




Modern Slavery Statement 2022

McCOSKER

SAFETY FIRST. PRODUCTION ALWAYS.



McCosker Contracting has a vision is to construct a sustainable future for our people, clients, families and communities that we operate in. To achieve our vision, there are two priorities that we will not compromise on, and we live by this mantra.

SAFETY FIRST. PRODUCTION ALWAYS.

We approach each project with the aim to fulfill contractual obligations, and a company wide vision of support, efficiency and collaboration. Our mission is to exceed expectations in respect to safety, quality, cost, schedule, community and environment. This vision and the pride we take in our work has seen us contracted amongst some of Queensland's largest construction and industry projects.

Introduction and Overview

McCosker are experts in the fields of bulk earthworks, civil construction, HDPE pipelines, mining infrastructure and structural and civil concrete work scopes. We provide a diverse range of services to the mining, construction, building, gas and industrial sectors. Starting in 1995 with a team of 12 and a head office based in Gladstone, Queensland, McCosker has built a team of industry professionals with the experience and capability to successfully manage a multi-skilled workforce of up to 750 employees at any one time, a fleet of 450 plant units, and the expertise to service projects throughout Australia.

This statement covers the financial year ending 30 June 2022 and has been prepared in line with the requirements outlined in the Modern Slavery Act 2018. In addition, the statement has been prepared by the support of the Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities.

McCosker Contracting Pty Ltd is the sole entity contributing to this statement.

Our Services

Earthworks: Our core business is backed by significant experience in the provision of both bulk and detailed earthworks services throughout Australia.

Infrastructure: Excavation and installation of all underground site infrastructure including storm water and sewer, electrical and communications, hydraulics, fire mains and potable water, civil pavements and above-ground infrastructure, roads and carparks, as well as the excavation and construction of drains, swales and detention ponds.

Concreting: Highly reputable in civil concreting throughout the mining, energy, industrial and commercial sectors, McCosker perform high levels of concrete placement services.

Residue Management: We supply Amphibious Scrollers – designed and built by McCosker – and modified LGP Bulldozers, for all Maintenance and Operations Works at the RDA, Ash Dams and associated residue tailing dam structures.

Poly Welding: Providing a large range of quality pipeline and dewatering services, McCosker offer a complete range of project packages including all associated procurement and installation works.

Industrial Services: We provide a wide range of high-performance industrial infrastructure services to the industrial, construction and manufacturing and mining.

Our Values

Integrity is an uncompromising commitment to ethical and moral principles that are displayed in all areas of our behaviour. It is demonstrated through the quality of our work and forms the basis for ethical decision making.

Collaboration is our commitment to supporting each other and through working together as one team, we can deliver exceptional outcomes.

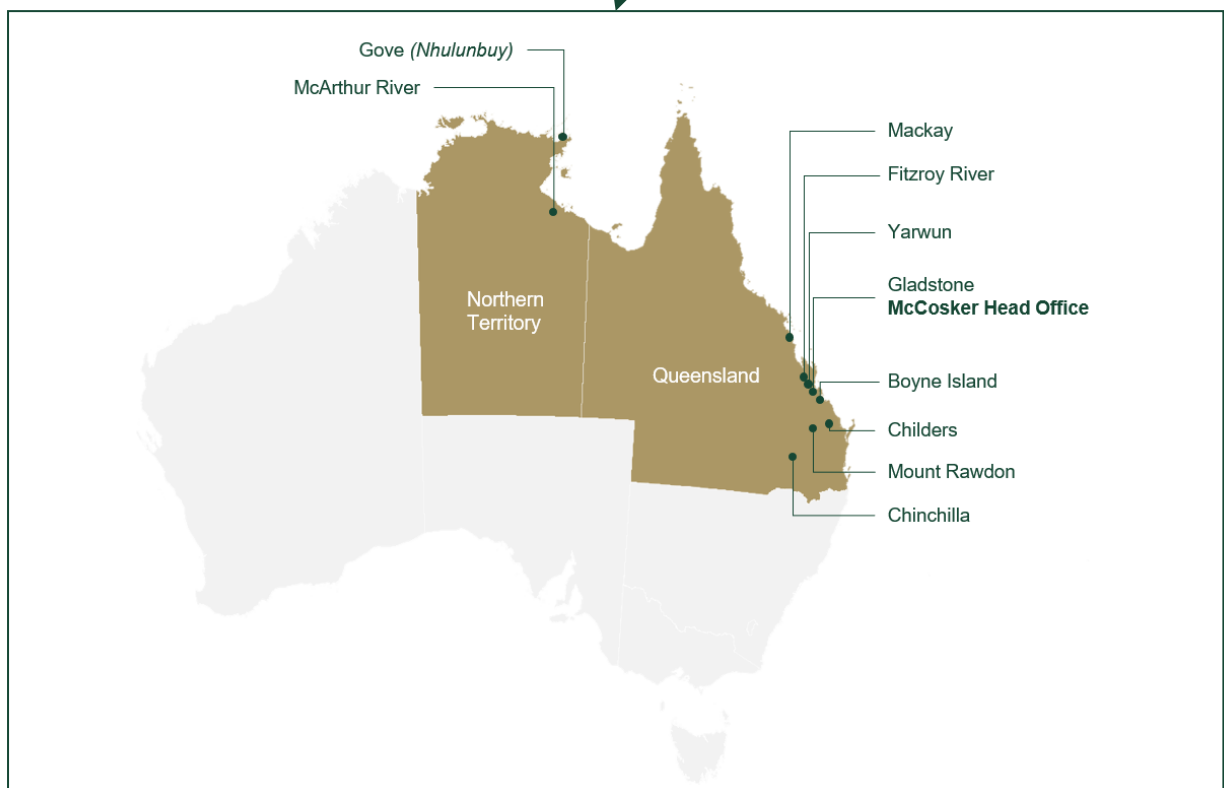
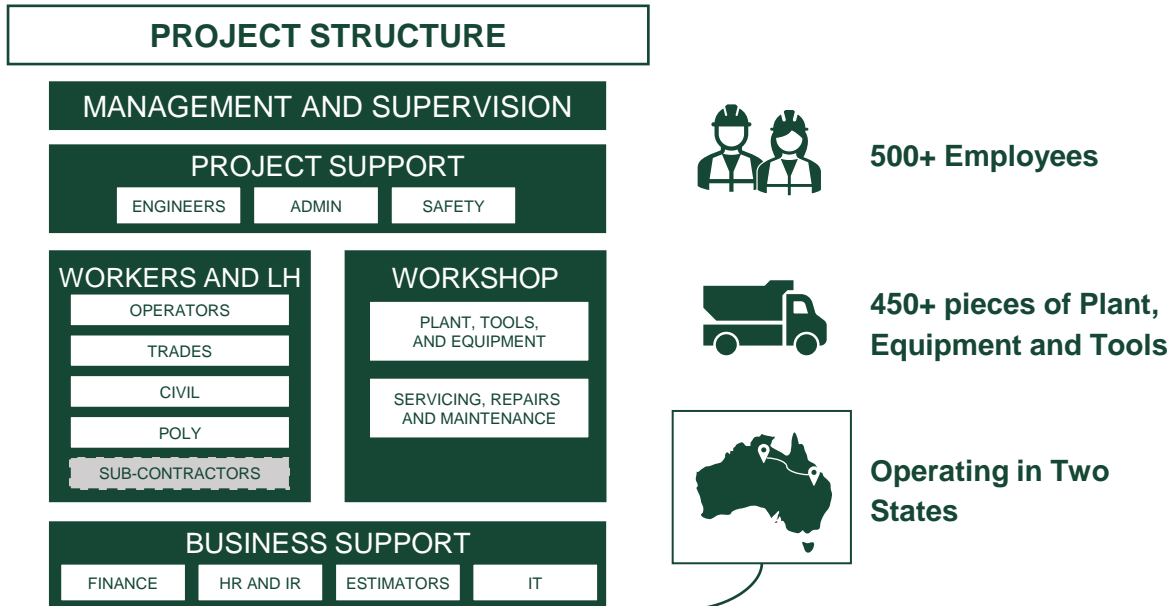
We commit to each other, and we are **accountable** for all our actions including our interactions with each other. Our high standards are upheld always. We analyse and manage risk, and we make decisions we are proud of.

We **support each other** to learn, achieve and succeed. Our success is built on this. We value the opportunity to be part of the McCosker team, respecting different ways of thinking and the contribution of others.

Opportunity is our commitment to creating sustainable operations for our employees, clients, partners and the community. We do this through our expertise, knowledge and skill.

Structure and Locations

Our business is scalable to meet project demands and through a highly skilled workforce of over 500 employees and a senior management team with over 150 years of civil experience, in the year ending 30 June 2022 we were engaged on projects in the Gladstone Region and Central Queensland including Yarwun, Boyne Island and the Fitzroy River. Our works continued across South East Queensland and the Wide Bay Burnett Region to McArthur River and Nhulunbuy in the Northern Territory.



Risk and Governance

McCosker engages a diverse range of supply chain entities to meet our business requirements and regularly engage suppliers of:

- Labour hire and subcontractors
- Plant and equipment, including fuel, tyres and parts
- Uniforms and Personal Protective Equipment (PPE)
- Electronic devices, including IT equipment and phones

McCosker also engage audit services to maintain current ISO-Standard accreditation, legal and industry group advisors, building leasing and maintenance, catering, and office supplies such as stationery and kitchen supplies.

Modern Slavery Risks

We identify that there is minimal risk for modern slavery to occur within the daily operations and nature of our business, however we acknowledge that there may be a risk of modern slavery within our supply chains.

The raw materials used to create the goods we utilise and the origin of where some of our supplies come from may contribute to modern slavery, particularly plant, equipment, rubber products, reinforcement steel, fuel, uniforms and electronic goods. We acknowledge the manufacturing of these products may come from a region that has a high occurrence of modern slavery.

Another significant risk is engaging with subcontractors and labour hire companies. While we endeavour to complete the appropriate due diligence with those we engage, there is a risk that the workers could be exposed to modern slavery through their own employing entity where we have little control of recruitment practices or employment conditions. To mitigate risks, we require any subcontractor or labour hire employee to acknowledge McCosker company policies and set the required standard of daily operations.

McCosker also engage younger workers through direct employment such as apprenticeships and traineeships, and through vocational work experience programs. We diligently monitor these arrangements to ensure we are compliant with relevant legislation and educate workers who engage with young people in our workplace.

McCosker Governance

McCosker has policies and procedures in place and maintains the ISO-Standard for ISO19001, ISO14001 and ISO45001. We actively comply with all National and State regulations and laws associated with employment, including the Education (General Provisions) Act 2006 for young workers.

The following policies set a high standard for working conditions and minimise risks associated with modern slavery.

- Community Relations Policy
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Continuous Improvement Policy
- Customer Service Policy
- Environmental Policy
- Health and Safety Policy
- People and Culture Policy
- Creating an Inclusive Workplace Policy
- Complaints Resolution Procedure

Compliance is monitored through:

- Quarterly internal audits and annual external audits
- Purchasing Authorisation Matrix that sets out delegated authorities
- Sharing information online and in person to all workers
- Assessing safety and industrial relations events to identify risks and areas for improvement
- Providing training all workers to raise awareness and establish appropriate standards.

Outcomes and Next Steps

In the financial year ending 30 June 2022, McCosker initiated a range of actions to address the risks associated with modern slavery. This includes identifying roles that have a responsibility in overseeing modern slavery risks (including record keeping regarding subcontractors) that arise in relation to the products and services that we deliver.

Mapping the Supply Chain

McCosker commenced mapping the supply chains for key suppliers of products covering plant, equipment, rubber products, reinforcement steel, fuel, and uniforms. Currently, the business is better informed on the supply chain for these products. While products are purchased in Australia they are sourced offshore by our suppliers. In the financial year 2022-2023 the supply chain mapping will be finalised for electronic goods and fuel.

- Plant and equipment, including parts (USA, China, Sweden, Japan, United Kingdom)
- Fuel (Australia, mapping to be finished)
- Tyres (USA, China, India, Japan)
- Uniforms and Personal Protective Equipment (PPE) (China)
- Electronic devices, including IT equipment and phones (to be mapped)

Uniforms and PPE

McCosker conducted a review of the supply chain for uniforms and PPE, with the goal of sourcing end-to-end locally produced products. The findings indicate that raw materials are produced overseas. Locally produced products attract a higher cost, which would adversely impact the business. The supply chain has not changed and we continue to source high quality products to meet operational and project needs.

Training

Over 80 percent of leaders and 60 percent of workers have completed training to understand their rights and obligations in treating others fairly, with dignity and respect. The training includes issue resolution techniques and the avenues for escalating complaints.

Focus areas for the 2022-2023 year

- Project pre-qualification for tendering opportunities to demonstrate our commitment to mitigating modern slavery risks.
- Modern slavery questionnaire for new suppliers to understand their supply chain and associated risks.

This statement was approved by the McCosker Contracting Pty Ltd Senior Management Team in its role as principal governing body of McCosker Contracting Pty Ltd on 14 December 2022.



Robert McCosker
Managing Director



Danny Hughes
General Manager