

DELTA GROUP JOINT MODERN SLAVERY
STATEMENT 2025 DELTA GROUP JOINT MODERN
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Acknowledgement of Country

Delta Group acknowledges First Nations Australians as the Traditional Owners of the land and sea upon which we work. We recognise their living cultural and natural landscapes and pay our respects to Elders past, present and emerging.

INTRODUCTION

As reporting entities under the Commonwealth Modern Slavery Act 2018 (**'the Act'**), Delta Group Holdings Pty Ltd and Delta Pty Ltd (**'Delta Group'**) are obligated to publish a Modern Slavery Statement for the financial year ending 30 June 2025.

Delta Group Holdings Pty Ltd is a common holding company incorporating the following subsidiaries and related entities that are subject to common control by the single largest shareholder:

- + Delta Pty Ltd (*Joint Reporting Entity*)
- + Delta Recycling Pty Ltd
- + Delta Rent Pty Ltd
- + Browns Piling Pty Ltd
- + BRC Piling and Foundations Pty Ltd
- + CMA Contracting Pty Ltd
- + Whelan the Wrecker Pty Ltd
- + Clifton Grange Pty Ltd

No significant changes, events, matters or circumstances have arisen or occurred since 30 June 2024.



JOINT STATEMENT

In accordance with the Act, Delta Group has chosen to publish a Joint Modern Slavery Statement.

This Joint Statement has been prepared in consultation with each reporting entity as well as each subsidiary, associate and/or related entity under common control.

Delta Group has addressed all of the mandatory reporting criteria and received the approval of its Principal Governing Body, on behalf of each reporting entity.

This Joint Statement was approved by Con Petropoulos; Sole Director of Delta Group Holdings Pty Ltd, in the capacity of Principal Government Body and as the parent entity of Delta Pty Ltd.



Con Petropoulos

DIRECTOR

Delta Group Holdings Pty Ltd

19 December 2025

STRUCTURE

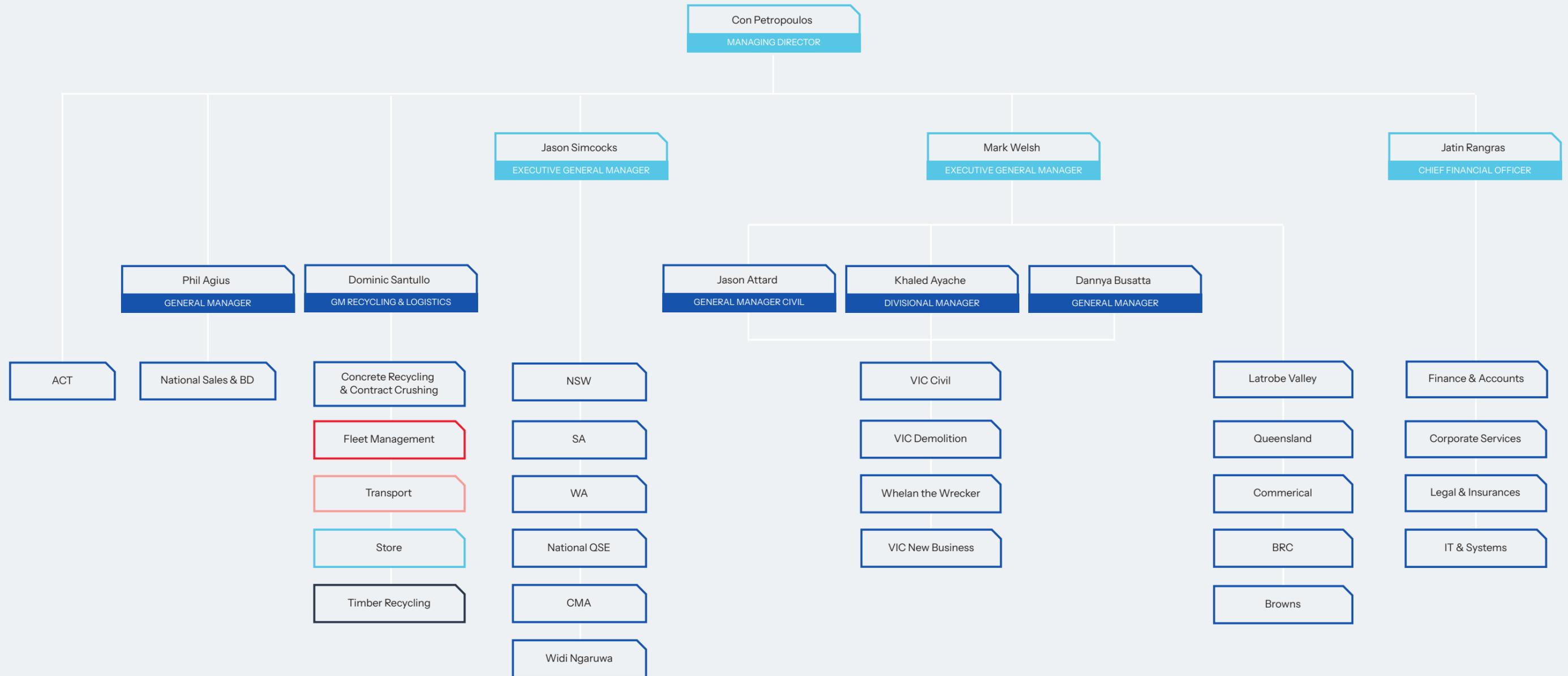
Delta Group's organisational structure is based upon operational (entity specific) divisions and/or geographical (State or Territory specific) divisions as they relate to the contracting services supplied to meet client project requirements across various market sectors.

EXECUTIVE MANAGEMENT



STRUCTURE

An executive management team is responsible for group wide culture and performance, including compliance with the Act, together with senior and frontline management.



OPERATIONS

Established in Victoria since 1988, Delta Group operates solely in Australia, with offices in Brisbane, Sydney, Canberra, Melbourne, Adelaide and Perth, as well as regional branches in Karratha, Latrobe Valley, Illawarra and Hunter Valley.

Over 37 years Delta Group has grown to become the largest contractor of its type in Australia, with the scale and systems to mobilise its people and plant to meet the demands of any project in any location – metro, regional, remote and marine.

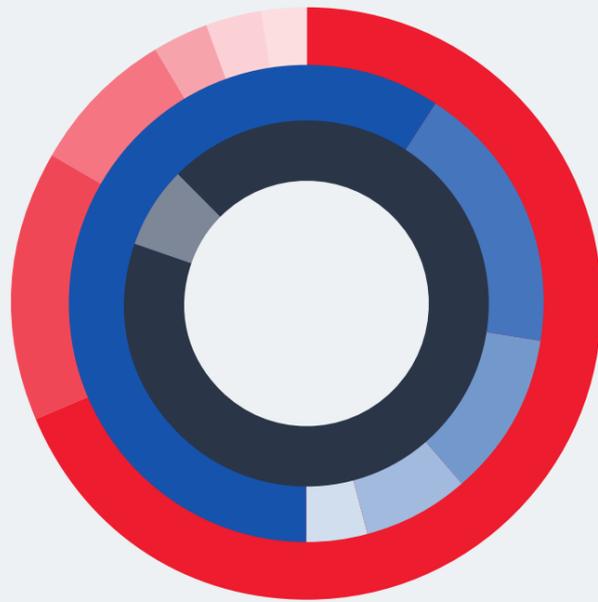
Delta Group's diversified and integrated contracting capabilities span urban and industrial sectors, including decommissioning, deconstruction and demolition; asbestos and hazmat removal; waste management and recycling; civil construction and engineering; site remediation, rehabilitation and revegetation; landscaping and external works; heavy plant hire; materials solution management; and specialist marine or disaster response.

35+
years in operation

6000+
specialist plant and
equipment assets

1300+
experienced and
qualified personnel

2500+
projects delivered



ORGANISATIONAL CAPACITY (PEOPLE)

VIC	69%
NSW	15%
QLD	8%
SA	3%
WA	3%
ACT and NT	2.5%

Labourers & Operators	58%
Corporate Services	18%
Engineers	11%
Foreman & Supervisors	7%
Management	4%
Male	92%
Female	8%

Apprentices & Trainees	4%
Interns, Cadets & Graduates	3%

OFFICE LOCATIONS

VIC

577 Plummer Street
Port Melbourne VIC 3207

473 Somerville Road
Sunshine VIC 3020

25 Hotham Street
Traralgon VIC 3844

NSW

83 Bourke Road
Alexandria NSW 2015

Unit 2, 42 Wermol Street
Kurri Kurri NSW 2327

QLD

Suite 1, Level 3, 33 Remora Road
Hamilton QLD 4007

SA

90-100 Orsmond Street
Hindmarsh SA 5007

ACT

15 Geelong Street
Fyshwick ACT 2609

WA

Unit 1, 32 Ledger Road,
Balcatta WA 6021

Lot 2891 Pemberton Way
Karratha WA 6714



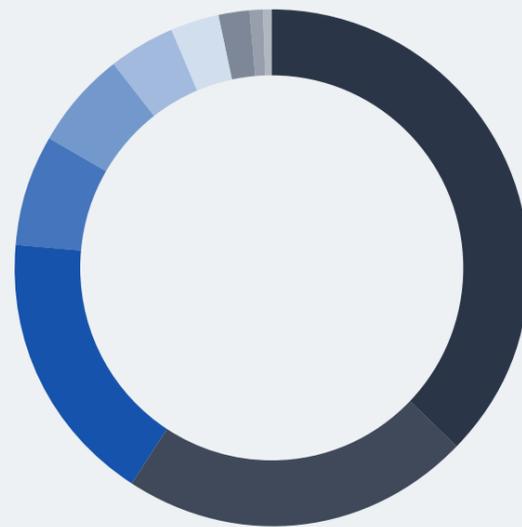
SUPPLY CHAINS

Delta Group supply chains comprise more than 3,800 suppliers, consultants and subcontractors, with 100% of the goods and services procured in FY25 sourced from registered Australian businesses.

In accordance with its commercial policies, Delta Group only engages suppliers, consultants and/or subcontractors who have completed an extensive prequalification process. To achieve prequalified status suppliers, consultants and/or subcontractors must adhere to best practice governance and risk management protocols:

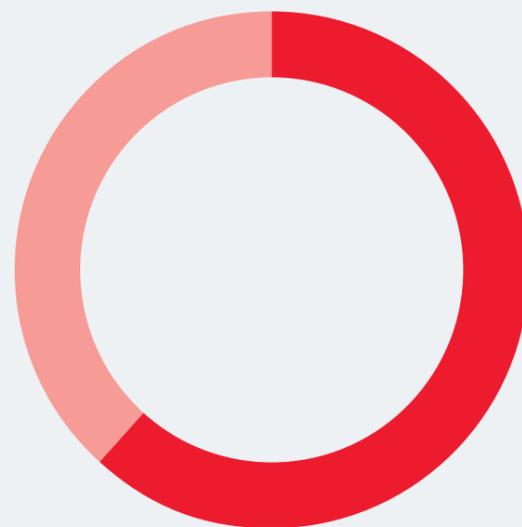
- + Financial
- + Insurances
- + Licenses & Accreditation
- + HSEQ Management Systems
- + Risk Management Systems
- + Health & Safety Record
- + Regulatory & Statutory Compliance
- + Relevant Experience
- + Key Personnel
- + Plant & Equipment
- + Workplace Gender Equality
- + Social Inclusion & Sustainable Procurement
- + Modern Slavery
- + Carbon Management

The type or size of businesses varies depending on the good or service provided – from SOHO and SME businesses to medium, large and multi-national enterprises.



SUPPLY CHAIN SEGMENTS

Subcontractors	37%
Plant & Equipment	22%
Corporate	17%
Building Materials	7%
Consultants	6%
Consumables	4%
Transport & Logistics	3%
Training	2%
ITC	1%
Fuel	0.3%



PREQUALIFICATIONS

New	62%
Renewals	38%

AUSTRALIA'S LARGEST PRIVATELY OWNED FLEET OF SPECIALIST PLANT & EQUIPMENT

Delta Group operates Australia's largest privately owned fleet of specialist plant and equipment, comprising more than 6,000 assets. The fleet is custom built to support Delta Group's contracting, heavy plant hire, recycling and materials solution management capabilities – incorporating heavy construction, earthmoving and recycling machinery and equipment, specialist attachments, and heavy and light vehicles.

MODERN SLAVERY RISK ASSESSMENT

Delta Group’s overall Modern Slavery Risk Assessment remains unchanged from previous Joint Statements. Forced Labour, Child Labour, Servitude and/or Trafficking in Persons represent the highest risk forms of modern slavery across Delta Group supply chains.

Similarly, the risk that Delta Group directly causes any type of Modern Slavery as a result of our operations remains negligible and the risk that Delta Group is directly linked to modern slavery remains medium-to-negligible.

However, the risk that Delta Group directly contributes to modern slavery has been downgraded to medium-negligible.

	PRODUCT/ SERVICE RISK	GEOGRAPHIC RISK	SECTOR RISK	ENTITY RISK
DIRECTLY CAUSES MODERN SLAVERY	NEGLECTIBLE	NEGLECTIBLE	NEGLECTIBLE	NEGLECTIBLE
DIRECTLY LINKED TO MODERN SLAVERY	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE
DIRECTLY CONTRIBUTES TO MODERN SLAVERY	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE	MEDIUM- NEGLECTIBLE

MODERN SLAVERY RISK ASSESSMENT

Global OEM Supply Chain Analysis

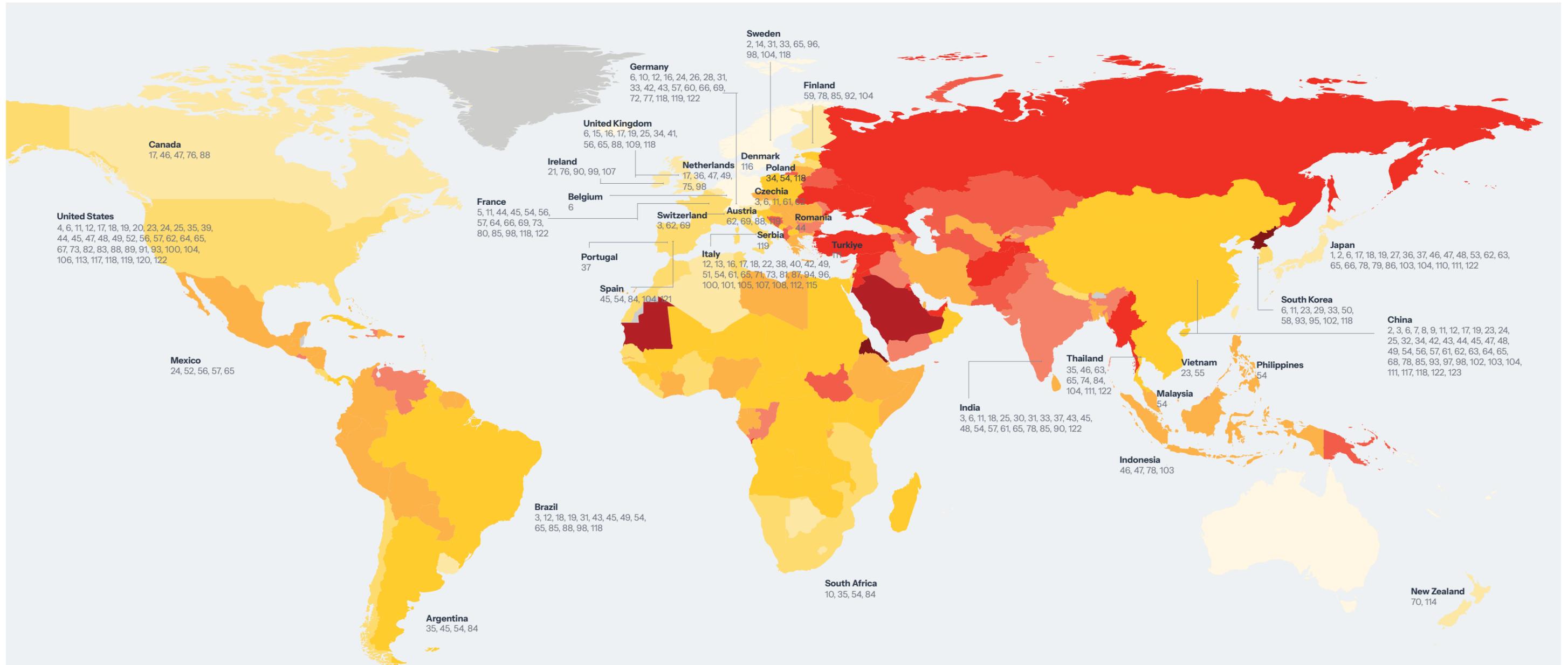
Delta Group sources new plant and equipment, including spare parts, from Australian based distributors and/or wholesalers via global supply chains. Initial supply chain mapping and analysis identified 123 OEMs manufacturing products out of 35 countries. Further assessment of global OEM supply chains, as well as the integration of other reputable third party sources of modern slavery data, is required to better understand Delta Group risk profiles.

Refer Appendix 1

Delta Group OEM Supply Chain Risk Profile

Delta Group have used the 2024 GSI ‘Prevalence & Number’ data to complete preliminary mapping of its global OEM supply chains.

Most Prevalent	Least Prevalent
1. Turkiye	29. Japan
2. India	30. Belgium
3. Philippines	31. Denmark
4. Romania	32. Germany
5. Serbia	33. Netherlands
6. Indonesia	34. Sweden
7. Mexico	35. Switzerland



PREVELANCE

Countries where modern slavery is

Most prevelant	Least prevelant
#1 North Korea	#160 Switzerland
#2 Eritrea	#159 Norway
#3 Mauritania	#158 Germany
#4 Saudi Arabia	#157 Netherlands
#5 Turkiye	#156 Sweden

With up to 20 OEMs operating out of India, further investigation is warranted to more accurately assess modern slavery risks. On the balance of probabilities, the risk that Delta Group is linked to modern slavery in Turkiye, Philippines, Romania and Serbia is negligible.

MODERN SLAVERY RISK ASSESSMENT

Walk Free Global Slavery Index (GSI)

Walk Free's GSI is a national breakdown of the extent of modern slavery in 160 countries. The national estimates of the prevalence per thousand people and number of people are calculated using individual and country-level risk factors of modern slavery.

[LEARN MORE](#)

KEY ACTIONS

Global OEM Supply Chain Analysis

Mapping of global OEM supply chains was initiated to better understand the risk profiles of the specialist machinery, vehicles, equipment, attachments and parts that Delta Group procures through Australian based distributors and/or wholesalers.

Auditing

Audit surveys continue to target suppliers involving the highest risk goods and highest risk countries of origin or manufacture. In particular, electronics and garments and textiles (e.g. staff uniforms and Personal Protective Equipment).

Prequalification Assessments

A total of 768 prequalification assessments were completed in FY25. New suppliers accounted for 62% of total assessments.

Staff Inductions

New and existing personnel are inducted (or re-inducted) into Delta Group corporate policies, including modern slavery.

Management Training

Ongoing training of executive, divisional and frontline management personnel.

Certified Management Systems

Delta Group has begun work to achieve ISO 20400 certification of our procurement management systems.

Framework

Governance & Policy

Action

- + Sustainability Working Group
- + ISO management system certification
- + Staff inductions
- + Management training

Measure

- + Executive management oversight
- + Meeting minutes/ attendance
- + % staff inducted
- + % management trained

Framework

Supply Chains

Action

- + Prequalification assessments
- + Targeted Audits
- + Global OEM Supply Chain Analysis

Measure

- + Supplier segmentation per risk profile and (product/service) rating
- + % of targeted audits complete

Framework

Monitoring

Action

- + BI Tools & Systems

Measure

- + % audits complete
- + Audit risk ratings/profiles

CONSULTATION

In accordance with the Act, executive and senior (divisional) management from Delta Group have been consulted in the preparation of this Joint Modern Slavery Statement 2025.

Consultation took place by way of online meetings.

Key executives were also involved in the production of this Joint Modern Slavery Statement prior to its approval by Delta Group Holdings Pty Ltd Director; in their capacity as Principal Governing Body under the Act.

MANDATORY REPORTING CRITERIA

Page 3

Identify the reporting entity

Pages 6–10

Describe the reporting entity's structure, operations and supply chains

Page 11

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls

Page 14

Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes

Page 15

Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks

Page 15

Describe the process of consultation with any entities the reporting entity owns or controls

N/A

Any other relevant information

APPENDIX 1

Global OEM Supply Chain Analysis

#	OEM Name	Product Description
1	Aichi	Construction machinery, equipment, attachments and parts
2	Alimak	Construction machinery, equipment, attachments and parts
3	Ammann	Construction machinery, equipment, attachments and parts
4	Antraquip	Construction machinery, equipment, attachments and parts
5	Arden	Construction machinery, equipment, attachments and parts
6	Atlas Copco	Construction machinery, equipment, attachments and parts
7	Auger Torque	Construction machinery, equipment, attachments and parts
8	Axel Johnson International	Construction machinery, equipment, attachments and parts
9	Baoli	Construction machinery, equipment, attachments and parts
10	Bell	Construction machinery, equipment, attachments and parts
11	Bobcat	Construction machinery, equipment, attachments and parts
12	Bomag	Construction machinery, equipment, attachments and parts
13	Boss	Construction machinery, equipment, attachments and parts
14	BROKK	Construction machinery, equipment, attachments and parts
15	BSP	Construction machinery, equipment, attachments and parts
16	Casagrande	Construction machinery, equipment, attachments and parts
17	Cascade Corporation	Construction machinery, equipment, attachments and parts
18	Case	Construction machinery, equipment, attachments and parts
19	Caterpillar	Construction machinery, equipment, attachments and parts
20	Cedarapids	Construction machinery, equipment, attachments and parts
21	Chieftan	Construction machinery, equipment, attachments and parts
22	Ciclone	Construction machinery, equipment, attachments and parts
23	Clark	Construction machinery, equipment, attachments and parts
24	Crown	Construction machinery, equipment, attachments and parts
25	Cummins	Construction machinery, equipment, attachments and parts
26	Darda GmbH	Construction machinery, equipment, attachments and parts
27	Diahsu	Heavy vehicles and parts
28	Dimet	Construction machinery, equipment, attachments and parts
29	DNB	Construction machinery, equipment, attachments and parts
30	Dozco	Construction machinery, equipment, attachments and parts

#	OEM Name	Product Description
31	Dynapac	Construction machinery, equipment, attachments and parts
32	Earth Drill	Construction machinery, equipment, attachments and parts
33	Epiroc	Construction machinery, equipment, attachments and parts
34	Extec	Construction machinery, equipment, attachments and parts
35	Ford	Light vehicles
36	Furakawa	Construction machinery, equipment, attachments and parts
37	Fuso	Heavy vehicles and parts
38	Gauss Magneti	Construction machinery, equipment, attachments and parts
39	GEHL	Construction machinery, equipment, attachments and parts
40	Generac	Construction machinery, equipment, attachments and parts
41	Goodwin	Construction machinery, equipment, attachments and parts
42	Groeneveld-BEKA	Construction machinery, equipment, attachments and parts
43	Hamm	Construction machinery, equipment, attachments and parts
44	Haulotte	Construction machinery, equipment, attachments and parts
45	Himoina	Construction machinery, equipment, attachments and parts
46	Hino	Heavy vehicles and parts
47	Hitachi	Construction machinery, equipment, attachments and parts
48	Honda	Construction machinery, equipment, attachments and parts
49	Hyster	Construction machinery, equipment, attachments and parts
50	Hyundai	Construction machinery, equipment, attachments and parts
51	Indeco	Construction machinery, equipment, attachments and parts
52	International	Heavy vehicles and parts
53	Isuzu	Heavy vehicles and parts
54	Iveco	Heavy vehicles and parts
55	Jacon Technology	Heavy vehicles and parts
56	JLG	Construction machinery, equipment, attachments and parts
57	John Deere	Construction machinery, equipment, attachments and parts
58	Junjin	Construction machinery, equipment, attachments and parts
59	Juntann	Construction machinery, equipment, attachments and parts
60	Kaeser	Construction machinery, equipment, attachments and parts

#	OEM Name	Product Description
61	Keestrak	Construction machinery, equipment, attachments and parts
62	Knorr Bremse Group	Construction machinery, equipment, attachments and parts
63	Kobelco	Construction machinery, equipment, attachments and parts
64	Kohler	Construction machinery, equipment, attachments and parts
65	Komatsu	Construction machinery, equipment, attachments and parts
66	Kubota	Construction machinery, equipment, attachments and parts
67	LaBounty	Construction machinery, equipment, attachments and parts
68	Lancy	Construction machinery, equipment, attachments and parts
69	Liebherr	Construction machinery, equipment, attachments and parts
70	Loadrite	Construction machinery, equipment, attachments and parts
71	Mait	Construction machinery, equipment, attachments and parts
72	Man	Heavy vehicles and parts
73	Manitou	Construction machinery, equipment, attachments and parts
74	Mazda	Light vehicles
75	MB - Dust Control	Construction machinery, equipment, attachments and parts
76	McCluskey	Construction machinery, equipment, attachments and parts
77	Mercedes	Light vehicles
78	Mitsubishi	Light vehicles
79	Mitsui	Construction machinery, equipment, attachments and parts
80	Montabert	Construction machinery, equipment, attachments and parts
81	Motofog	Construction machinery, equipment, attachments and parts
82	Mustang	Construction machinery, equipment, attachments and parts
83	New Holland	Construction machinery, equipment, attachments and parts
84	Nissan	Light vehicles
85	Nordberg	Construction machinery, equipment, attachments and parts
86	Okada	Construction machinery, equipment, attachments and parts
87	OSA	Construction machinery, equipment, attachments and parts
88	Paccar	Heavy vehicles and parts
89	Pile Dynamics	ITC Systems
90	Powerscreen	Construction machinery, equipment, attachments and parts
91	PR Power	Construction machinery, equipment, attachments and parts
92	Rammer	Construction machinery, equipment, attachments and parts

#	OEM Name	Product Description
93	Rhino	Construction machinery, equipment, attachments and parts
94	Ripamonti	Construction machinery, equipment, attachments and parts
95	Samsung	Construction machinery, equipment, attachments and parts
96	Sandvik	Construction machinery, equipment, attachments and parts
97	Sany	Construction machinery, equipment, attachments and parts
98	Scania	Heavy vehicles and parts
99	Screenpod	Construction machinery, equipment, attachments and parts
100	Soilmec	Construction machinery, equipment, attachments and parts
101	Soiltek	Construction machinery, equipment, attachments and parts
102	Soosan	Construction machinery, equipment, attachments and parts
103	Sumitomo	Construction machinery, equipment, attachments and parts
104	TCM	Construction machinery, equipment, attachments and parts
105	Techno Drill	Construction machinery, equipment, attachments and parts
106	TEI	Construction machinery, equipment, attachments and parts
107	Terex	Construction machinery, equipment, attachments and parts
108	Tescar	Construction machinery, equipment, attachments and parts
109	Thwaites	Construction machinery, equipment, attachments and parts
110	Topcon	ITC Systems
111	Toyota	Light vehicles
112	Trevi Benne	Construction machinery, equipment, attachments and parts
113	Trimble	ITC Systems
114	Trojan	Construction machinery, equipment, attachments and parts
115	Tuff	Construction machinery, equipment, attachments and parts
116	Twinca	Construction machinery, equipment, attachments and parts
117	Vermeer	Construction machinery, equipment, attachments and parts
118	Volvo	Construction machinery, equipment, attachments and parts
119	Wacker Neuson	Construction machinery, equipment, attachments and parts
120	Western Star	Heavy vehicles and parts
121	Xcentric	Construction machinery, equipment, attachments and parts
122	Yanmar	Construction machinery, equipment, attachments and parts
123	Zoomlion	Construction machinery, equipment, attachments and parts

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