

MODERN SLAVERY STATEMENT



01

IDENTIFICATION OF REPORTING ENTITY

This Modern Slavery Statement has been prepared and submitted under section 13 of the Modern Slavery Act 2018 (Cth) by Sitzler Pty Ltd (Sitzler) as a single reporting entity, and when we refer to "Sitzler", "we", "us", or "our" in this statement, it is a reference to Sitzler. This statement is for the 12-month period from 01 July 2024 to 30 June 2025.

Our registered office and principal place of business is: 100 Pruen Road, Berrimah, Northern Territory 0828.

This statement covers the activities of the reporting entity Sitzler Pty Ltd (ABN 17 091 273 013) (Sitzler) and the entity Sitzler QLD Pty Ltd (ABN 57 636 005 984) which is owned and controlled by Sitzler.





OUR VISION

To be a leading construction contractor focused on delivering the best value to our clients, employees and the communities within which we work in a safe and environmentally conscious manner.



OUR MISSION

To apply our innovation, flexibility and technical expertise to deliver outstanding building projects across the spectrum of construction markets that we undertake.

02

REPORTING ENTITY'S STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

ABOUT SITZLER

Sitzler is a highly regarded Australian construction company delivering quality projects in Australia, safely and in an environmentally and socially conscious manner since 1976.

Our business is based on the simple premise of honesty, integrity and being respectful to our clients, staff and trade partners which has ensured our continual growth as a trusted and professional industry specialist.

We collaborate with our clients, employees, stakeholders and the community to deliver projects of lasting quality.

CORPORATE STRUCTURE

Sitzler Pty Ltd is a privately owned business, incorporated in the Northern Territory of Australia and is a wholly owned subsidiary of Margetic & Sitzler Consolidated Holdings Pty Ltd. Sitzler Pty Ltd owns Sitzler QLD Pty Ltd. Steve Margetic and Michael Sitzler are directors of all these entities.

Sitzler delivers commercial construction and civil infrastructure projects across multiple industry sectors for key clients including State and Territory Governments, the Commonwealth Government, and private clients. In addition to its core operations, Sitzler also participates in joint venture and alliance projects and works.



SITZLER OPERATIONS

Sitzler’s history of delivering high-profile infrastructure projects across Northern Australia presented the foundation for our expanded operations across the Southern, Western and Eastern states to service the needs of our clients. Nearly 50 years later, Sitzler is now a national delivery entity with the capability and resources to deliver construction solutions throughout Australia.

Our corporate services divisions include our highly experienced personnel that provide support and services for the operations of the business.

We maintain offices and facilities in the following regions:

- **NT:** Berrimah – Head Office, Workshops, Yards and Depots
- **SA:** Unley Office and St.Mary’s Warehouse
- **ACT:** Canberra Office
- **WA:** West Perth Office and Exmouth Office and Warehouse
- **QLD:** Twin Waters Office



OPERATIONAL DIVISIONS

BUILDING & CIVIL CONSTRUCTION

RISK & COMMERCIAL

FINANCE, IT, PLANT & LOGISTICS

DEFENCE

IBE OPERATIONS

HSE & QUALITY

PEOPLE & PERFORMANCE

OUR PEOPLE

Our people are central to Sitzler's success. The integrity, reliability, and professionalism of our workforce form the foundation of our achievements. We are committed to attracting, retaining, and developing a skilled and motivated team that shares our values.

As an Equal Opportunity employer, we strive to be an employer of choice, fostering a culture of collaboration, knowledge sharing, and long-term retention. Sitzler's reputation has been built on the strength of its people and the dynamic, professional environment we continue to nurture.

Sitzler directly employs more than 250 individuals, supported by a broader network of subcontractors, suppliers, consultants, and advisors. Through our modern slavery initiatives including training, policy development, and engagement with industry platforms, we aim to ensure that all individuals connected to our operations are treated fairly and ethically.

SUPPLY CHAIN

Sitzler operates exclusively within Australia and prioritises sourcing services, materials, and supplies from locally based supply chains. Our engagements occur through subcontract agreements, service agreements, consultancy arrangements, and purchase orders. We maintain an approved subcontractor list of more than 1,100 entities and a supplier network of approximately 4,000 businesses.

During the reporting period, we strengthened our approach to supply chain engagement through initiatives such as our ongoing participation in the Informed 365 Property Consortium, implementation of modern slavery questionnaires, and enhanced onboarding processes. These actions have improved visibility and informed our risk assessment framework.

The goods and services we procure span a wide range, including construction materials, uniforms, personal protective equipment, stationery, machinery, equipment hire, fleet leasing, design services, communications, security, trade services, labour hire, information technology, insurance, legal services, waste and recycling solutions, environmental products, and specialist consultancy services. We categorise these into three primary groups:

- Labour – contractors and labour hire, in compliance with Commonwealth and State/Territory laws.
- Materials – building materials, quarried products, concrete, and asphalt.
- Plant and Equipment – machinery and associated servicing requirements.

As a remote area specialist committed to championing local industry, our preference remains the engagement of firms with a long-term presence in project regions. This approach ensures smaller or emerging businesses have full, fair, and reasonable opportunities to participate, particularly in regional and remote locations.



WE COLLABORATE WITH OUR CLIENTS, EMPLOYEES AND THE COMMUNITY TO DELIVER PROJECTS OF LASTING QUALITY.



50

YEARS IN OPERATION



\$600M

ANNUAL TURNOVER



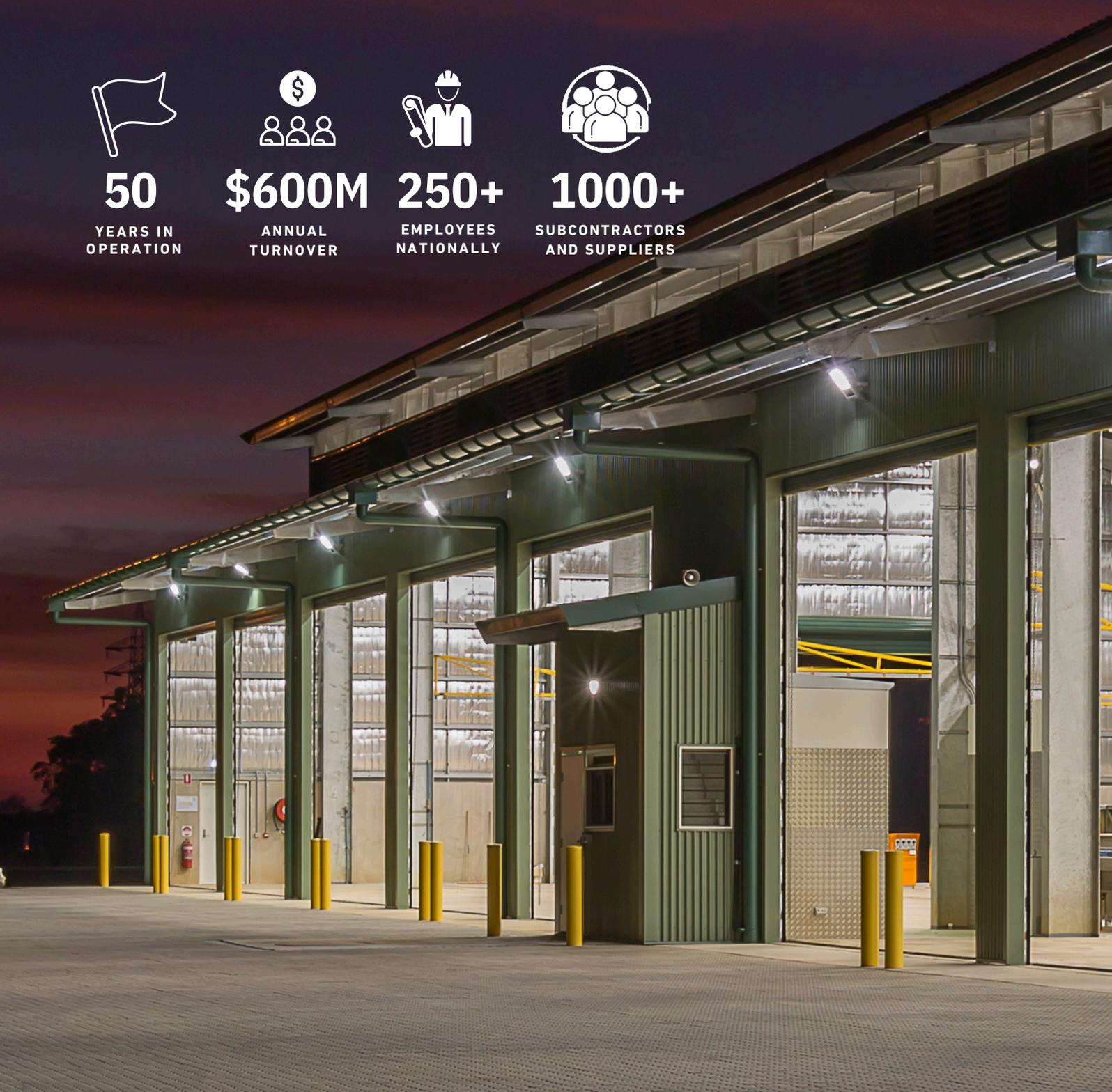
250+

EMPLOYEES NATIONALLY



1000+

SUBCONTRACTORS AND SUPPLIERS



03

RISK OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAIN

Sitzler’s workforce is entirely based in Australia and operates under Federal and State/Territory laws governing industrial relations, workplace health and safety, and human rights. While our direct operations are considered low risk for modern slavery, we acknowledge that the complexity of construction projects and reliance on subcontractors can introduce vulnerabilities, particularly where materials or components are sourced internationally.

We recognise several industry-specific factors that contribute to modern slavery risk, including:

- Extensive outsourcing, which can reduce transparency across supply chains.
- Reliance on migrant labour through subcontractors, often involving temporary visas and limited language proficiency.
- Informal arrangements between subcontractors and secondary subcontractors.
- Potential for unsafe or exploitative working conditions, including underpayment, excessive hours, and workplace safety concerns.

- Sourcing of goods and labour from overseas supply chains where modern slavery risks are more prevalent.

To strengthen our visibility and understanding of these risks, we are members of the Property Consortium through the Informed 365 Modern Slavery platform.

Our membership has supported our engagement with our supply chain, including performing initial risk assessments for 898 of our suppliers, of which only two were identified as being high risk. By leveraging Informed 365, we have improved the consistency and quality of our supplier data, streamlined our reporting processes, and proactively engaged with clients and suppliers to mitigate risk. These considerations inform our ongoing risk assessment and mitigation strategies.

This platform includes more than 40 property sector leaders as paid members, all issuing the same self-assessment, ensuring consistency and credibility in mitigating modern slavery risk across our collective supply chains.

	Construction Supply Chains	Corporate Services	Civil Supply Chains
High Risk	Ceilings & Linings Cladding & Roofing Concrete Floor Coverings Labour Hire Painting Stone & Quarry Materials Timber Products Steel Reinforcement	Site & office cleaning services Security Services	Labour Hire for Civil Works Quarry Materials
Medium Risk	Aluminium Electrical Services Hydraulic Services Joinery & Fitout Mechanical Services Reinforcement Fixing Glass & Glazing Insulation Materials	IT Services & Equipment Stationery Suppliers Catering Services	Plant & Equipment Plant Servicing Transport & Logistics



UPDATE FOR THE STATEMENT PERIOD

To deepen our understanding of modern slavery risk factors, we established an internal Modern Slavery Action Group dedicated to strengthening existing systems and identifying opportunities for improvement. This group focuses on enhancing current processes and introducing new measures that support effective risk management.

We have complemented these internal efforts with external engagement through our participation in the Property Consortium on the Informed 365 platform. This collaboration enables us to access shared insights and tools, supporting informed decision-making and supplier engagement.

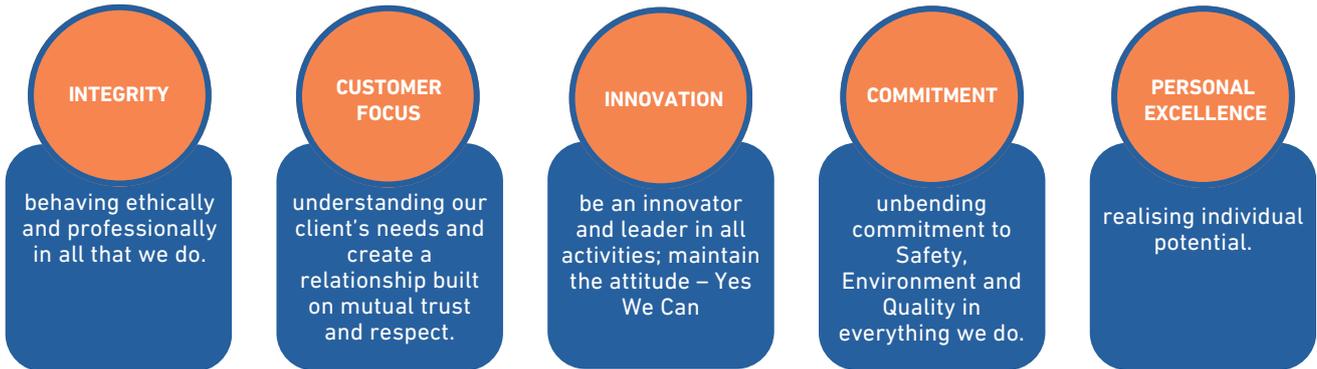
Combined with our longstanding emphasis on building strong supplier relationships, these actions provide greater visibility across multiple tiers of our supply chain. This dual approach leveraging both technology and relationships has significantly improved our ability to identify and understand modern slavery risks.

The insights gained through these initiatives have been incorporated into our risk assessment and gap analysis, ensuring our framework remains responsive and aligned with best practice.

04

ACTIONS TAKEN

We are committed to understand, address and eliminate potential modern slavery risks in our business practices in alignment with our values:



Sitzler's assessment of modern slavery risks within our operations and supply chain was informed by the industry-specific risk factors outlined in Section 2 of this statement. These factors are recognised as prevalent across the construction sector and have shaped our approach to identifying and mitigating potential risks. In addition to these considerations, we undertook the following actions:

Progress in the statement period

During the 2024/25 reporting period, Sitzler implemented a series of actions designed to strengthen our approach to identifying, mitigating, and managing modern slavery risks across our operations and supply chain.





PROPOSED FUTURE ACTIONS

Building on the modern slavery practices embedded during this reporting period, Sitzler will focus on maturing our approach through targeted initiatives that strengthen governance, enhance supplier engagement, and improve risk management capability. We plan to explore opportunities for external expertise to review our processes and identify gaps, ensuring our framework remains aligned with evolving best practice. This may include the introduction of new systems and tools to support risk identification and mitigation across our operations and supply chain.

To guide this progression, we have developed a structured three-year plan, setting clear milestones for continuous improvement. Our future actions will prioritise practical measures that deliver meaningful impact, while remaining achievable for a business of our size.





Activity	Description	Activity timeframe		
		2025/26	2026/27	2027/28
Sitzler Supply Chain Code of Conduct	<ul style="list-style-type: none"> Roll out Code of Conduct, including minimum standards for ethical labour practices, modern slavery compliance, and transparency. Integrate Code into onboarding and contractual agreements. 	→		
Supplier Due Diligence	<ul style="list-style-type: none"> Continue the roll-out of the current training approach for modern slavery. 	→	→	
Training and Awareness	<ul style="list-style-type: none"> Extend training to include site supervisors and project-based personnel. Incorporate practical case studies relevant to construction supply chains. 	→		
Industry Collaboration	<ul style="list-style-type: none"> Continue and extend engagements with the industry forums, including Informed 365 Property Consortium, and Property Council Modern Slavery Working Group, to share insights and adopt best practices. 	→	→	
Internal Policies and Processes	<ul style="list-style-type: none"> Review and refresh of internal systems and policies to ensure alignment with best practice. Develop clear internal guidance for employees on responsibilities and reporting suspected incidents of modern slavery. 		→	
Measurable Effectiveness Metrics	<ul style="list-style-type: none"> Data of suppliers signed to the Code of Conduct. Risk assessments completed, by tier. Training completion rates. Grievances reported and resolved. 		→	
Continuous Improvement Roadmap	<ul style="list-style-type: none"> Enact three-year strategic plan, including progressive steps such as: 2025/26: Supplier Code of Conduct rollout; and grievance mechanism implementation. 2026/27: Expand scope of risk assessments and training. 2027/28: Independent audits and advanced supplier engagement initiatives. 	→		

05

EFFECTIVENESS ASSESSMENT

We are committed to continuously improving our approach to identifying and addressing modern slavery risks. The effectiveness of both existing and newly implemented measures will be reviewed annually.

As our modern slavery framework evolves, so too does our methodology for assessing the impact and effectiveness of our actions. We recognise that meaningful evaluation requires time, data, and reflection. Accordingly, the initiatives we undertake over the next 12 to 24 months will play a critical role in shaping our assessment framework, including the development of relevant performance indicators and feedback mechanisms.

Our understanding of modern slavery risks continues to deepen, and we remain responsive to emerging insights. This iterative approach ensures our framework remains fit for purpose and capable of driving tangible improvements across our operations and supply chains.



06

CONSULTATION

In developing this statement, we engaged in a consultative process involving our Executive Leadership Team, Directors, and members of our Modern Slavery Action Group. To ensure a foundational understanding of modern slavery risks, all participants have completed our internal training module tailored for managerial roles.

The Modern Slavery Action Group comprises representatives from our key operational regions and business units, including legal, human resources, commercial, corporate governance, risk, and industry engagement functions. These representatives have actively consulted within their respective areas, contributing a broad range of insights to inform the development of Sitzler's modern slavery framework.

We recognise that our approach must reflect the diversity of our workforce and operations. Accordingly, we anticipate expanding the Action Group to include procurement, and project-based personnel, ensuring that perspectives from varied workplace environments are considered throughout the implementation of our strategy.



07

OTHER RELEVANT INFORMATION

Sitzler has continued to develop its business processes to identify and reduce the risk of modern slavery in our organisation and supply chains, and is committed to the continuous improvement of its new and existing processes which seek to identify and address any potential risk of exposure of modern slavery in our organisation and supply chain.

The 2024/2025 Financial Year Sitzler Modern Slavery Statement was approved by the Board of Directors of Sitzler and the Executive Leadership Team on 16 December 2025.



This Statement has been signed by:
STEPHEN MARGETIC
MANAGING DIRECTOR, SITZLER PTY LTD



CONTACT

DARWIN

100 Pruen Road, Berrimah, NT, 0828
PO Box 39062, Winnellie, NT, 0821
Tel: +61 8 8922 4000
Fax: +61 8 8922 4044
Email: admin@sitzler.com.au

SUNSHINE COAST

Level 12, 175 Ocean Drive
Twin Waters, QLD, 4564
Tel: +61 8 8922 4000
Email: admin@sitzler.com.au

ADELAIDE

129 Greenhill Road, Unley SA 5061
Tel: +61 8 8923 1018
Email: admin@sitzler.com.au

PERTH

Level 1, 10 Ord Street
West Perth, WA, 6005
Tel: +61 8 8922 4000
Email: admin@sitzler.com.au

CANBERRA

Level 4, Suite 03 Civic Quarter
68 Northbourne Avenue City, ACT, 2601
Tel: +61 2 5104 0899
Email: admin@sitzler.com.au

EXMOUTH

10 Nimitz Street
Exmouth, WA, 6707
Tel: +61 2 5104 0899
Email: admin@sitzler.com.au

