

FINANCIAL YEAR

2025

DURACK

MODERN SLAVERY STATEMENT



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durackcivil.com.au

1. INTRODUCTION

Durack Civil Pty Ltd recognises the importance of safeguarding human rights and ensuring ethical conduct in every aspect of our business. We are committed to identifying, preventing, and addressing modern slavery risks in our operations and supply chain. This Modern Slavery Statement details the steps we have taken during the financial year ending 30 June 2025 in accordance with the Modern Slavery Act 2018.

This statement applies to Durack Civil Pty Ltd ABN: 35 633 665 380, a privately owned Australian civil construction company with operations in Queensland and a regional office in the Northern Territory. This document has been developed in consultation with our management team and key operational stakeholders and has been approved by the Director of Durack Civil.

2. COMPANY STRUCTURE AND OPERATIONS

Durack Civil is a privately-owned company specialising in the delivery of infrastructure and civil construction services. With a primary office in Queensland and an operational presence in the Northern Territory, we deliver projects across urban, rural, and remote locations.

We employ approximately 80 staff members, supported by a trusted network of subcontractors and labour hire providers. Our services include:

- Road and transport infrastructure
- Urban development and subdivision works
- Stormwater drainage and utilities infrastructure
- Remote civil works and mine-related infrastructure

Our operations are split into:

- **Direct Workforce:** Full-time, part-time, and casual staff working on site and in project management.
- **Indirect Workforce:** Labour hire contractors, subcontractors, and plant operators engaged on a project basis.

Durack Civil maintains control over all direct workforce employment conditions and undertakes regular internal reviews to ensure ethical labour practices are upheld.

3. OUR SUPPLY CHAIN

Our business relies on an extensive and varied supply chain, which includes:

- Raw and manufactured construction materials (e.g., steel, concrete, aggregates)
- Fuel, lubricants, personal protective equipment (PPE)
- Machinery, plant and vehicle hire
- Labour hire and recruitment services
- Professional services (engineering, legal, finance)

While most of our suppliers are Australian based, some of the goods we procure originate from countries with higher risks of modern slavery. The layered nature of modern supply chains means that risk is not always visible at the first tier.

To mitigate risk, our procurement practices include:

- Preference for local and regional suppliers where feasible
- Supplier pre-qualification and due diligence
- Review of publicly available Modern Slavery Statements and compliance declarations

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4. IDENTIFYING MODERN SLAVERY RISKS

We acknowledge that construction is a high-risk industry for modern slavery, especially within:

- **Imported construction materials:** Steel and PPE sourced from overseas markets may be produced under exploitative conditions.
- **Labour hire:** Migrant workers and casual labour arrangements can be vulnerable to underpayment or coercion.
- **Subcontracting:** Complex subcontracting arrangements reduce visibility and control over employment conditions.

The geographical dispersion of suppliers and varying legal frameworks between jurisdictions increase the complexity of risk management.

To better understand our exposure, we assess risk across three dimensions:

1. **Country of origin** of materials or services
2. **Industry sector** and known vulnerabilities
3. **Supplier practices** and transparency

5. ACTIONS TAKEN IN FY2025

In the 2024–2025 reporting period, Durack Civil has undertaken the following actions:

- Reviewed supplier agreements to include clauses relating to compliance with modern slavery legislation.
- Distributed awareness material to key subcontractors and suppliers outlining expectations.
- Introduced a supplier self-declaration form addressing workplace rights and ethical sourcing.
- Provided training to internal teams on modern slavery risks and reporting mechanisms.

6. RISK MITIGATION AND DUE DILIGENCE

We have strengthened our risk mitigation strategy with the following measures:

- **Pre-engagement reviews:** All contractors and suppliers undergo screening that includes questions on employment conditions and sourcing origins.
- **Contractual requirements:** All agreements include obligations to comply with the Modern Slavery Act and provide supporting documentation upon request.
- **Auditing and Spot Checks:** Periodic internal audits review contractor payments, employment terms, and site records.
- **Ongoing education:** Toolbox talks and internal bulletins highlight ethical sourcing issues and employee rights.

We are exploring risk assessment tools that will allow us to benchmark suppliers and introduce scoring mechanisms to guide procurement decisions.

7. MONITORING EFFECTIVENESS

We assess the effectiveness of our efforts through the following indicators:

- Supplier engagement and completion of ethical sourcing declarations
- Internal training completion rates
- Incidents reported through grievance channels (to date, no breaches have been reported)
- Management reviews of high-risk procurement categories

To date, no incidents or breaches related to modern slavery have been reported across our operations or supply chain.

As our modern slavery response matures, we aim to implement key performance indicators (KPIs) that measure year-on-year improvement.

8. FUTURE COMMITMENTS

Looking forward, Durack Civil is committed to:

- **Enhancing supplier follow-up processes:** We will follow up with suppliers identified as medium or high risk through our existing questionnaire tool to support improvements in their practices.
- **Refining our risk score methodology:** Regularly review and refine our scoring mechanism to align with emerging risk areas and international best practice.
- **Developing additional training modules:** For internal teams and suppliers to better understand obligations under modern slavery legislation.
- **Engaging Indigenous and local suppliers:** Continue expanding our work with Northern Territory-based and Indigenous-owned businesses to support ethical and inclusive economic participation.

We will continue to build our understanding of modern slavery and apply best practices to eliminate any risks in our operations.

9. APPROVAL

This statement was approved by the Director of Durack Civil Pty Ltd on 03 July 2025.



James Durack
Director
Durack Civil Pty Ltd