
Modern Slavery Statement - 2025

Document Owner
Wayne Miller

Business Group
Corporate

Business Unit
Health, Safety & Environment

Version Number
1

Issue Date
10/02/2026

Document Prefix
CPR-HSE-STD

CATEGORY5 LABOUR MANAGEMENT (WA) PTY LTD
CATEGORY5 LABOUR MANAGEMENT (VSA) PTY LTD



01. Reporting Entity

Category5 Labour Management (WA) Pty Ltd (ACN 625 535 506) (West Australian entity) and Category5 Labour Management (VSA) Pty Ltd ((ACN 624 305 228) (eastern states entity) are privately owned Australian companies and are providers of recruitment and labour hire services in the resources, oil and gas, mining and industrial industries within Australia and New Zealand. The combined group (Category5) has a head office located GF/327 Cambridge Street, Wembley WA 6014. The Managing Director and Chief Financial Officer are located in the head office.

Close consultation and collaboration exist between the WA entity and the VSA entity who share a common Director and Chief Financial Officer and generally operate under the same policies and procedures across the group. The WA entity has consulted with the VSA entity on the preparation of this Modern Slavery Statement.

Category5 was co-founded in 2009 in Port Hedland by CEO and owner, Sam Sycamore. Sam Sycamore was born in Port Hedland, and with more than 15 years' experience in senior mining and resources, and industrial management positions, Sam saw an opportunity to provide a more tailored solution for both clients and candidates.

It was this recognition, combined with a passion for the recruitment and labour hire industry that saw the birth of Category5. From commencing initially as a partnership 10 years ago and moving to a sole operator 6 years ago, Sam has recruited some of the best operators in the recruitment business which has allowed Category5 to expand their expertise and service offering throughout Western Australia other states in Australia and New Zealand. Category5 have offices in Perth, Port Hedland, Karratha, Bunbury, Brisbane, Gladstone, Sydney, Melbourne, and Auckland.

With a team of more than 170 dedicated professionals, Category5 has been founded on the recognition and understanding of the gaps in the labour hire, recruitment, managed labour, and safety management spaces, that only personalised service can provide.

The Category5 team is dedicated to building a business that creates long-term, and sustainable opportunities for both their clients and their employees. Making a difference to people's lives - both from a client and employee perspective, is the key value that underpins everything Category5 stands for.

Category5 acknowledges that modern slavery exists within Australia and across the world and seeks to minimise potential or actual modern slavery within its own operations and supply chain.

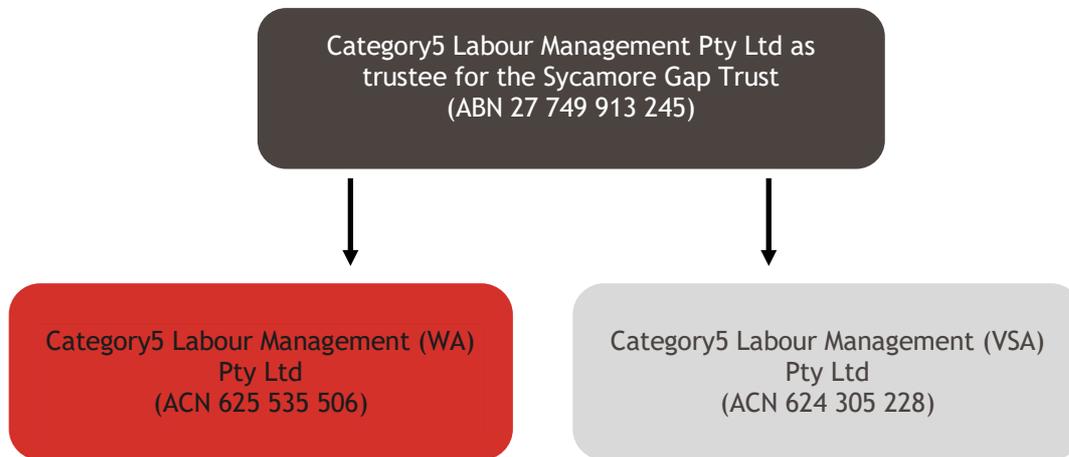
As a business with consolidated revenues exceeding \$250 million in the financial year ended 30 June 2025, Category5 is obligated to prepare and submit this statement in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

This statement sets out the actions that Category5 has and will take to mitigate the risks of modern slavery within its own operations, how its supply chain is analysed and managed, and Category5's vision for continuous improvement in the management of modern slavery risks.

02. Structure, Operation and Supply Chains

2.1. Structure

Category5 has up to 200 full time employees across the WA and VSA entity with a common sole Director, Sam Sycamore and Chief Financial Officer, Jakkie Skinner.



2.2. Operations

Category5's core activities are:

- Recruitment services involving the identification and presentation of candidates to clients who will select and employ the successful applicants directly; and
- Labour hire services where either:
 - Category5 employs workers who are placed under the supervision and direction of host clients on the host client's site whether for temporary assignments, project work or more ongoing roles; or
 - Category5 enters into a services agreement with a third party for the provision of labour by way of employees who are employed directly by the third party and who are then placed under the supervision and direction of Category5's host clients on the host client's sites.

Category5's clients span multiple industries including mining, resources, oil and gas, and industrial.

2.3. Supply Chains

Category5's highest value suppliers provide the following products and services:

- Knightcorp who provide relevant Insurance policies
- Working Life who provide services such as injury management, health & wellbeing and employee assistance programs
- AMEX Travel who manages flights to and from site.
- Allworks WA Pty Ltd who provide specialised rail equipment for hire.
- RW Equipment & Consulting provides specialised flash-butt welding equipment.
- CST Hire who provide project specific spec trucks.
- Stock and Blade who provide high visibility clothing.
- Safeman who provide PPE including gloves and protective eyewear.

03. Modern Slavery Risks

3.1. Operational Risks

Category5 has assessed that the risk of modern slavery within its operations as very low:

- Category5 employs its own employees directly or through Australian-based labour hire firms.
- The terms and conditions of approximately 30% of Category5's employees are set out in the Cat 5 WA Enterprise Agreement 2020, which is a single enterprise agreement approved by the Fair Work Commission.
- Category5 has implemented a Modern Slavery Policy setting out Category5's commitment to mitigating the risk of modern slavery in its operations and supply chain;
- Category5 has best practice systems, policies and procedures for the recruitment and employment of workers with Category5;
- Category5 regularly audits its policies and procedures to ensure they are being followed. Any changes to processes and procedures are updated as necessary throughout the year.
- Category5 provides safe working conditions for all employees and undertakes initial hazard assessments, site safety questionnaires completed by Category5's job safety analysis which is performed on an annual basis;
- Category5 maintains regular contact with its employees to ensure that their workplace is safe and provides an opportunity for their employees to raise any concerns or issues.

3.2. Supply Chain Risk

Category5's supply chains are managed by the finance team who review suppliers credentials and approves each new supplier to the business.

Category5's key suppliers, identified above are suppliers based in Australia with the exception of Liebherr which is based in Germany and Switzerland, and Hitachi Construction who are based in Japan.

Whilst it is not feasible to conduct thorough analysis of Category5's entire supply chain, Category5 is committed to identifying priority areas to target further investigation where warranted.

04. Mitigation Measures

Category5 will review its identification and management of modern slavery risks on a regular basis and identify any further action that should be taken to mitigate its modern slavery risks.

Category5 implement the following in the next reportable period to further evolve its management of modern slavery risks:

- Incorporating a clause in Category5's supplier terms and conditions that all suppliers will be required to provide information on request from Category5 on their operations and supply chain to allow Category5 to comply with their obligations under the Modern Slavery Act 2018 (Cth);
- Providing Category5's suppliers with a copy of their modern slavery policy to communicate our expectations of them as a supplier.
- Incorporating specific clear expectations of suppliers into Category5's modern slavery statement.
- Greater mapping and deeper understanding of Category5's second and third tier supply chain particularly with respect to the PPE and equipment that Category5 procures including the potential risk associated with the sector or industry, geographical area and particular products or services of each supplier.
- Review of Category5's supply chain risk following greater mapping and engagement with suppliers to

understand their modern slavery risks and actions further.

- Increased awareness and training within Category5's key personnel on identifying and managing modern slavery risks; and
- Introduction of mechanisms for reporting of any allegations of modern slavery in Category5's supply chain into Category5's modern slavery statement.

05. Assessing the Effectiveness of Actions

Category5 assesses the effectiveness of its actions to address modern slavery risks through a combination of internal review processes, management oversight, supplier engagement, and workforce feedback mechanisms.

The effectiveness of Category5's actions within its own operations is assessed through:

- Periodic review of recruitment, onboarding, and employment practices to confirm alignment with Australian workplace laws, enterprise agreements, and internal policies
- Ongoing monitoring of employee complaints, grievances, and whistleblower reports to identify any indicators of coercion, exploitation, or unfair treatment
- Regular audits and reviews of policies and procedures to confirm they remain current, implemented in practice, and understood by relevant personnel
- Engagement with employees through regular contact and site interactions, providing opportunities for workers to raise concerns regarding workplace conditions or treatment

The effectiveness of Category5's actions in relation to its supply chain is assessed through:

- Review of supplier credentials and approval processes managed by the finance and corporate teams
- Monitoring of supplier risk profiles based on factors such as industry sector, geographic location, and nature of goods or services supplied
- Evaluation of supplier responsiveness and cooperation with Category5's requests for information relevant to modern slavery risks
- Review of any reported incidents, allegations, or concerns relating to supplier labour practices

Category5 also assesses effectiveness through continuous improvement, including identifying gaps in supply chain visibility, prioritising higher-risk suppliers for further engagement, and tracking progress against planned mitigation actions outlined in this statement.

Findings from these assessments inform updates to policies, supplier engagement strategies, training initiatives, and future Modern Slavery Statements.

06. Endorsement

The principal governing body of Category5 Labour Management (WA) Pty Ltd and Category5 Labour Management (VSA) Pty Ltd is the sole Managing Director, Samuel Sycamore. This statement has been approved by the principal governing body, Samuel Sycamore.

Signed,



Samuel Sycamore
Managing Director