



Modern Slavery



**Independent
Cement**

This 2025 Modern Slavery Statement set out the actions taken by Independent Cement and Lime (ABN 60 708 390 773) including the controlled entities to address Modern Slavery risks in our business operations and supply chain for the financial year ending June 2025.

Independent Cement and Lime opposes slavery in all forms and is committed to operating in a responsible and ethical manner. ICL recognises that it has a responsibility to effect change for the betterment of society.

Independent Cement and Lime has respect for its people, contractors and suppliers. We understand that respecting each other, having open transparent communication and strong collaboration we will improve the human rights which are fundamental to our business ethics.

1 Purpose

The purpose of this document is to describe how Independent Cement and Lime comply with the obligations of the Modern Slavery Act 2018 (Cth).

2 Introduction

The Australian Government has introduced laws that allow businesses to report publicly on the risks of modern slavery in their operations and supply chain.

Modern Slavery is a broad term that encompasses a number of serious and exploitative work practices. The Modern Slavery Act 2018 defines eight significant exploitive areas;

- Human Trafficking
- Slavery
- Servitude
- Forced or Servile marriage
- Forced labour
- Debt bondage
- The worst form of child labour
- Deception used to exploit victims and undermine or deprive them of their freedom

3 Business and Structure

Independent Cement and Lime Pty Ltd and the following (collectively referred to as the ICL Group) are identified as reporting entities for the purposes of the Modern Slavery Act 2018:

- Steel Cement Pty Ltd and
- Building Product Supplies Pty Ltd

The ICL Group markets and distributes cementitious and cement-blended products, produces granulated blast furnace slag and bagged cementitious products to a wide variety of customers throughout Victoria and NSW.

The ICL Group employs approximately 100 people and regularly engages an additional 90 contractors.

The ICL Group has a strong framework of risk management, human resource and procurement policies, standards and procedures that provide controls and guidance to our management and suppliers.



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The Registered Office of Independent Cement and Lime is: 750 Lorimer Street, Port Melbourne Vic 3207.

4 Operations

The ICL Group manufactures, warehouses and distributes a range of cementitious products for the industrial and domestic market.

The operations group are responsible for sourcing:

- Contract Labour
- Fixed and Mobile plant
- Consumables such as spare parts and fuels
- Local source raw materials
- Packaging
- Day to Day goods, Protective Safety wear, uniforms

5 Supply Chain

The ICL Group Supply Chain procures major items critical to the operation of the business including:

- Cementitious raw materials
- Lime
- Shipping/transport

In assessing risk of Modern Slavery in our operations, the ICL Group has identified the following:

Tier 1 Raw Material suppliers - almost all raw materials are sourced from a reputable Australian manufacturer and any imported raw material is sourced through that Australian company and is considered low risk.

Workforce - we have robust human resource recruitment, selection and appointment policies in place and any engagement of casual labour is through regulated and accredited labour hire providers only.

Shipping/transport — are an important part of ICL's supply chain. Both are provided by reputable third-party carriers. Audits are regularly carried out on transport companies (all Australian owned) to ensure compliance standards are met, whilst shipping services are co-ordinated by a reputable Australian cement manufacturer who is required to adhere to the Modern Slavery Act.

6 Risks of Modern Slavery Practices at Independent Cement and Lime

The ICL Group has considered the extent to which it may contribute to, cause or be linked with Modern Slavery Risk in its operations and supply chain.

Through this process, and the fact that our shareholders are Australian companies who are required to comply with the Modern Slavery Act in their own supply chains, it has been identified that the risks of Modern Slavery in our operations is low.

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7 Actions Taken by Independent Cement and Lime to address Modern Slavery Risks

To continue to reduce and mitigate potential risk, Independent Cement and Lime has developed an ethical survey with the results being reviewed by a dedicated team and the findings communicated at senior level.

All suppliers and contractors complete a compulsory pre-qualification assessment that aligns our commitment to Business and Supply Chain ethics.

The ICL Group has clear and unambiguous policies that support the abolishment of Modern Slavery. All policies are available to our workforce. The policies include:

- Modern Slavery
- Preventing Corruption and Fraud
- Workplace Grievance
- Prevention of Bullying, Harassment and Discrimination
- Speak up policy.

8 Assessing of Effectiveness of Actions taken by Independent Cement and Lime

ICL Group will continue to identify, through a diverse and dedicated team reporting to senior management, potential risks and review actions undertaken to ensure they are appropriate and effective.

9 Consultation

Independent Cement and Lime will continue to consult with a cross section of the company to ensure all aspects of the business operations validate ongoing commitment to eradicating Modern Slavery

This Statement was approved by the Directors of Independent Cement and Lime Pty Ltd (the principal governing body) on 30 September 2025.

Rhonda Barro

Director

28 October 2025