



Modern Slavery Statement 2025

1 January 2025 - 31 December 2025



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EXECUTIVE INTRODUCTION

A Message from
Peter McCann
Managing Director
& Senior Vice
President, Civeo
Australia

At Civeo Australia, we acknowledge that modern slavery is an issue that can affect any business, and we are committed to identifying, addressing, and reducing the risk of modern slavery in our operations and supply chains.

Civeo Australia’s modern slavery statement for the 2025 financial year outlines the approach we have taken in the reporting period to manage modern slavery risks and build on our previous year’s efforts. During the 2025 financial year we focused on practical controls, including enhanced onboarding due diligence, high-risk category supply chain risk assessments and physical audits, targeted employee training, and supplier engagement to improve transparency and assist with enhanced identification and mitigation of modern slavery risks.

In the next financial year, Civeo Australia will focus on enhancing supplier engagement and awareness by incorporating dedicated modern slavery discussions into existing supplier review forums, with an initial focus on high-risk categories. We will continue to leverage supplier risk assessment insights and risk data to better target our assurance and engagement activities, including identifying opportunities to uplift lower maturity suppliers.

Importantly, we will continue to embed our values of Excellence, Care, Safety, Respect, Integrity and Collaboration in our operations including within our supply chain ecosystem to address modern slavery risks. Civeo Australia is committed to continuing to combat modern slavery and ensuring we have appropriate support and remediation measures in place where needed.

Thank you to our employees, clients, and suppliers for your continued collaboration as we advance this important work.



ACKNOWLEDGMENT OF COUNTRY

“

Civeo acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of country throughout Australia and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander (“**First Nations**”) people.

”

INTRODUCTION 01

ABOUT THIS STATEMENT

This statement is a joint statement made under section 14 of the Modern Slavery Act 2018 (Cth) (“**Modern Slavery Act**”) and is made in respect of Civeo Pty Ltd (ACN 003 657 510) and its wholly owned subsidiary, Action Industrial Catering Pty Ltd (ACN 071 228 807) (collectively referred to as “**Civeo Australia**”, “**we**”, “**us**” and “**our**” in this statement). This is Civeo Australia’s sixth annual modern slavery statement.

The purpose of this statement is to detail the structure, operations and supply chain of Civeo Australia, as well as risks identified and actions taken by Civeo Australia, during the 2025 reporting period (1 January – 31 December 2025) (“**Reporting Period**”). Civeo Australia consulted with key stakeholders across Civeo Australia’s business and Civeo Australia’s leadership team to develop this statement.

The Board of Directors of Civeo Pty Ltd and Action Industrial Catering Pty Ltd have approved this joint statement.

CIVEO AUSTRALIA'S COMMITMENT TO MODERN SLAVERY

Civeo Australia remains committed to conducting business with integrity and combatting modern slavery across our operations and supply chain.

Civeo Australia’s approach to modern slavery not only aligns with our core values but also resonates with the values of our clients and suppliers. We recognise that modern slavery manifests in various forms and we are dedicated to embedding strong controls and governance within our supply chain with respect to modern slavery.

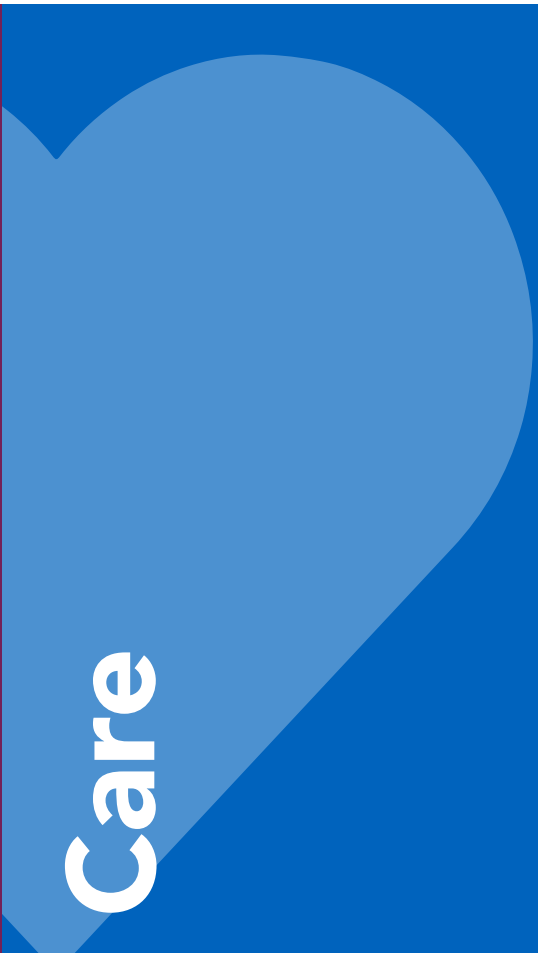
This statement details the measures we have undertaken during the Reporting Period to detect, address and mitigate the risks of modern slavery practices within our operations and supply chain.



OUR VALUES

At Civeo Australia, our approach to managing modern slavery risk is underpinned by our core values: **Safety, Excellence, Respect, Integrity, Care** and **Collaboration**.

These values guide our actions across all aspects of procurement and supply chain management, ensuring our operations are not only focused on compliance, but also on being ethical, responsible and sustainable.

 Safety	 Excellence	 Respect	 Integrity	 Care	 Collaboration
Our definition of Safety extends beyond physical hazards, incorporating the psychological and emotional safety of all workers. We are dedicated to reducing exploitative practices like forced labour and unsafe working conditions, which threaten the safety and dignity of employees in our industry.	We maintain strong standards in our procurement processes. We embed our ethical sourcing practices through due diligence, supplier evaluations and risk assessments, which proactively identify and mitigates potential modern slavery risks. Our commitment to Excellence means we source responsibly and protect human rights throughout our supply chain.	We believe every person deserves to be treated with dignity and Respect. This value demonstrates our zero-tolerance approach to modern slavery and drives our efforts to ensure culturally appropriate communications, feedback mechanisms and inclusive supply chain practices, particularly for indigenous and international workers.	We strive for honesty and transparency in our dealings internally and with our suppliers Our procurement processes are built on principles of accountability and ethical conduct. We expect the same from our partners, who share our commitment to fair labour practices, human rights and open disclosure.	We Care about the well-being of every worker connected to our operations, including those employed by our suppliers and subcontractors. Our supplier engagement processes prioritise fair treatment, responsible recruitment practices and support mechanisms for vulnerable workers, particularly in high-risk categories such as cleaning, catering and labour hire.	We recognise tackling modern slavery requires a collective effort. We actively Collaborate with suppliers, industry groups and government bodies to build capability, share knowledge and create solutions that seek to address root causes of misconduct in supply chains.

CIVEO AUSTRALIA STRUCTURE, OPERATIONS & SUPPLY CHAIN

02 OUR STRUCTURE AND OPERATIONS

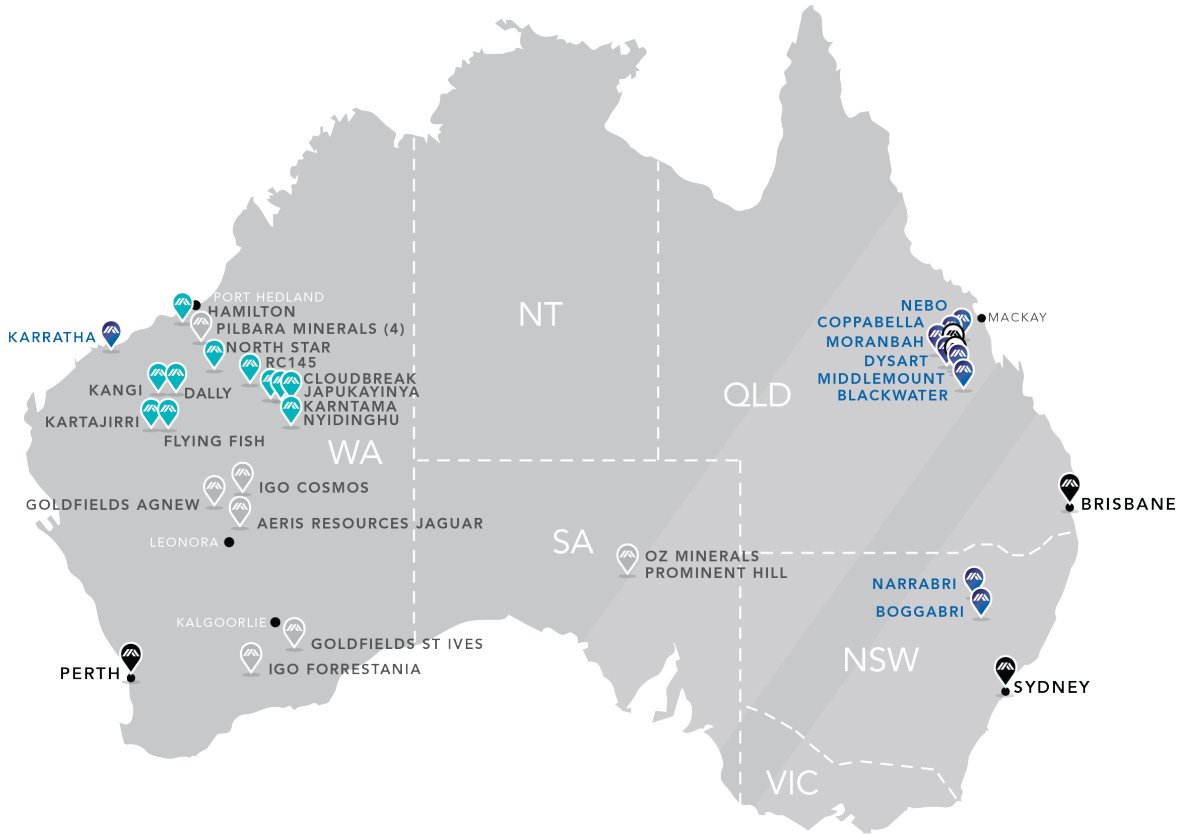
Structure

Civeo Australia provides remote accommodation, catering, site management and facilities services across our operations. These services are provided through our Civeo Australia owned villages as well as our Civeo Australia Integrated Services (third party owned) villages. These villages are located throughout key resource regions in Queensland, Western Australia, South Australia and New South Wales.

Civeo Pty Ltd is ultimately owned by Civeo Corporation, a Canadian company listed on the New York Stock Exchange. Civeo Pty Ltd has one wholly owned operating subsidiary, Action Industrial Catering Pty Ltd, which is considered a reporting entity under the Modern Slavery Act.

Workforce & Operations

During the Reporting Period, Civeo Australia employed a total of 2,445 employees across its Australian operations. Of these, 740 employees were employed by Civeo Pty Ltd, and the remaining 1,705 employees were employed by Action Industrial Catering Pty Ltd. These numbers represent a more than 15% increase in our employee numbers compared to the previous reporting period.



CIVEO OFFICES



CIVEO INTEGRATED SERVICES RESOURCES WEST VILLAGES



CIVEO INTEGRATED SERVICES BMA VILLAGES



CIVEO VILLAGES



CIVEO INTEGRATED SERVICES FMG VILLAGES

For the Reporting Period:

Civeo Australia owned villages accommodated

10,318

rooms across Queensland, New South Wales and Western Australia.

Civeo Australia integrated services villages accommodated

18,459

rooms, with the Pilbara region in Western Australia being our largest service hub.



OUR SUPPLY CHAIN

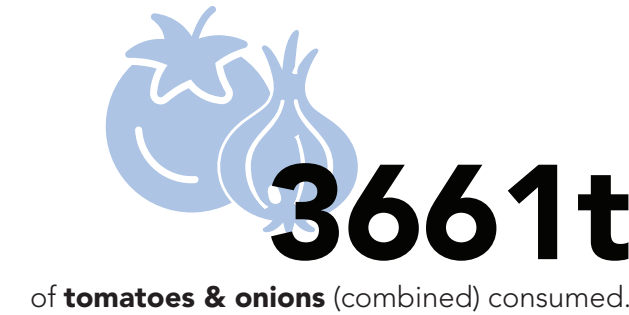
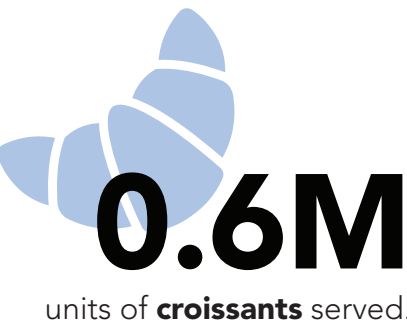
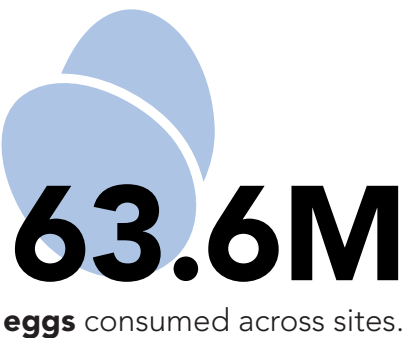
Overview

Civeo Australia manages a complex and diverse supply chain that supports delivery of our services to the resources sector. Our operations span multiple regions within Australia and involve a wide network of suppliers, some of whom operate in sectors or geographies where modern slavery risks are elevated.

Given the scale of our operations, we require a consistent and reliable supply of essential food and beverage products, including meat, dairy, and fresh produce. This creates a broad supply chain ecosystem, underscoring the importance of embedding ethical sourcing practices.



Some examples of our volumes during the Reporting Period are as follows:



These volumes reflect the scale of our operations and the importance of close supplier engagement. By maintaining strong partnerships, we can aim to improve transparency in our supply chain, particularly in sectors that present heightened modern slavery risks, such as agriculture and food processing.

Managing Our Supply Chain

Civeo Australia’s supply chain remains a core component of our operations, supporting the delivery of services across our business. To maintain a strong focus on ethical sourcing, compliance and continuous improvement, our supply chain team plays a key role in managing relationships with more than 1162 suppliers and subcontractors. We are committed to promoting transparent, ethical and sustainable procurement practices, while continuing to support local industries wherever possible.

Our team, based across our 3 corporate offices, oversees the full procurement lifecycle, from supplier onboarding and strategic sourcing through to contract execution and ongoing risk management. Modern slavery risk considerations continue to be embedded into our procurement processes, with a focus on working collaboratively with suppliers who align with our values.

Our Sourcing Practices

Civeo Australia continues to prioritise sourcing products and services from Australian-based producers, including First Nations and local suppliers wherever possible. This approach supports local economic participation while also improving transparency and oversight across our supply chain. By working closely with local suppliers, we are better positioned to build strong partnerships, understand operating environments, assess modern slavery risks, and engage directly on our ethical sourcing expectations.

While we acknowledge that modern slavery risks may still exist within Australian supply chains, particularly in sectors such as agriculture, construction, laundries and seafood production, we consider that geographic proximity and consistent regulatory frameworks support our ability to identify and respond to these risks more effectively.

Civeo Australia continues to manage its supply chain through a category management structure. During the Reporting Period, category teams remained accountable for assessing and monitoring relevant suppliers, supporting the identification and management of modern slavery risks across their portfolios.

03

IDENTIFYING
MODERN SLAVERY RISKS

Key Risk Areas

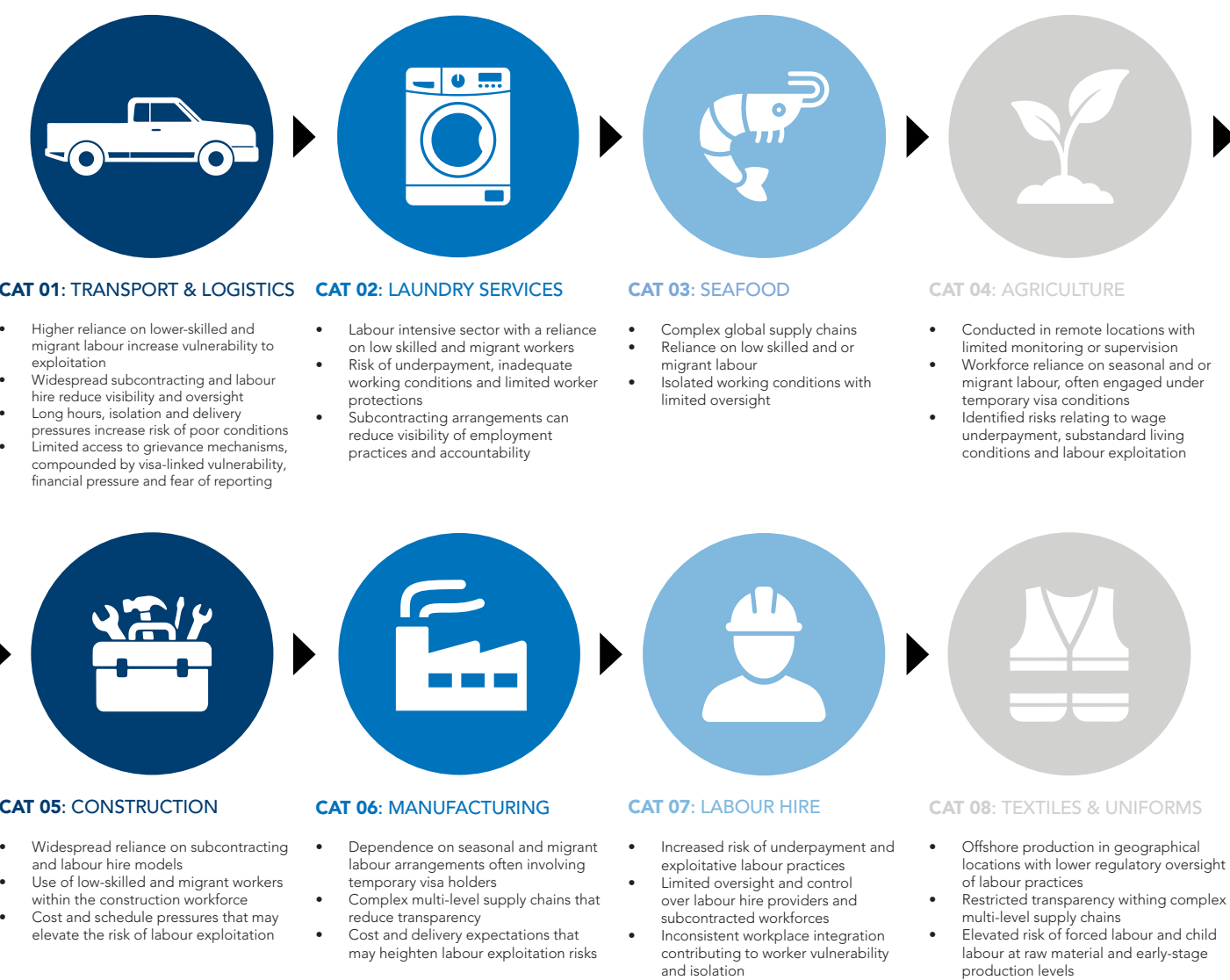
Civeo Australia adopts a structured and risk-based approach to identifying areas of heightened modern slavery risk across our operations and supply chain. This approach is supported by ongoing assessment and analysis based on the following key risk areas:

Key Risk	Assessment Approach
Geographical	We review the countries and regions where our suppliers manufacture and/or source goods, drawing on a range of reputable risk indicators and publicly available sources. These include responsible sourcing platforms (such as Sedex), procurement and market intelligence tools, and established industry research providers to inform our assessment of geographic and sector risks. We place particular focus on suppliers linked to locations with weak labour protections and documented risks of corruption or modern slavery.
Global Conflicts	We monitor the impact of global conflicts on supply continuity and production capacity, including impacts such as food insecurity, disruptions to raw material supply, the introduction of trade sanctions, and interruptions along key shipping and trade routes.
Extreme Weather Events	During extreme weather events, we identify alternative sourcing options and focus on maintaining adherence to ethical sourcing and modern slavery policies. These measures are in place to address the potential increased risk of modern slavery arising from labour and resources shortages during these events.
Industry Risks	We evaluate industries known to have elevated modern slavery risks including construction, agriculture, textiles, labour hire and laundry services. We pay particular attention to industries where subcontracting and low skilled, low paid labour is prevalent.
Labour Shortages	We identify and collaborate with reputable labour hire providers. We also employ specialist personnel to ensure monitoring of, and compliance with, recruitment policies, wages and conditions amidst ongoing labour shortages in the hospitality and facilities management sector.
Supply Chain Transparency	We analyse our supply chain beyond our direct suppliers and aim to work with those who can share more about their own sourcing and employment practices.
Purchasing Practices	We assess this risk through supplier due diligence processes including risk-based screening, supplier questionnaires, contract clauses and ongoing monitoring of high-risk categories and controls within our supply chain.

High-Risk Category Focus Areas

During the Reporting Period, Civeo Australia continued to monitor several supply chain categories previously identified as higher risk, based on our risk-based approach. This approach considers factors such as geographic location, industry sector and supplier risk profile, supported by external data sources (including Sedex) and internal due diligence processes.

No new material modern slavery risk areas were identified during the Reporting Period, however, ongoing monitoring, supplier engagement, and data insights have further informed and refined our understanding of existing high-risk categories. These categories align with the key risk areas outlined above and remain a focus of our ongoing oversight and risk management activities.



04

OUR ACTIONS TO ASSESS & ADDRESS RISKS



Overview of Our Key Actions

During the Reporting Period, Civeo Australia continued to strengthen its approach to identifying, assessing and addressing modern slavery risks within our supply chain. Efforts during the Reporting Period focused on further embedding internal governance frameworks, deepening supplier engagement and refining processes to ensure alignment with our ethical and operational standards.

The key focus areas during the Reporting Period were:

- Enhancing Governance
- Supplier Risk Assessments
- Supplier Due Diligence and Auditing
- Supplier Collaboration
- Employee support frameworks and training

Further information regarding our actions during the Reporting Period in each of these areas is set out below.

Enhancing Governance:

Supplier Audits: We commenced our physical supplier audit program and conducted six on-site audits of higher risk suppliers. These audits were undertaken using a structured checklist developed based on Sedex guidance and internal supply chain expertise. The audits assess compliance with applicable labour laws and ethical standards including the prohibition of child and forced labour, commitment to legal wages and benefits, safe working conditions and the availability of appropriate grievance mechanisms.

Sedex Audits: We encouraged our top 50 suppliers by spend to join Sedex and complete the Sedex Self-Assessment Questionnaire (SAQ). As a result of this request, 40 of our suppliers are now connected with Civeo Australia on the Sedex platform. Sedex supports ethical data sharing and audit frameworks aligned with International Labour Organisation indicators to identify forced-labour risks such as excessive overtime, document retention, debt bondage, restricted movement, abusive conditions and coercive recruitment. Use of Sedex strengthens supply-chain due diligence, transparency and modern slavery reporting.

Resourcing and Capability:

Civeo Australia enhanced its internal procurement governance support by establishing and recruiting a new Supply Chain Governance role. The role focuses on governance, regulatory compliance and policy adherence to support Civeo Australia's existing supply chain practices, including the management of modern slavery risks.

Working Groups: Civeo Australia established a cross functional working group across our procurement, legal, people and culture and operations departments to support consistent oversight and collaboration with respect to internal governance, and management of modern slavery risks.

Policies and Procedures:

Civeo Australia commenced a comprehensive review of relevant policies and procedures, with updates underway to ensure continued alignment with regulatory requirements, industry standards and best practice. This will continue into the next reporting period.

Supplier Category Risk Assessment:

Supplier Risk Assessments: We conducted Supplier Risk Assessments with key suppliers using a detailed questionnaire administered through an online survey platform. 90% of our top 50 suppliers participated and completed the survey, which was an improvement on participation from the previous reporting period. This provides insight into supplier practices including employment conditions, ethical policies and grievance mechanisms, and forms part of our 6 Pillar Framework set out below.

Onboarding: Civeo Australia maintained its supplier onboarding process with modern slavery risk screening for all new suppliers, enhancing it during the Reporting Period through the introduction of more detailed questions to strengthen risk identification. Suppliers are also integrated into our auditing program where appropriate to support ongoing monitoring.

Industry Monitoring: Civeo Australia used external platforms such as Sedex and Beroe to monitor industry specific modern slavery risks and emerging trends, supporting informed risk assessment, decision making and reporting.

Supplier Audits and Due Diligence:

Auditing: Civeo Australia implemented a new standardised audit checklist and an annual audit schedule, with physical audits focused on higher risk suppliers and key suppliers within our top 50 by spend, as part of enhancing our due diligence program.

Contracts: All new supplier contracts included key performance indicators relevant to modern slavery, which are communicated to suppliers to ensure responsibilities and expectations are understood.



Focus Area - Supplier Risk Assessments & 6 Pillar Framework

During the Reporting Period, Civeo Australia continued to use its supplier risk assessment model across its approved supplier base (“**Supplier Risk Assessment**”) as part of the 6 Pillar Framework.

The 6 Pillar Framework, including Supplier Risk Assessments, supports a consistent and scalable approach to management of modern slavery risks across the supply chain by enabling Civeo Australia to:

- Improve its understanding of how modern slavery risks may impact both Civeo Australia’s operations and those of its suppliers
- Assess the effectiveness of existing modern slavery risk management and ethical sourcing practices
- Strengthen transparency through improved data capture and information sharing with suppliers
- Incorporate emerging business requirements and risk considerations into supply chain governance

Employee Support Framework and Training:

Grievance Reporting: At an operational level, internal grievance policies and STOP to WORK posters were required to be prominently displayed in our villages. This supports:

- Clear and accessible pathway to raise concerns safely (including concerns relevant to modern slavery risk)
- Consistent application of grievances processes across villages
- A stronger safety culture and shared responsibility

Enhanced Employee Assistance Program (EAP): Civeo Australia continued to provide access to an EAP with the capability to service remote locations, ensuring employees at geographically isolated sites can access confidential wellbeing support. This supports employee welfare and reinforces a culture of care across operations.

Ethics Hotline and Confidential Reporting: Civeo Australia continued to provide access to an anonymous ethics hotline, enabling confidential reporting and supporting transparency and early identification of potential modern slavery risks.

Modern Slavery Training:

All procurement and contract management personnel completed a refresher of the following Australian Government Department e-learning modules relating to modern slavery risks in procurement.

Ethics and Compliance Training:

All procurement and contract management personnel completed a new third party ethics and compliance training module covering the importance of ethical conduct, key ethical principles, and the identification and management of risks associated with ethics and compliance within procurement and contract management activities.

Supplier Collaboration & Industry Engagement:

Client Audit Participation: We participated in a client-led modern slavery audit of our supply chain, providing evidence of controls and supporting ongoing continuous improvement and collaboration.

ESG and Modern Slavery Capability Building: Procurement personnel attended an ESG Procurement Conference, completing targeted learning sessions focused on modern slavery awareness, risk management and governance and practical application to support an integrated responsible procurement approach.

6 PILLAR FRAMEWORK



SUPPLIER DUE DILIGENCE

Evaluate suppliers’ external business processes to identify potential risks related to their goods and services.



REMEDIATION PROCESS

Evaluate suppliers’ remediation processes for addressing modern slavery in their supply chain
Identify suppliers’ involvement in anti-modern slaver initiatives



GRIEVANCE & REDRESS MECHANISMS

Evaluate company’s grievance reporting process and redress procedures for compliance and remediation



EMPLOYMENT CONDITIONS

Evaluate employee origins to determine if workers are from high-risk countries
Identify suppliers’ legal obligations in Australia regarding employees and the modern slavery act



ETHICAL COMMITMENTS & POLICIES

Evaluate suppliers’ compliance and due diligence with the Modern Slavery Act
Identify suppliers’ responsibilities and policies related to modern slavery



SUPPLY CHAIN AUDITS & PROCESS

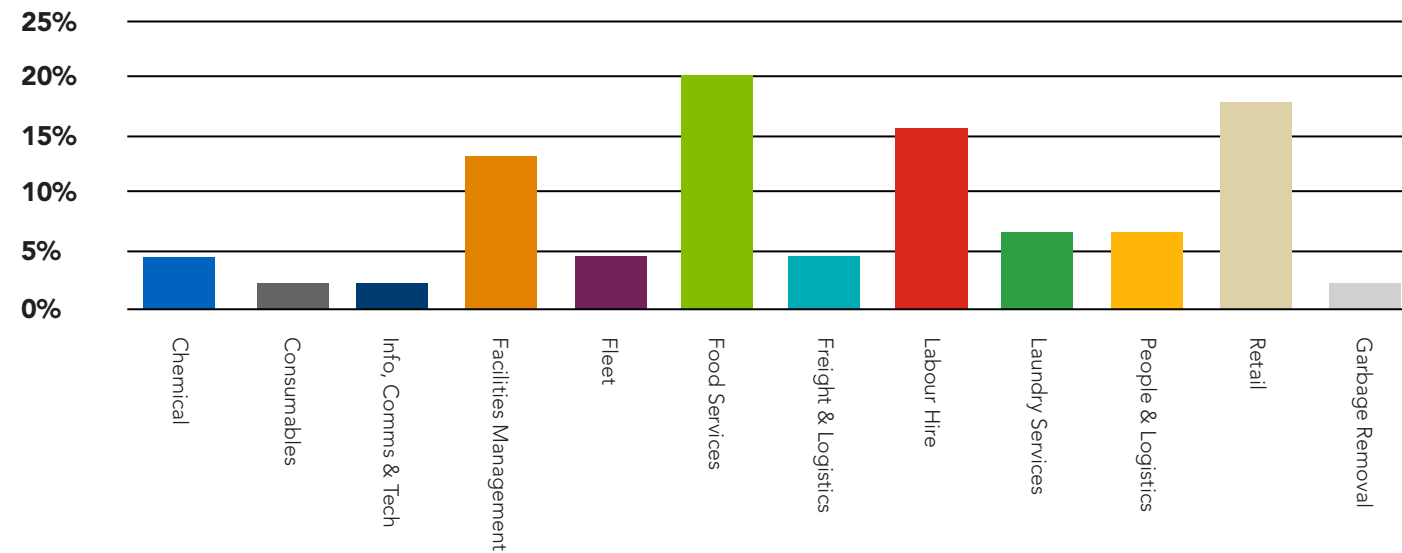
Evaluate suppliers’ supply chain knowledge & audit systems for modern slavery impacts
Identify product sourcing locations

Supplier Risk Assessments - Scope

During the Reporting Period, Civeo Australia conducted Supplier Risk Assessments with its top 50 suppliers across a range of industries. These top 50 suppliers represented over 70% of total procurement spend in the Reporting Period. Suppliers were required to complete Civeo Australia’s 2025 modern slavery questionnaire or submit their formal modern slavery statements and supporting documentation.

The Supplier Risk Assessment involves the use of a detailed, structured modern slavery questionnaire informed by Sedex guidance, requiring suppliers to provide information and supporting evidence on their labour practices, policies and controls, including how they meet the requirements of the Modern Slavery Act.

Modern Slavery Questionnaire Respondent Industries



Supplier Risk Assessment Key Findings

The results of our Supplier Risk Assessments in the Reporting Period indicate a generally strong level of awareness and governance in relation to modern slavery risks across our supplier operations.

The majority of the suppliers who participated in the Supplier Risk Assessment ("respondents") reported having formal modern slavery policies and procedures in place, supported by senior management oversight and designated personnel responsible for managing modern slavery risks. Importantly, the Supplier Risk Assessments highlighted the following:

Local suppliers: 93% of respondents primarily operate within Australia, limiting exposure to offshore modern slavery risks and enabling a stronger focus on local supply chains

Management accountability: accountability for modern slavery standards generally sits with senior and executive leadership, demonstrating a clear understanding of expectations at a management level

Organisational accountability: 70% of respondents have established a dedicated person or team responsible for overseeing and managing modern slavery risks associated with the goods and services they deliver

Grievance mechanisms: many respondents' workers have access to grievance mechanisms, including anonymous reporting channels, and that periodic checks are undertaken to mitigate the risk of child labour

Sedex participation: 90% of our top 50 suppliers by expenditure are now active members of the Sedex platform, and 9% are either in the process of registering for Sedex membership or are members of other ethical data exchange platforms

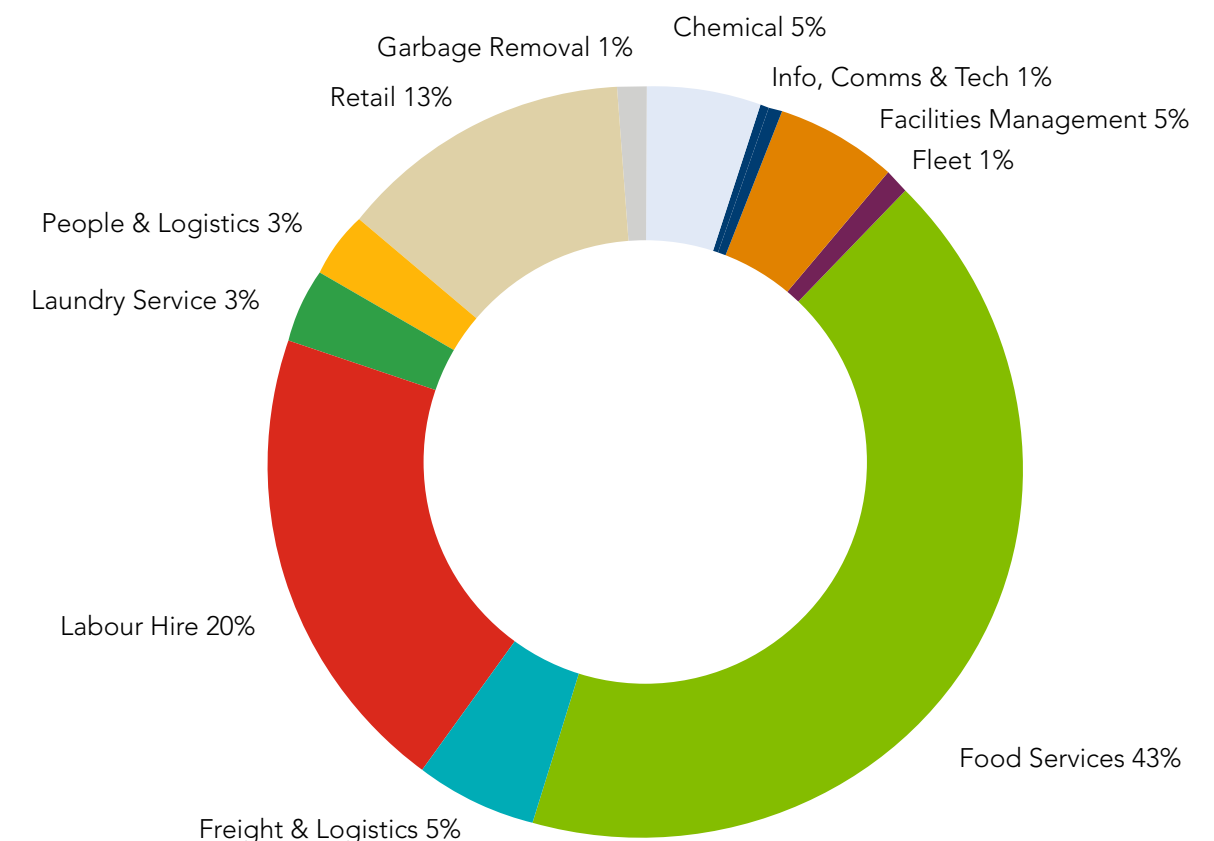
However, the Supplier Risk Assessments also highlighted variability in the maturity and consistency of supplier due diligence practices, including the following:

- **Audit approach:** while some respondents reported conducting audits, site inspections, and screening of prospective downstream suppliers, these practices are not yet uniformly present across all respondents' operations
- **Need for alignment:** a small proportion of our top 50 by expenditure suppliers (around 1%) are not yet fully aligned with modern slavery expectations. Strengthening engagement with this cohort will be a key focus area to support risk mitigation and uplift standards across our supply chain.

In summary, our key finding from the Supplier Risk Assessments was that while foundational governance frameworks are largely in place across our supplier base, further work is required to strengthen the consistency, depth, and transparency of modern slavery risk management practices, particularly in relation to indirect suppliers and high-risk geographies.



To 50% Suppliers % of Spend Reporting Period



There were no material changes in spend categories during the Reporting Period, other than a 6% increase in Retail. While the overall profile remains stable, this increase highlights the importance of continued due diligence across grocery and beverage suppliers, given their potential exposure to higher-risk supply chains, to ensure modern slavery risks are appropriately identified and mitigated.

ASSESSING OUR EFFECTIVENESS 05



During the Reporting Period, Civeo Australia used a range of methods to assess the effectiveness of our actions in identifying and mitigating the risk of modern slavery within our operations and supply chains. These included:

Monitoring Supplier & Governance Controls (including KPIs)

Civeo Australia improved its governance controls with the introduction of a newly created Supply Chain Governance role, accountable for all activities relating to modern slavery compliance. This strengthens our ability to monitor the implementation of key controls, including completion of supplier risk screening (onboarding), supplier audits against ethical labour standards, compliance with contractual modern slavery clauses and associated KPIs, and the escalation of any concerns through established grievance mechanisms.

Supplier Risk Assessments

We assessed supplier engagement and modern slavery frameworks through our Supplier Risk Assessments. Repeating this annually allows us to better track trends within our supplier base and identify areas for potential collaboration and improvement.

Reviews of Suppliers (Risk-Based)

We conducted physical audits of key suppliers and applied a standardised audit checklist and annual audit schedule, with higher-risk suppliers subject to enhanced due diligence and targeted audits. Physical audits enable us to assess compliance within our supply chain, better identify gaps and address any non-conformances.

External Assurance & Benchmarking Tools

We used external platforms such as Sedex and Beroe to monitor industry-specific modern slavery risks and emerging trends. We also encouraged key suppliers to complete Sedex SAQs to support ethical data sharing and audit frameworks aligned to International Labour Organisation indicators. Use of these frameworks in collaboration with suppliers improves alignment and ensures we are across new risks.

Workforce & Site-Level Controls

We reviewed the operation of site-level grievance mechanisms (including the visibility of 'STOP to WORK' reporting pathways) and our EAP to ensure these were consistently used. Grievance mechanisms support safe reporting and employee wellbeing in geographically isolated locations. We monitor reporting of grievances to identify any areas of concern.

Training & Capability Building

We assessed participation and completion of modern slavery training and ethics and compliance training by procurement and contract management personnel, and we strengthened capability through targeted learning at an ESG Procurement Conference.

Client & Stakeholder Engagement

We participated in a client-led modern slavery audit and gathered input across procurement, legal, people and culture and operations teams through our cross-functional working group to identify gaps, refine processes and support continuous improvement.

06

FUTURE VISION
& CLOSING STATEMENT

Looking ahead, Civeo Australia will continue to focus on how we identify, assess and address modern slavery risks across our operations and supply chains. We recognise that responding to modern slavery risk is an ongoing journey that requires vigilance, transparency, collaboration and continuous improvement.

Building on the work carried out during the Reporting Period, we will continue embedding modern slavery considerations into procurement and contract management practices, operational controls, and our policy and procedure framework.

Civeo Australia's key focus areas for the next reporting period are:

1. Expand scheduled, risk based supplier audits:

Continue to implement our annual audit schedule and standardised audit checklist, with physical audits targeted at high risk suppliers and key suppliers within our top 50 by spend. The audit program will be guided by defined targets, prioritising higher risk suppliers and aiming to engage at least 70% of our top 50 suppliers by spend. This approach will support a focused and proportionate review of suppliers with the greatest potential exposure to modern slavery risks.

2. Strengthen supplier transparency and data quality:

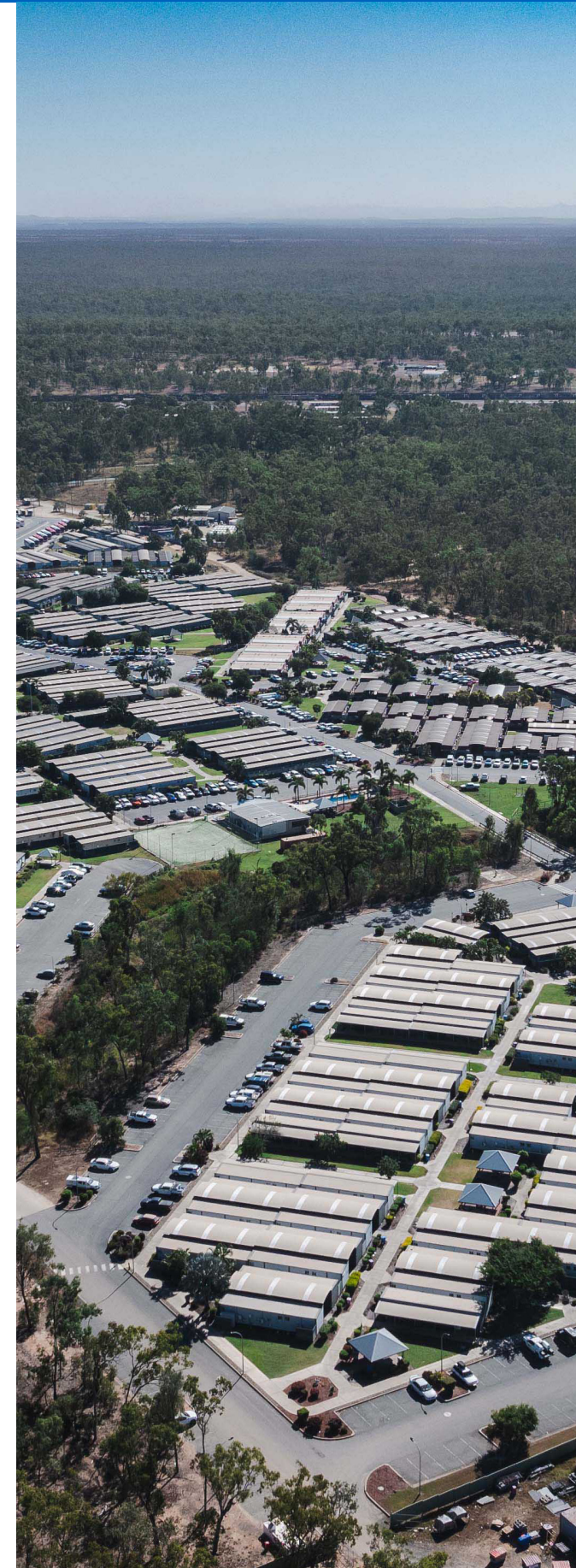
Build on the momentum of our Supplier Risk Assessments by improving the consistency of supplier due diligence practices (including subcontractor oversight beyond tier one suppliers where relevant) and encouraging broader uptake of external assurance frameworks such as Sedex SAQs. The use of Sedex SAQs supports more consistent, reliable and comparable assessment of modern slavery risks across both direct and indirect supply chains.

3. Enhance internal capability and awareness:

Continue targeted training for procurement and contract management personnel (including use of established e learning modules) and strengthen practical capability through ongoing learning and engagement. This will be further supported by the introduction of certified training for advanced ethical practices, including participation in recognised programs such as the CIPS Ethical Procurement and Supply eLearning Test.

4. Maintain strong governance and continuous improvement:

Progress the review and update of relevant policies and procedures, sustain cross functional oversight through our working group and governance resourcing, and continue industry and client engagement to strengthen shared supply chain transparency.



Civeo Australia's stated long-term goal is to be recognised as responsible business leaders who uphold human rights and ethical standards in our operations and supply chain. This statement outlines the steps we have taken during the Reporting Period and the proposed future actions we will take as we work towards this goal.

Civeo Australia's aim is to continue to review and where possible strengthen our approach to mitigating modern slavery risks on an annual basis. This requires us to be responsive to changes in risk levels (including as a result of global events), supplier practices and industry standards, and to ensure that accountability and transparency remain central to how we manage modern slavery risk.

In preparing this statement, we recognise the value of open and practical discussion on modern slavery risks within our business and with relevant external stakeholders. During the Reporting Period that this statement covered, we engaged with each of the reporting entities covered by this statement. This included conducting a cross-functional consultation process across internal departments including procurement, legal, people and culture and operations. These departments support both Civeo Pty Ltd and Action Industrial Catering Pty Ltd. Our Australian leadership team was also consulted as part of the process of developing this statement.

This joint statement has been approved by the board of directors of each of Civeo Pty Ltd and Action Industrial Catering Pty Ltd on the 29 June, 2026. This statement was signed by Peter McCann, Managing Director and Senior Vice President, Civeo Australia, in his role as a director and responsible member of the boards of Civeo Pty Ltd and Action Industrial Catering Pty Ltd.

Peter McCann

*Managing Director & Senior Vice President, Civeo Australia
Director of Civeo Pty Ltd*

Director of Action Industrial Catering Pty Ltd

29 June 2026

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