



## Modern Slavery Statement

Wormall Civil acknowledges our responsibility to identify and assess modern slavery risks within the company's supply chains and embraces the establishment of the Commonwealth Modern Slavery Act 2018. Modern slavery is used to describe serious exploitation in situations where coercion, threats or deceptions are used to exploit, undermine or deprive victims. Contained below is Wormall Civil Pty Ltd.'s statement pursuant to the Modern Slavery Act 2018 following in compliance with reporting obligations under the Act for the financial year ending 30 June 2021.

### About Wormall Civil

Wormall Civil Pty Ltd (ABN 60 162 970 863) is a Western Australian family-owned civil construction company which focuses on the Urban and Regional Land Development Market, and currently employs over 400 employees. The company has developed expertise in civil contracting with special emphasis on providing effective sub divisional and infrastructure projects for private Land Developers, mining companies, Australian and State Government Departments and agencies and Local Authorities. Wormall Civil does not control or own any other entities

Wormall Civils' supply chains include the supply of products and services from various providers mainly located in Western Australia. The product and service providers include office supplies, logistics, IT infrastructure and services, security services, protective clothing and PPE, plant and equipment hire, plant and equipment sales and servicing, design and consulting, communications services, traffic management, waste and recycling facilities, construction raw materials and manufactured products. These include products which are manufactured in various locations including USA, Asia, UK, and Europe.

### Risk of Modern Slavery Within Our Operations

Wormall Civil assessment of our operations and continued mapping of our supply chains during the current reporting period recognised that while the risk of modern slavery may be low within our local operations, we are exposed to higher risk levels within our downstream supply chains. We have identified for example that some global suppliers building materials, PPE, and protective clothing used in our operations are sourced and manufactured within countries with the largest estimated amount of people in modern slavery.



## Risk Management of Modern Slavery

The procurement process determines how Wormall Civil identify the actions to be undertaken to facilitate the vetting of and engagement of suitably skilled, and appropriately qualified, subcontractors and suppliers to work on or supply materials to Wormall Civil projects. This includes means to determine the risk of modern slavery within supply chains. We manage this risk by:

- Continued communication with and mapping of suppliers and subcontractors to determine what processes they have in place to identify the risk of modern slavery within their supply chains and any concerns they may have.
- Suppliers and subcontractors are complying with applicable modern slavery laws.
- Working closely with suppliers and subcontractors to gather information to ensure Wormall Civil are meeting their obligations under modern slavery laws.
- Ensuring suppliers and subcontractors understand our values and expectations towards environmental and workplace safety, corporate social responsibility, diversity and staff inclusion.

## Measuring Effectiveness of Our Actions

To measure the effectiveness of these processes Wormall Civil plan to:

- Discuss controls, processes, and outcomes regarding modern slavery with suppliers and subcontractors within our supply chains. Suppliers and subcontractors are encouraged to consider their supply chains
- Train and access our employees on what modern slavery is, context, risks, how to identify modern slavery within our industry and Australian Legislation
- Issue of our Modern Slavery Statement to all suppliers and subcontractors.

Wormall Civil is committed to continual improvement to our policies and procedures to identify and eliminate modern slavery within our business and supply chains as part of our future to address modern slavery.

This statement was approved by the Sole Director of Wormall Civil Pty Ltd on 19<sup>th</sup> December 2022.

A handwritten signature in black ink, appearing to read "Shane Wormall", is written over a light blue horizontal line.

Shane Wormall  
Managing Director