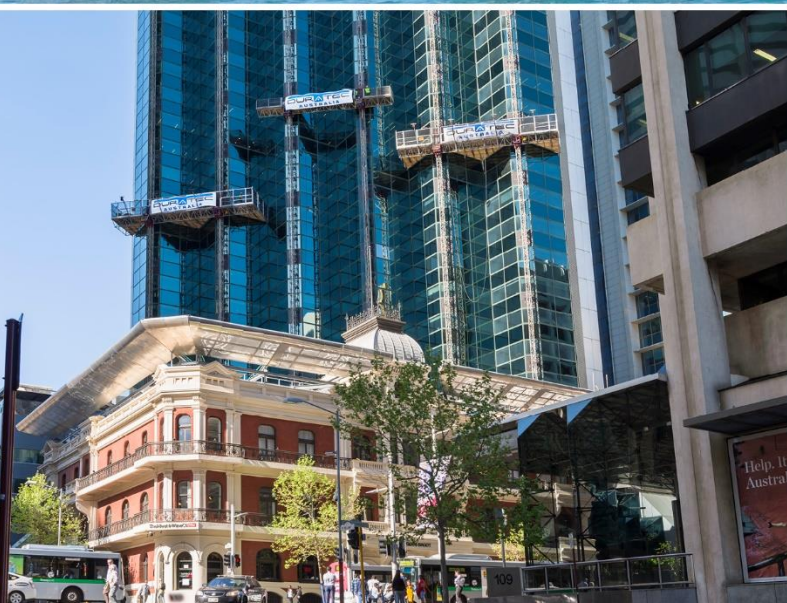


DURATEC



Modern Slavery Statement

FY2020

This publication is the Modern Slavery Statement ('Statement') of Duratec Limited ('Duratec') and its subsidiaries for the financial year ended 30 June 2020. This Statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) ('Act') and has been approved by the Duratec Board of Directors (its Principal Governing body).



ABOUT DURATEC LIMITED

1.1 REPORTING ENTITY AND STRUCTURE

Duratec (ABN 94 141 614 075) is the ‘reporting entity’ (as defined in the Act) covered by this Statement and the terms the ‘**Group**’, ‘**we**’, ‘**us**’ and ‘**our**’ refer to the entire Group (as defined below), except where the context otherwise requires.

The Duratec ‘**Group**’ consists of Duratec and the following two Australian subsidiaries in which Duratec held more than a fifty percent (50%) ownership interest during the reporting year:

- Duratec Australia (ES) Pty Ltd (ABN: 99 169 515 897)
- MEnD Consulting Pty Ltd (ABN: 36 600 759 555)

Duratec is publicly listed, trades on the Australian Stock Exchange (ASX: DUR) and has the following current Board of Directors structure with extensive experience across the construction, resource, and remediation industries. Our Board is dedicated to continuous improvement, responsible fiscal management and fostering a safe work culture.



Phil Harcourt
Executive Director, Managing Director



Chris Oates
Executive Director, General Manager



Gavin Miller
Non-Executive Director



Martin Brydon
Non-Executive Chairman



Dennis Wilkins
Company Secretary

1.2 OPERATIONS (NATIONAL FOOTPRINT)

Initially servicing the Western Australian market with branches in Perth, Kalgoorlie and Karratha, we have now grown to include 15 offices in Port Hedland, Darwin, Melbourne, Sydney, Brisbane, Townsville, Adelaide and Tasmania.



Perth	Melbourne	Brisbane	Adelaide	Tasmania	Sydney
Darwin	Nowra	Townsville	Kalgoorlie	Port Hedland	Karratha
Albany	Canberra	Newcastle			

1.3 OPERATIONS (SERVICES)

Since Duratec’s inception in 2010, the Group has grown to become a well-respected market leader in physical asset remediation and protection for clients in the Defence, Mining, Industrial, Oil and Gas and Marine sectors, as well as Government Assets and Commercial Infrastructure.

Asset Protection

The protection of assets from corrosion is a key commercial, safety and environmental issue. Our expertise in the selection and application of high protective coating systems will significantly enhance your asset’s operational performance and working lifespan.

SERVICE OFFERING	
Abrasive blasting & painting	Cathodic protection
Concrete repair	High performance coatings
Joint remediation	Waterproofing
Acid protection	Flooring systems

Building Refurbishment

We understand that building refurbishments need to be executed with critical attention to public safety, minimal disruption to tenants and visitors, and detailed planning and communication with all stakeholders.

SERVICE OFFERING	
Facade refurbishments	Wet and dry fire systems
Asbestos & lead paint removal	Cladding replacement
Building fit out	Glazing replacement & repair
Electrical upgrades	Painting

Infrastructure Upgrades

Our expertise in maintaining and upgrading existing infrastructure that has reached or is nearing the end of its design life provides significant cost and time savings in comparison to new-build replacements.

SERVICE OFFERING	
Structural strengthening	Fuel infrastructure upgrades
Pile cleaning & protection	Abrasive blasting and painting
Fender repairs and upgrades	Concrete repair
Electrical upgrades	Precision grouting

Durability Engineering

We rapidly uncover the root causes of deterioration so that issues can be addressed in a timely and cost-effective manner. Once an assessment is complete, all findings are presented in a report including remedial options and realistic budget estimates.

SERVICE OFFERING	
Condition assessment	Non-destructive testing
Remedial engineering	Coating inspections
ROV, UAV & robotic inspection	Heritage Preservation
Acid protection	Durability planning & materials

Specialist Access Systems

Our in-house engineering capability enables the rapid design and installation of bespoke access systems for the delivery of inspection, maintenance and upgrade services across Australia.

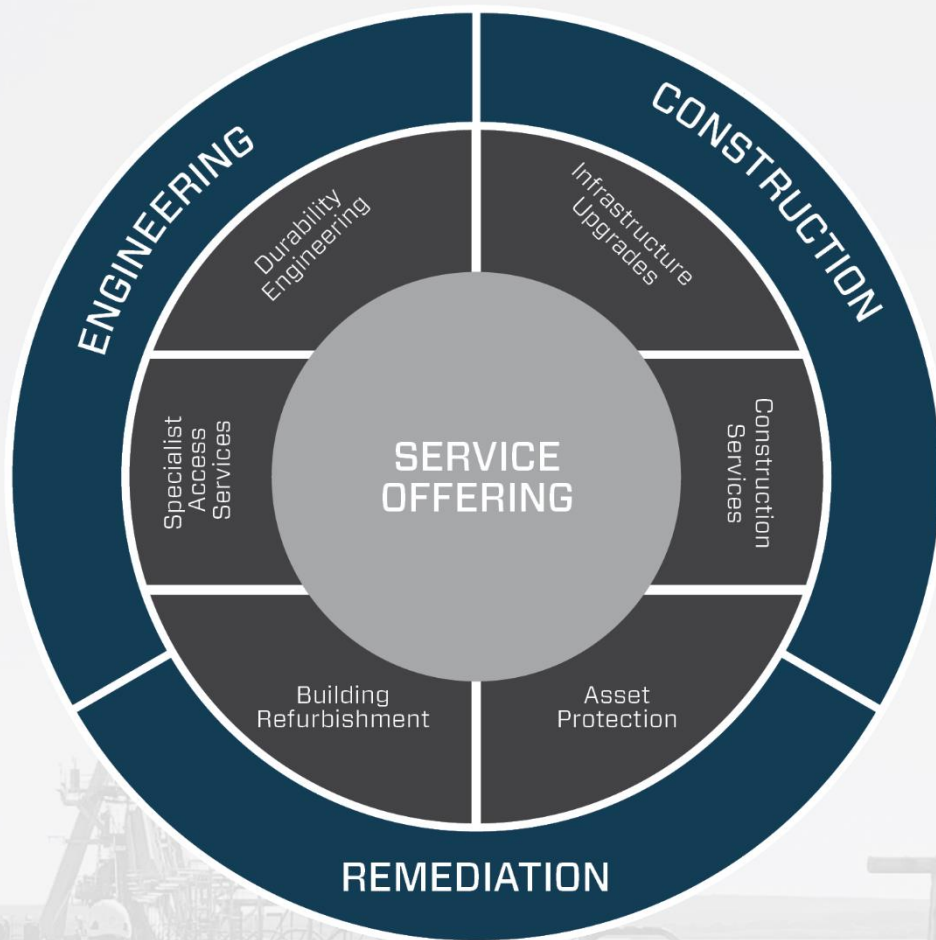
SERVICE OFFERING	
Rope access	Scaffolding
Drone	Technical rigging
Elevated work platform	Fall arrest
Mastclimber	Work platforms

Construction Services

Our foundation was built on construction services and we are a licensed builder in all states of Australia. We deliver a range of multi-disciplined new and renovation construction projects for clients across a wide range of industry sectors.

SERVICE OFFERING	
Commercial buildings	Bridges
Utilities infrastructure	Oil and gas infrastructure
Wharves	Healthcare facilities
Electrical infrastructure	Defence infrastructure

Whole-of-Life Services for Your Assets



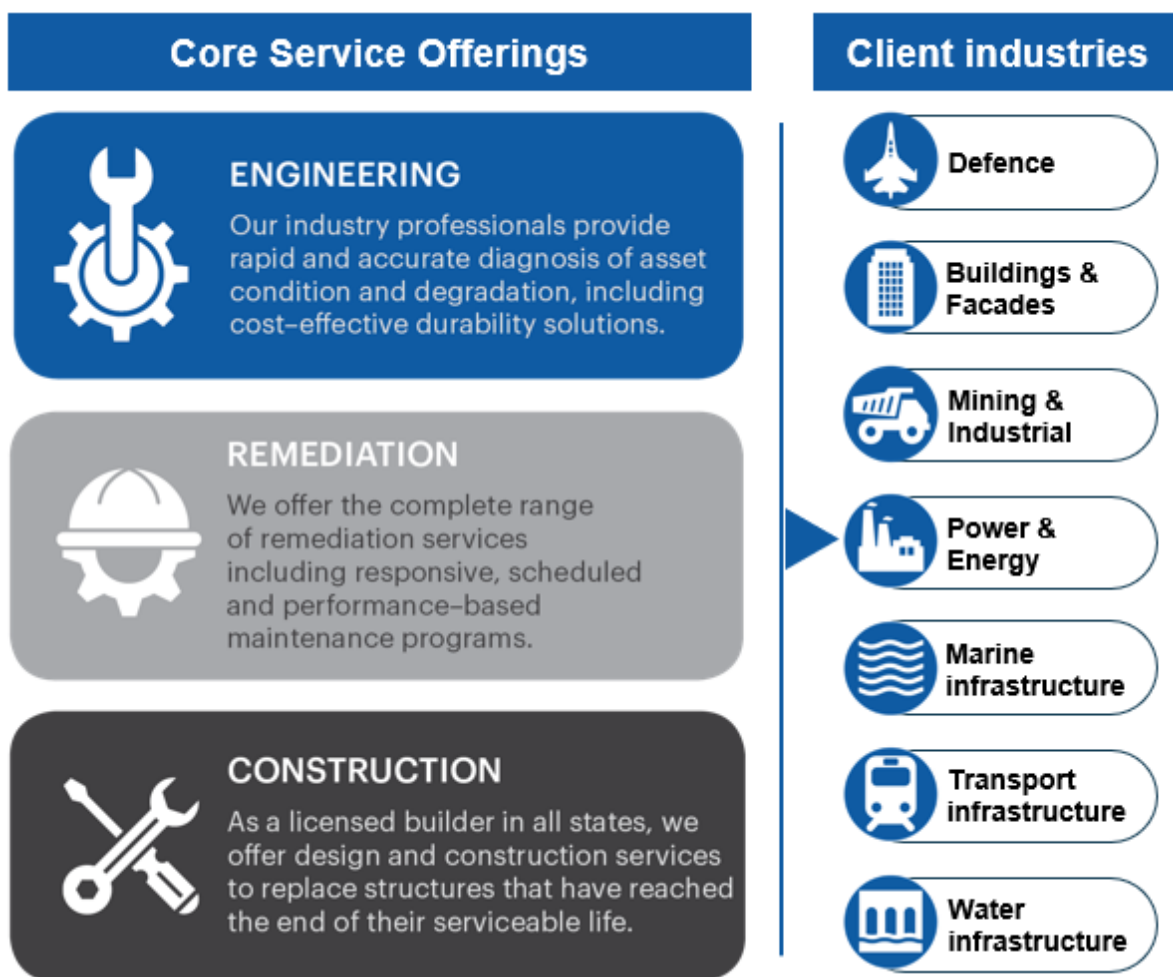
"Our teams of specialist engineers are committed to providing you with best practice diagnostic tools, methodologies and material selection."

1.4 SUPPLY CHAIN

Our supply chain includes providers of remediation products and other project focused materials purchased and distributed through Duratec warehouses or delivered directly to project sites through third parties. Products are purchased domestically and imported through third party logistics providers. Our suppliers are located in Australia and at least twelve foreign countries.

Our supply chain also includes the suppliers of products and services that would typically be required by offices and small warehouse locations.

Due to the various sectors Duratec engages in, the supply chain providers are varied and based heavily on the sector industry of work.



RISKS OF MODERN SLAVERY PRACTICES IN DURATEC'S OPERATIONS AND SUPPLY CHAINS

2.1 REVIEW OF SUPPLY CHAIN

Our initial broad view suggests that our supply chain holds greater risk and uncertainty than our own operations as our operations are mainly offices and small warehouses based in Australia where we have better information and management control. While our assessment actions are focused on the supply chain, we continue to use Duratec internal policy and communication to identify potential risk within our operations.

We have taken the following substantive actions in the reporting period or prior to the date of this Statement:

1. We have reviewed and updated our Group Whistle-blower Policy. This policy strongly encourages employees to report all violations of Group policies and ensures there will be no negative repercussions for doing so.
2. We have contracted with an external consulting services provider, to provide us assistance with Modern Slavery risk assessment during the next reporting period, which support will include:
 - a. Supply chain mapping and preliminary Modern Slavery risk assessment.
 - b. A "due diligence" exercise targeted at those suppliers in our supply chain preliminarily identified as being at the highest risk for potential Modern Slavery incidents pursuant to a. above.
 - c. Evaluation of the "due diligence" results noted in the prior paragraph and assessment of next steps and actions warranted, if any.
 - d. Creation of a Supplier Code of Conduct and of specialised and more robust Modern Slavery contract warranties and covenants.
 - e. Creation of a Human Rights Policy which clearly addresses Modern Slavery.

2.2 MODERN SLAVERY RISKS IDENTIFIED

No Modern Slavery risks were identified during the reporting period. None of the risk assessment activities noted above were completed during the reporting period.

PATH FORWARD

3.1 ACTIONS TAKEN OR TO BE TAKEN TO ADDRESS RISKS

An action plan will be created in the next reporting period to address any risks identified from the risk assessment actions noted above completed in such period.

3.2 ASSESSMENT OF THE EFFECTIVENESS OF ACTIONS TAKEN OR TO BE TAKEN

Consistent with the foregoing, this assessment is pending completion of the planned actions noted above. However, we intend to establish a process to review the completion and outcomes of assigned actions throughout the year and to review the overall effectiveness each year ahead of the annual Modern Slavery Statement filing deadline.

3.3 GROUP CONSULTATION PROCESS

All members of the Group will participate in providing information relevant to their respective sites, operations and supply chains as required for the risk assessment actions planned or underway as noted above in this Statement.

3.4 OTHER RELEVANT INFORMATION

Duratec is committed to a high standard of corporate governance and we recognise that the way we conduct our business is key in achieving sustainable growth and creating stakeholder and shareholder value. We have a robust corporate governance framework that sets out the standards which guide and inform our best practice management systems. We are committed to fostering a culture that embraces accountability, transparency, integrity, respect, and ethical behaviour. Our culture is underpinned by our commitment to meeting our clients' needs without compromising human or natural resources. We are committed to providing and maintaining a safe work site for employees, subcontractors and others affected by our work.

The Group strongly supports fundamental human rights so the prevention of Modern Slavery and human trafficking and compliance with the spirit and intent – as well as the letter – of the Modern Slavery Act fully aligns with Duratec's standards and values as noted above.

3.5 NEXT STEPS

As outlined above, the process of fully incorporating the spirit and intent of the Act into our corporate governance systems and standards is now in process. We fully realize that these will only be the first steps in a much larger journey towards ensuring there is no Modern Slavery in our operations and our supply chain.

APPROVAL OF STATEMENT

The Board of Directors of Duratec has unanimously approved this Statement and authorised Robert Philip Harcourt as the responsible executive of Duratec to sign this Statement in accordance with the Act. Duratec is committed to the spirit and intent of the Modern Slavery Act.



Robert Philip Harcourt

Managing Director

- ENDS -

About Duratec Limited

Duratec Limited (ASX: DUR) is a leading Australian contractor providing assessment, protection, remediation, and refurbishment services to a broad range of assets and infrastructure. The Company's multi-disciplined capabilities combine engineering experience with project delivery expertise and use a range of in-house assessment technologies, including 3D capture and modelling technology with predictive analysis tools. Headquartered in Wangara, Western Australia, Duratec has fifteen branches around the country in capital cities and regional centres, delivering services across multiple sectors including Defence, Commercial Buildings & Facades, Infrastructure (Water, Transport & Marine), Mining & Industrial, Power and Energy.

Please visit www.duratec.com.au for further information.