

FORD CIVIL

MODERN SLAVERY STATEMENT

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This Statement is made pursuant of the Modern Slavery Reporting Requirements of the Australian Modern Slavery Act 2018 (Cth).

REPORTING ENTITY

This Modern Slavery Statement (Statement) is made by the reporting entity Ford Civil Contracting Pty Ltd (ABN 24 002 542 814).

The registered office of Ford Civil Contracting Pty Ltd is Piccadilly Tower, Level 19 133 Castlereagh Street, Sydney

This Statement is for the financial year ending 30 June 2026.

This Statement has been approved by the Executive Team of Ford Civil Contracting Pty Limited and signed by Alan Gordon, Chief Executive Officer.

STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Structure

Ford Civil Contracting Pty Limited is a private, wholly Australian owned civil and environmental engineering construction company. Company structure:

Ford Civil Contracting Pty Ltd
ABN 24 002 542 814
ACN 002 542 814

Operations

Ford Civil Contracting Pty Ltd provides Project Management, Supervision & Construction of Civil Engineering Works, including Structural Works, Road Construction, Bridge Construction, Earthworks, Demolition, Marine Works, Environmental and Remediation Works and Landscaping. Ford Civil predominately operates in New South Wales.

Ford Civil Contracting Pty Ltd.'s head office is located in Sydney. The company tenders for works solely within Australia.

Ford Civil does not own any foreign subsidiary or business in another country.

As a contracting business Ford Civil Contracting Pty Ltd.'s full-time employees include a combination of permanent staff and project-based personnel. Permanent, full-time employees are usually fewer than 100 employees but this can expand, dependant as work volume increase.

Supply Chain

Ford Civil Contracting Pty Ltd.'s supply chain consists of the services (including labour), supplies, materials and products contributing to Ford Civil Contracting Pty Ltd.'s own civil works and services.

The supply chain directly engaged by includes:

a) Subcontractors for major works packages, including works to be performed by several lower- tier subcontractors

b) Specialist subcontractors with significant material supply, including:

   i) FRP (formwork, reinforcement steel, concrete supply, and placement)

   ii) Utilities work including water supply and mains, stormwater and sewer (including valves, pits, and control arrays), electricity supply works (including high and low voltage), data and communications cable installation (including jointing and termination), gas pipelines and customer connection lines

   iii) Asphalt supply and installation

c) Engagement of labour hire workers

d) Engagement of consultants including some who may have international outsourcing

Ford Civil Contracting Pty Ltd does not usually directly import supplies or materials from overseas. Most goods and services are sourced from companies based in Australia. Where project clients and specifications require importation (typically by Australian suppliers contracted to Ford Civil), the design and technical specification for any imported items is usually issued by the project client.

Light construction vehicles for relevant Ford Civil personnel are purchased locally. Specialist construction plant and equipment is purchased through local suppliers. Most items of plant, equipment and heavy vehicles are manufactured overseas. Only reputable companies are selected that also comply with Modern Slavery Act.

RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAIN

The risks of modern slavery in Ford Civil's operations and supply chain is low. The main risks of modern slavery in the operations and supply chain, is economic exploitation through underpayment in relation to:

a) Non-payment or underpayment of employee entitlements and of migrant workers or other vulnerable persons by lower tier subcontractors or suppliers including owner-drivers proving transport services

b) Non-payment or underpayment of employee entitlements and of migrant workers or other vulnerable persons by labour hire organisations

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

A review of modern slavery risks was undertaken by Ford Civil's management and procurement teams.

Ford Civil's processes, procedures, and forms to address modern slavery risks in its business operations include:

a) Ford Civil Contracting Pty Ltd contracts require subcontractors to produce statutory declarations that all employee entitlements are paid

Non-payment and underpayment of wage entitlements in the construction sector is highly regulated in all Australian jurisdictions and provides a strong protection against modern slavery practices. Ford Civil currently has operations in NSW. Each contractor entity (including all lower tier subcontractors) submitting a claim for payment for construction work, to submit an accompanying statutory declaration that all wages and other entitlements of workers who have performed the work, have been paid.

b) Using formal labour hire agreements with service providers

Ford Civil engages service providers to provide labour hire workers to Ford Civil under formal terms requiring compliance with all applicable employment laws. This includes payment of wage and other entitlements under the National Employment Standards and any applicable enterprise agreement or modern award.

c) Predominately procuring products from suppliers within Australia

All current vendors with material annual-supply-cost commitments are well established Australian companies with published modern slavery policies. This minimises risks of modern slavery practices within Ford Civil Contracting Pty Ltd.'s product supply chain.

d) Issuing major suppliers with a modern slavery questionnaire

Ford Civil Contracting Pty Ltd identifies its main suppliers of products and requests those suppliers complete a questionnaire to identify modern slavery risks. Any high-risk indicators or anomalies are pursued.

e) Community Information Hotline

Ford Civil Contracting Pty Ltd has established a 24hr project enquiries and complaints hotline through the Ford Civil web page or by telephone. Anyone, including employees, subcontractors and members of the public, can call the hotline to lodge concerns regarding any matters relating to Ford Civil Contracting Pty Ltd.'s projects including modern slavery practices. If Ford Civil Contracting Pty Ltd becomes aware of any actual or suspected occurrence of modern slavery in its operations or supply chains (or in those of any entity it owns or controls), will take reasonable steps to respond and remedy the occurrence.

f) Surveys

Ford Civil Contracting Pty Ltd conducts in-house employee 'culture' surveys to identify early signs of any 'withheld' matters of concern about the company's commitment to a safe workplace, which is free of discrimination, bullying or harassment and vigilant to any abuse or underpayment of workers or other modern slavery practices.

g) Training

Ford Civil Contracting Pty Ltd provides a targeted training program to ensure that the key stakeholders are educated in best practice and industry standards. The program includes core contract law principles and practice within the business culture.

The course focuses on compliance requirements and standard contract forms and processes. Content includes compliance with laws addressing modern slavery, and Ford Civil Pty Ltd's obligation to be vigilant and apply risk management judgement, should a specific jobsite or project scope require procurement at a higher or different risk level of modern slavery practices.

h) Industry participation and knowledge sharing

Ford Civil Contracting Pty Ltd is a member of industry associations including Master Builders NSW, and Federal Safey Commission. Ford Civil Pty Ltd representatives attend committee meetings and seminars which highlight and discuss current industry news and any items of expressed concern including those in relation to modern slavery.

HOW FORD CIVIL CONTRATCING PTY LTD ASSESSES THE EFFECTIVENESS OF ACTIONS

Ford Civil Contracting Pty Ltd will continue to review the effectiveness of measures implemented to mitigate the modern slavery risks identified through our management review processes, which includes audits, trend analysis, risk reviews and other such activities determined necessary to ensure the implementation of our risk control measures are being carried out effectively.



Alan Gordon
CHIEF EXECUTIVE OFFICER