

Modern Slavery Statement 2020

This statement covers the activities of Contract Group Pty Ltd (**Contract Resources**) and its controlled entities, to identify and implement actions designed to minimise the risk of modern slavery in our operations.

Contract Group Pty Ltd is a private Australian company that, through its operating entities, has operations in Australia, New Zealand and the Middle East.

Our business

Contract Resources is an advanced provider of critical path, technical industrial services to large oil and gas and petrochemical assets in Australia, New Zealand and the Middle East.

Headquartered: Sydney, Australia

Core service offerings: Core services offered by Contract Resources include:

- Catalyst handling;
- Specialised mechanical and industrial services (including vessel repairs and internal modifications, specialised repairs and plasma cutting, along with site maintenance, site safety and rescue services);
- tank cleaning (including tank entry and repairs, sludge removal and treatment and mercury handling, surface preparation and protective coatings along with plant demolition and emergency response);
- industrial cleaning (including chemical treatment of vessels and tanks, cleaning of storage tanks, columns, coolers and condensers, along with high pressure cleaning of equipment (e.g. heat exchangers) and cold cutting of steel, concrete etc; and
- Waste Treatment Plant (a bespoke plant capable of treating mercury contaminated catalyst and sludge created by Australia's LNG, petrochemical and refinery industries).

Key markets: Key market that Contract Resources operates in include:

- Liquefied Natural Gas (LNG);
- Refining / Petrochemical; and
- Upstream Oil and Gas.





Controlled Entities: The Contract Resources group consists of the following entities:



- Contract Group (2) Pty Ltd (Australian Company) – holding company
- Contract Resources Group Holdings Pty Ltd (Australian Company) – holding company
- Contract Resources Group Sub-Holdings Ltd (Australian Company) – holding company
- Contract Resources Holdings Pty Limited (Australian Company) – holding company
- CR (Karratha) Pty Limited (Australian Company) – **operating entity**
- Contract Resources Pty Ltd (Australian Company) – **operating entity**
- Contract Resources Group Ltd (New Zealand Company) – holding company
- Contract Resources Investments Limited (New Zealand Company) – holding company
- Contract Resources (New Zealand) Limited (New Zealand Company) – **operating entity**
- Contract Resources Oilfield Services WLL (Qatar Company) – **operating entity**
- Contract Resources Oilfield Services LLC (Abu Dhabi, UAE, Company) – **operating entity**
- Contract Resources Technical and Industrial Services LLC (Oman Company) – **operating entity**

- Contract Resources Investments Limited Kuwait for Operations and Services for Oil and Gas Wells and the Related Facilities SPC (Kuwait Company) – **operating entity**
- JACR LLC (49% joint venture of Kingdom of Saudi Arabia Company) – **operating entity**.

Our Operations and Supply Chain

Key operating entities, operations and associated supply chains are as listed below:

	Operations	Supply Chain
Corporate Functions	<ul style="list-style-type: none"> ▪ Corporate Governance ▪ Property, Finance, Procurement ▪ IT ▪ Safety Health and Environment 	<ul style="list-style-type: none"> ▪ Office consumables; ▪ IT include hardware, software and cloud technology; ▪ Promotional consumables; ▪ Professional services consultants
Operating Entities – operating under CR brand    	<ul style="list-style-type: none"> ▪ Responsible for delivery Contract Resources core industrial maintenance services to clients including: <ul style="list-style-type: none"> ▪ Catalyst handling; ▪ Specialised mechanical and industrial services; ▪ tank cleaning; and ▪ industrial cleaning. 	<ul style="list-style-type: none"> ▪ Employment of workers and contractors (that may be sourced from overseas including India and the Philippines); ▪ Flights and accommodation for FIFO workforce. ▪ PPE consumables (eg steel cap boots, coveralls, hard hats etc). ▪ Contractors and subcontractor who may deliver services to our clients via Contract Resources; ▪ Supply of parts and equipment to clients as part of our ongoing maintenance services; ▪ Parts for maintenance of our own equipment (eg lances, High Pressure Hoses, tyres for trucks etc) ▪ Freight transportation for the movement of plant and equipment to and from client sites.

<p>Waste Treatment Plant – operating under CR brand</p>  	<ul style="list-style-type: none"> ▪ Responsible for the management and operation of the bespoke plant capable of treating mercury contaminated catalyst and sludge waste. 	<ul style="list-style-type: none"> ▪ Good and services required (eg caustic soda, LPG) ▪ as part of the treatment process of the plant Contractors for regulatory compliance (Flu Stack testing); ▪ Freight transportation for the movement of parts and goods used as part of the treatment process of the plant.
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Risks

With operations and employees working in approximately 10 countries key risks identified in both operations and supply chain include:

- Safety practices;
- forced or compulsory labour;
- wages and benefits;
- work hours;
- bribery and corruption.

As our supply chain is the area of greatest potential human rights risk, over the past 12 months we have focussed on introducing enhanced supplier onboarding procedures in key jurisdictions.

We have also undertaken a review of our employment engagement practices with view to improving employment terms in key jurisdictions.

Actions and Controls

At Contract Resources we have **Values** that we expect our employees, clients, partners and suppliers respect. Our values are:

- **Zero Harm** – Care for health, safety, community and environment;
- **People** – Our most valuable asset;
- **Customers** – Working together for continuous improvement
- **Innovation** – Leading in innovative technology and performance
- **Quality** – 100% right first time
- **Teamwork** – Performance through teamwork
- **Delivery** – Changing the critical path by exceeding expectations
- **Presentation** – Prod to stand out
- **Sustainability** – Commercially successful

We have put in place policies that promote our values and which are aimed at support an ethical and a legally compliant business. Policies include our Code of Business Conduct and our Whistleblower Policy. We also have available for all workers and contractors and anonymous Speak Up hotline.

We have implemented a number of risk mitigation processes in the procurement of goods and services including our contracting golden rules, supplier on-boarding practices and our Supplier Code of Conduct.

All policies and practices contribute to our commitment to prevent modern slavery.

Assessment

Methods which we have adopted to assess our practices include:

- Regular and systematic reviews of all policies and procedures;
- Promotion of external anonymous Speak Up line;
- Internal audits of compliance to policies and procedures.

Future Actions

Key focus areas going forward will include:

- Reviewing and updating risk-related governance control measures including review of the introduction of supplier assessment program; and
- Begin engagement on modern slavery within the group, including awareness training on modern slavery principles to relevant employees.



Adam Machon
CEO and Director
August 2020