

Statement pursuant to the *Modern Slavery Act 2018* for MCE Holdings (McIlwain).

REPORTING ENTITY, STRUCTURE, OPERATIONS AND SUPPLY CHAIN

MCE Holdings is an Australian family-owned group of companies.

It is the holding company for McIlwain Civil Engineering Pty Ltd, McIlwain Industries Pty Ltd, McIlwain Services Pty Ltd, McIlwain Building Pty Ltd, and Consolidated Barriers Pty Ltd.

Since 1961, McIlwain has created outstanding community assets for hundreds of communities throughout Australia. Over this time, our industry capabilities have evolved to include works in transport, building, services infrastructure, urban, as well as the industrial and energy sectors.

We draw from our industry expertise across all sectors to offer a diverse range of cutting-edge delivery methods that are both sustainable and innovative. In addition to our core civil engineering and construction services, we offer complete project management solutions in individual, collaborative, and joint venture arrangements.

As of 30 June 2023, McIlwain had 160 employees, 775 companies who work with us, and approximately 90 subcontractors as required. All contracts with clients and suppliers with McIlwain are with Australian based companies. However, with the range of products and suppliers McIlwain utilise, there is a small Modern Slavery risk in the McIlwain supply chain, particularly further down the supply chain.

McIlwain's family culture underpins its core values. There are established systems and processes in place for the supply chain management. Further, the company boasts strong company governance which steers McIlwain's culture, corporate social responsibility, and overall business behaviour.

RISK OF MODERN SLAVERY PRACTICES IN OUR OPERATION AND SUPPLY CHAINS

Commercial cleaning services and the use of labour hire both present a risk of modern slavery practices to McIlwain's operations.

The risk of modern slavery practices is more prevalent in the deeper tiers of our supply chain. Raw materials such as bricks, cement, timber and steel and manufactured products such as electrical components and machinery parts all present a risk of modern slavery practices within McIlwain's supply chain.

PROCUREMENT PROCESSES AND ASSESSING AND ADDRESSING MODERN SLAVERY RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

McIlwain have robust procurement processes in place to assess and address Modern Slavery Risks to our business. These include:

- A supplier and subcontractor prequalification scheme which requires all supplier and subcontractors to confirm they comply with the applicable Modern Slavery Laws and take all reasonable and necessary steps to identify, investigate and eliminate modern slavery in their operations and supply chains
- McIlwain maintain a panel of approved Labour Hire Providers who are required to provide proof of compliance with the *Qld Labour Hire Licensing Act 2017*.
- McIlwain's Subcontractor Assessment and Management Procedure sets out the process for the onboarding and management of subcontractors and suppliers to ensure that outsourced processes are adequately controlled and externally provided processes, products and services conform to requirements including that all subcontractors and suppliers are required to work in accordance with legislative, Client and McIlwain requirements including McIlwain policies and procedures.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

The effectiveness of these processes is assessed through regular internal and external audits to ensure compliance.

CONSULTATION PROCESS

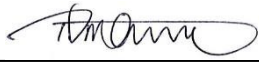
The McIlwain Group has an executive leadership team that oversees all business practices within the group. This group consults and oversees all entities within the group structure.

The risk of modern slavery in the group is mitigated with the controls, and due diligence outlined earlier in this statement.

MOVING FORWARD

McIlwain will continue with our supply chain mapping to identify high areas of Modern Slavery Risks in the deeper tiers of our supply chain.

This statement was approved by the MCE Holdings Board of Directors.

A handwritten signature in black ink, appearing to read "Tim McIlwain", written over a horizontal line.

Tim McIlwain
General Manager