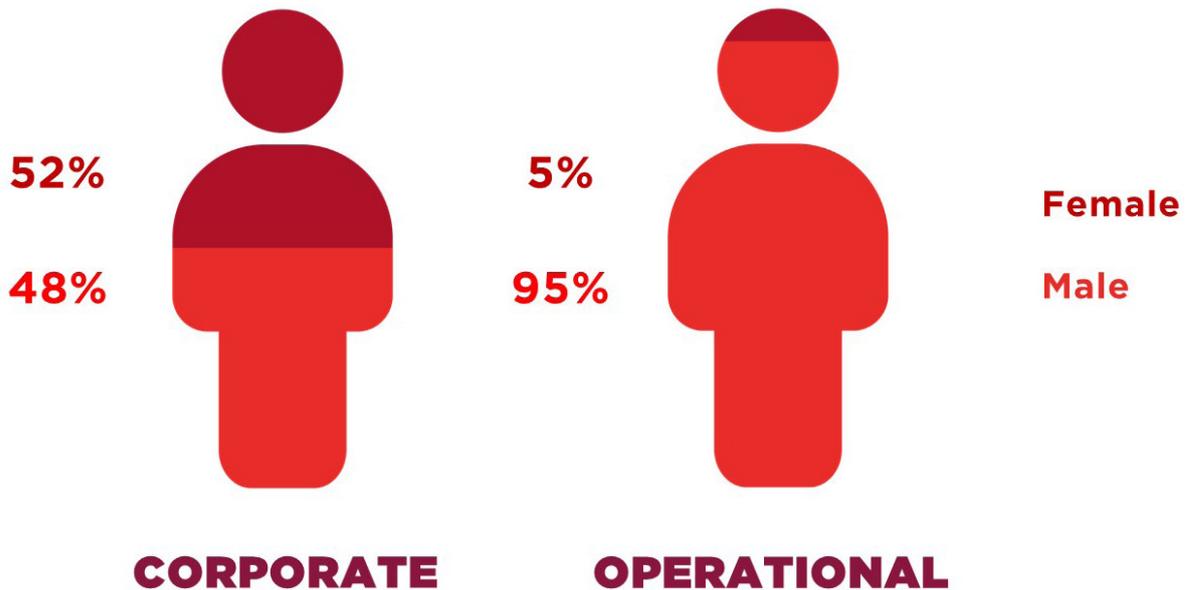


Figure 1: SRG Global Diversity FY22

Complementing our internal supply chain, our external Supply Partners make up the other significant part of our client delivery framework. As with our revenue profile, the predominant structure of our Supply Partner profile are Australian domiciled entities.

In line with our Employee assessment, our Supply Partners are similarly categorised into:

- Corporate Supply Partners: third party vendors who provide materials, goods and services to our corporate or office functions
- Operational Supply Partners: vendors who provide goods, services and materials for on-site or client project delivery.

During FY22, our external procurement spend equated to

approximately \$350 million across nearly 4000 Supply Partners. By category, areas of key expenditure were attributed to Subcontractor engagement, Materials Supplies and Equipment/Spares.



Risk Identification and Management

Our process to identify and manage the risk of abuses within our supply chain is lead on two fronts:

- Use of the Global Slavery Index (GSI) to categorise Supply Partners via jurisdiction prevalence; and
- A strong corporate governance framework.

As identified in our Operational Profile summary, >90% of our revenue is derived from Australian operations and of the balance, the majority relating to New Zealand operations.

Whilst both of these locations are categorised of “Least Concern” for the prevalence of abuses, we recognise that this does not preclude the risk of second-and third-party Supply Partners directly or indirectly engaging in the use of enslaved or indebted individuals.

The below graph provides an overview of our procurement expenditure by jurisdiction over the last 12 months:

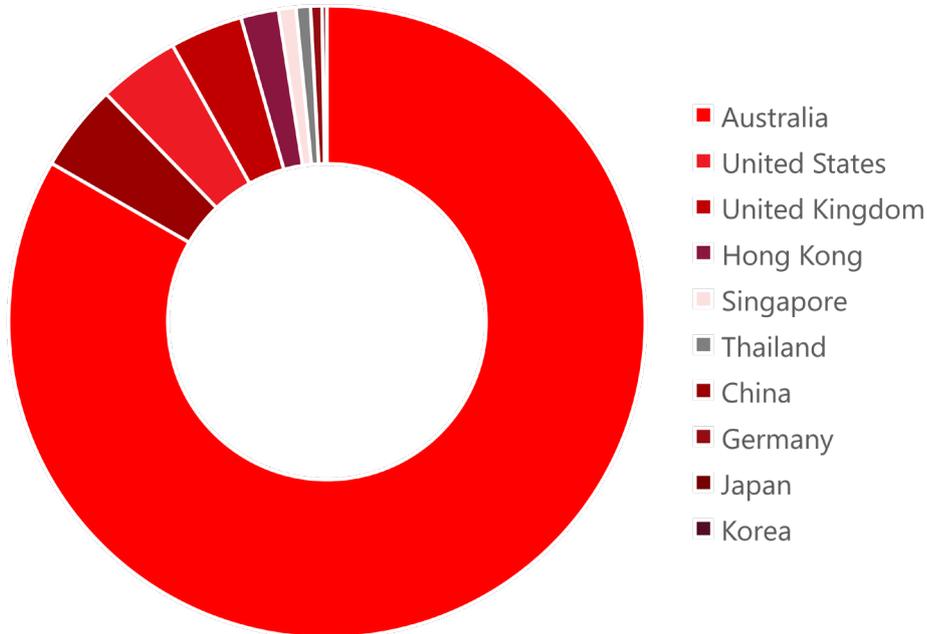


Figure 2: Procurement Spend by Geography



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NITRO SIGN
DANGER

ATTENTION NITRO

Saracen

SRG
GLOBAL

Bristley

SRG
GLOBAL

SRG
GLOBAL



HyFlex
11-531

HyFlex
11-531

NINJA

DAVID

Supply Partner Categorisation

The GSI provides a foundation understanding of the prevalence of slavery abuses by jurisdiction. We use the GSI to categorise our supply chain based on the jurisdiction of the Supply Partners distribution and where applicable, head office.

Once identified, the GSI scoring index is then used to determine the perceived level of risk associated with the prevalence rating scale.

| LEAST CONCERN | MODERATE CONCERN | MOST CONCERN |
|--|--|---|
| <p>Geographies</p> <ul style="list-style-type: none"> • Australia • United Kingdom • United States of America • Europe <p>Goods, Services and Materials</p> <ul style="list-style-type: none"> • Building Material • Consumables • Labour Hire • Professional Services • Air Travel • Vehicle Hire • Office Equipment • Electronic Equipment • Uniforms and Protective Equipment • Software • Utilities • Office and Warehouse Property • Subcontracting Works and Labour | <p>Geographies</p> <ul style="list-style-type: none"> • China • United Arab Emirates <p>Goods, Services and Materials</p> <ul style="list-style-type: none"> • Façade Materials • Specialist Building Products • Scaffolding • Labour Hire | <p>Geographies</p> <p>No products currently sourced from areas of high concern</p> <p>Goods, Services and Materials</p> <p>No products currently sourced from areas of high concern</p> |



Oversight and Governance: How we manage supply chain risks

Our approach to the assessment and management of human rights is established at the highest levels of leadership and established within our Code of Conduct (Code) that governs how we conduct our operations.

The Code underpins our core values as a Company including those to which our Employees and Supply Partners are to follow when working for or engaging with SRG Global. The Code is supplemented by a suite of policies, standards and procedures that collectively create our corporate governance framework.

The use of slavery throughout our operations, including that of our Supply Partners is prohibited in all forms. Our Code explicitly addresses the use of modern slavery, in that our Supply Partners must not:

- Use any form of forced, bonded, compulsory labour, slavery or human trafficking;

- Require the surrender of any government issued identification, passport, work permit or other personal document as a condition of employment; or
- Pay employers or agents recruitment or any other fee for their employment.

In addition to our Code, our Sustainability, Diversity and Inclusion, Health Safety Environment & Quality and Whistle-blower policies affirm our commitment to the creation of a future for all by encouraging:

- The appropriate development and management of economic, environmental, and social risk opportunities
- Constructive engagement with communities to achieve a lasting outcome
- Fair and reasonable opportunities for local suppliers and workers to

participate in projects and other activities that enable the sharing of economic benefit

- Our Employees and those of our Supply Partners to speak up when they identify actions or behaviours that do not reflect our beliefs and values
- Education and training to our teams and others that drive inclusive behaviours
- Engaging with stakeholders, where appropriate, to develop or introduce sustainable practices that eliminate, minimize, or mitigate adverse impacts.

Changing Times: Enhancing our supply chain assessment process

We recognise that continued world events hold the potential to influence how global supply chains operate. Rising costs of business, personal indebtedness and inflation (energy and living) are placing more strain on individuals which increase the potential for individuals to become entangled in

environments of unpaid or forced working conditions.

To further enhance our oversight of our supply chain, we will be broadening our review process through the introduction of a Supplier Partner Assessment (SPA).

SPA's will use a series of leading

indicators (Figure 3 below), ask questions of respondents relating to their unique supply chain exposures and management practices. Respondents will then be re-categorised (low, moderate and most concern) based on the feedback received.

Key indicators will include:

| RISK INDICATOR | ASSESSMENT CRITERIA |
|-------------------|--|
| GOVERNANCE | <ul style="list-style-type: none"> Identify how the Supply Partner reviews and assesses its own supply chain network Review of how the Supply Partner addresses the risk of abuses in their network Frequency of internal communications and training provided to the Supply Partners workforce |
| GOODS | <ul style="list-style-type: none"> Categorization of Goods by type Identify if the Goods fall into an At Risk Category (to be developed using authenticated sources) Whether the purchased Goods supplied are manufactured/ assembled locally or sourced from overseas locations |
| PEOPLE | <ul style="list-style-type: none"> Understand the employment arrangements for the Supply Partners workforce Review of the Supply Partner workforce demographic (age, ethnicity, nationality and visa status) Culture review, including whether the workforce is required to work unpaid hours |

Figure 3: Proposed Leading Indicators

Our SPA is expected to be developed by end FY23, with a rollout to be completed with our pre-existing onboarding questionnaire.



Assessing Our Performance

As we “Live for the Challenge” in our operations, we continue to challenge ourselves to improve on how we manage our supply chain to meet the changing environment in which we operate. To ensure we continue to meet this commitment we regularly:

- Review our governance framework to ensure it remains appropriate to meet our current needs
- Bring together leaders from across our business via our Corporate Risk Team to assess new and emerging operational challenges
- Review social, political and environmental changes and how they can influence the way in which we conduct our operations.

Recognising that collaboration and communication remain central to the success of how we manage our supply chain, during the FY22 Reporting Period we:

DEVELOPED AND INTRODUCED A SUPPLIER CODE OF CONDUCT (SCOC)

Aligned to our organisational Code, our SCOC establishes the values and ethics we expect of our Supply Partners when engaging with our business.

CREATED A PROCUREMENT HUB

To be made available via our corporate website, our procurement hub is a centralised location whereby new Supply Partners will be able to access pre-qualification documentation, including our new SCOC.

EXPANDED OUR WORKFORCE EDUCATION

We have developed and introduced an online training module to our business to promote the awareness and prevalence of slavery conditions within supply chains. The module provides insights for participants on the flags they need to be aware of when engaging new Supply Partners.

These actions continue to strengthen our approach to raising awareness and maintaining compliance not only with legislative obligations, but our organisational values.



Building On Our Foundations

Our approach to managing our risks associated with modern slavery has and continues to be driven by more than just compliance to the *Modern Slavery Act 2018 (Cth)*.

In line with our sustainability goals and to become a leader in the industries of which we operate requires ongoing commitment and actions. Whilst we have made significant progress in engaging with our Supply Partners and operational teams, our actions and goals over the next 12 months endeavour to build on these foundations by:

EXPANDING OUR SUPPLIER PORTAL

Our vision for our Supplier Portal is for the platform to become a communication, education and awareness tool. This will include new sections for relevant news, access to applicable compliance documentation, feedback and awareness modules.

INTRODUCTION OF A SUPPLY PARTNER ASSESSMENT

As highlighted in our summary of Oversight and Governance, we will develop a Supply Partner Assessment (SPA) to dovetail with our existing onboarding questionnaire. The purpose of the SPA will be to enable more accurate profiling of our supply chain and enable focus on moderate and any newly identified Supply Partners of most concern.

UNDERTAKE A DEEP DIVE AUDIT OF TARGETED CORE SUPPLY PARTNERS

Our review will focus on high volume Supply Partners supporting multiple parts of SRG Global including clothing (personal protective equipment), high volume materials and support services. Using our SPA, the deep dive will seek further information around the control processes of our Supply Partner supply chains and operations.



Appendix A: Schedule of Reporting Entities

| Reporting Entity | Country of Incorporation | Principal Activity | ABN | Ownership |
|--|--------------------------|--------------------|----------------|-----------|
| SRG Global Limited | Australia | Corporate Services | 81 104 662 259 | 100% |
| CONTROLLED COMPANIES | | | | |
| SRG Global (Australia) Limited | Australia | Corporate Services | 57 006 413 574 | 100% |
| SRG Global Corporate (Australia) Pty Ltd | Australia | Corporate Services | 57 006 413 574 | 100% |
| SRG Global Building (Northern) Pty Ltd | Australia | Construction | 87 076 604 281 | 100% |
| SRG Global Building (Southern) Pty Ltd | Australia | Construction | 48 087 344 349 | 100% |
| SRG Global Building (Western) Pty Ltd | Australia | Construction | 78 087 396 772 | 100% |
| SRG Global Services (Australia) Pty Ltd | Australia | Asset Services | 40 111 102 240 | 100% |
| SRG Global Services (Western) Pty Ltd | Australia | Asset Services | 71 145 854 360 | 100% |
| SRG Global Civil Pty Ltd | Australia | Construction | 31 083 214 439 | 100% |
| SRG Global Mining (Australia) Pty Ltd | Australia | Mining Services | 45 006 132 823 | 100% |
| SRG Global Products Pty Ltd | Australia | Construction | 80 120 405 334 | 100% |
| SRG Global Structures (WA) Pty Ltd | Australia | Construction | 41 008 946 469 | 100% |
| SRG Global CASC Formwork Pty Ltd | Australia | Construction | 98 140 773 388 | 100% |
| SRG Global Structures (Vic) Pty Ltd | Australia | Construction | 53 618 291 277 | 100% |
| SRG Global Assets Pty Ltd | Australia | Construction | 85 104 662 213 | 100% |
| SRG Global Industrial Services Pty Ltd | Australia | Construction | 81 128 921 344 | 100% |
| SRG Global Integrated Services Pty Ltd | Australia | Asset Services | 86 604 010 639 | 100% |
| SRG Global Investments Pty Ltd | Australia | Construction | 32 105 746 656 | 100% |
| SRG Global Facades Pty Ltd | Australia | Construction | 25 604 493 174 | 100% |
| SRG Global Facades (Vic) Pty Ltd | Australia | Construction | 47 606 869 014 | 100% |
| SRG Global Facades (NSW) Pty Ltd | Australia | Construction | 97 602 257 929 | 100% |
| SRG Global Facades (Qld) Pty Ltd | Australia | Construction | 87 602 258 257 | 100% |
| SRG Global Facades (WA) Pty Ltd | Australia | Construction | 80 602 257 858 | 100% |
| SRG Global CASC Pty Ltd | Australia | Construction | 98 140 773 338 | 100% |
| CASC Contracting Pty Ltd | Australia | Construction | 53 636 127 756 | 100% |
| SRG Global Facades (Western) Pty Ltd | Australia | Construction | 80 602 257 858 | 100% |
| SRG Global Structures (Vic) Pty Ltd | Australia | Construction | 53 618 291 277 | 100% |
| SRG Global Infrastructure Pty Ltd | Australia | Construction | 78 089 434 220 | 100% |
| SRG Employee Share Trust | Australia | Trust | 60 202 572 201 | 100% |

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