

2025 Modern Slavery Statement

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Breight Pty Ltd.

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1. Modern Slavery Statement 2025

Our first modern slavery statement ('Statement') has been prepared to address the requirements of the Modern Slavery Act 2018.

Breight Pty Ltd is a reporting entity under the Modern Slavery Act because our consolidated revenue for the financial year ended 30 June 2025 was \$115 million; and we conduct business in Australia.

Breight Group Commitment

Breight Group is committed to being socially responsible in all our operations and throughout our supply chain. We recognise the importance of human rights and oppose slavery in all its forms. It is fundamental to our core values of "Respect" and "Integrity" that all people in our business and associated with our business are treated fairly and with respect.

Our goal is to maintain a socially responsible and transparent supply chain, and we are committed to conducting business in an ethical and respectful manner.

Our statement for the Financial Year ending 30 June 2025 is made in accordance with the Australian Modern Slavery Act 2018 (the "Act") and applies to all entities within the Breight Pty Ltd ("Breight Group"). This is our first annual statement as required by the Act.

The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

Traceability and transparency are key focuses for Breight Group to ensure sustainable and ethical sourcing within our supply chain.

2. About Bright Group

Corporate Structure

Bright Group’s headquarters are in Rivervale, Western Australia and we employ over 1,000 people across projects and training locations through out Australia.

Bright Group’s statement is a joint statement, and covers the following entities which are collectively referred to as “Bright Group”:

Entity	Country of Incorporation	% Owned
Ultimate parent entity:		
Bright Pty Ltd	Australia	100%
Entities of Bright Pty Ltd:		
Bright East Pty Ltd	Australia	100%
Bright Training Pty Ltd	Australia	100%
Outalay Pty Ltd	Australia	100%
Bundara West Pty Ltd	Australia	49%

Operations

Bright Group is a true end-to-end service provider offering integrated asset management and project services — creating lasting value for clients through innovation, safety and reliability.

As a total solutions provider, Bright Group offers specialist maintenance and shutdown, engineering, fabrication and project services, as well as sustaining capital works backed by a full suite of complimentary equipment and products.

Bright Group offers expert support and services to various industries, including mining, oil and gas, renewables and construction, throughout Australia. Its proven expertise in planning, managing and developing complex work across a variety of industries underpins its reputation for innovation.

Safety is at the core of Bright Group’s operations, ensuring certainty and confidence on every project whilst delivering on time and within budget.

Backed by decades of experience in some of Australia’s toughest industries, Bright Group’s team of professionals are equipped to solve complex challenges in any environment.

As part of its mission to drive innovation, the company developed **Bright Training**, an in-house registered training organisation (ASQA Registered RTO #45006).

Its range of nationally recognised training enables individuals to learn new skills, complete tasks safely and operate new and different equipment while still allowing Bright to provide the best people on site, as well as commit to better industry standards.

Also developed in partnership with Bright Group, **Bundara West** is a platform dedicated to paving the way for Aboriginal and Torres Strait Islander people to excel in specific mine site servicing skills. With targeted initiatives, it addresses current challenges and provides an opportunity for First Nations Australian individuals interested in mining careers.

3. Governance Framework

Bright Group’s management of modern slavery risks falls within its overall approach to protecting human rights. The foundation documents for human rights protection are Bright Group’s values and our Code of Conduct.

Our Grievance Resolution and Whistleblowing Procedures allow, both direct work force and contractors, to bring workplace grievances to a resolution through a confidential and fair process.

Code of Conduct

At Bright Group, our Code of Conduct (“the Code”) sets the standard of behaviours expected of all employees and contractors. The Code guides how we work, how we make decisions, and how we hold ourselves accountable. The Code reinforces our commitment to acting ethically, responsibly, and with respect for human rights across all aspects of our operations and supply chain.

The Code applies to every Bright Group employee and supplier and outlines principles that govern how we

interact with colleagues, clients, suppliers, and this parties engaged to work on our behalf. Each principle is supported with practical guidance on the standards of conduct required, including clear examples of what is acceptable and what is not.

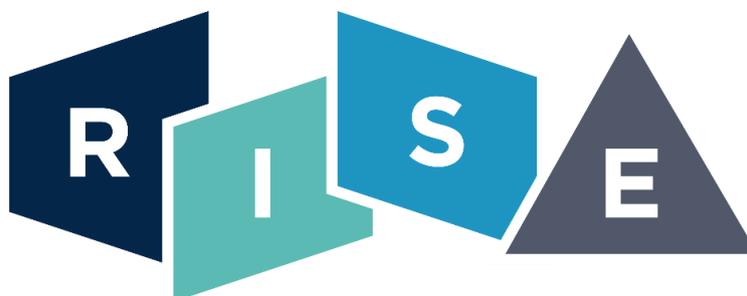
Our Code also provides direction how to raise questions or report concerns, with multiple channels available to employees and third parties. These include direct access to Board and Leadership Team, who are deeply committed to upholding the standards set out in the Code.

All employees share responsibility for understanding and complying with the ethical, legal, and policy requirements of their role, and for reporting any actual or suspected breaches of the law, our Code, or our policies. This framework helps us prevent, identify, and address risks of modern slavery and other unethical practices in our operations and supply chain.

Our Vision

To pioneer innovation, redefine industry standards, and drive sustainable growth, creating enduring success for all.

Our Values



RESPECT

We collaborate to cultivate a workplace built on inclusivity and mutual **respect**.

INTEGRITY

We are honest, act with **integrity**, and always follow through on our commitments.

SAFETY

Safety and health are at our core. We act when we see a risk and always speak up.

EXCELLENCE

We strive for **excellence** and deliver results that push our capabilities.

4. Breight Group Approach

We believe that there is minimal risk of modern slavery in our direct work force due to our compliance with relevant employment laws, work health and safety laws and industrial instruments.

100% of our workforce is employed in operations within Australia.

No breaches of the Act were identified in FY25 throughout our direct operations.

We recognise Modern Slavery can take many forms that may include:

- Forced labour.
- Debt bondage or bonded.
- Human trafficking.
- Descent-based slavery.
- Child slavery.
- Forced and early slavery.

We continually assess these risks within our supply chain and operations through:

Supplier Engagement

We actively engage with our suppliers to understand their approach to modern slavery risks and their remediation processes should any instance be identified in their supply chain.

Awareness

Through engagement with our leadership group, we have developed awareness of modern slavery risks and clearly identified channels to report any such concerns.

Safe Working Conditions

Our primary focus is a safe work environment for all our employees, contractors and any other personnel who interact with our operations.

5. Bright Group Supply Chain

Effective management of our supply chain is integral to the success of the work that we undertake. Our suppliers and subcontractors are considered an extension of our delivery team and as such are required at a minimum to meet the standards and requirements of our clients. Should Bright Group’s standards exceed that of our client’s then our suppliers are required to meet Bright Group’s standards and requirements.

Our supply chain spans across over 800 suppliers and consists of goods and services supplied for the purpose of supporting business operations across our core activities.

Over 85% of our supply chain in FY25 consisted of:

- Plant and equipment hire.
- External labour hire contractors.
- Repair and maintenance services.
- Freight and heavy haulage.
- Maintenance consumables and tooling.
- IT equipment and consumables.
- Recruitment services.
- Personal protective equipment

Australian Suppliers

We generally engage suppliers that are Australian based and local. Our operations within Western Australia and New South Wales are largely supported by suppliers sourced within the relevant state (and locality, where possible). As such, our expenditure utilises suppliers in regional Western Australia, and regional New South Wales. Australian suppliers are required to provide their Australian Business Number (‘ABN’) during the onboarding process, and the ABN is checked to identify the supplier.

First Nations businesses

We engage First Nations Australian businesses to support our delivery where possible. Our commitment to First Nations Australians procurement is highlighted through Bright Group’s First Nations Australians Participation Policy.

Supply chain relationships

We aim to procure local products and services. In geographical areas where the skills, goods, and standards needed are unavailable, we look for opportunities to develop that capacity, which supports local economic development. As part of our commitment to local procurement, we provide prospective suppliers with technical support to help them meet our supply chain’s standards. If a supplier is required to perform works, the supplier is required to provide us with proof of ID and proof of their right to work within Australia as part of our mobilisation process. In this way, we safeguard workers’ rights.

We recognise that there is increased risk of modern slavery occurring in the supply chain where supplier parts are sourced and fabricated outside of Australia.

We mitigate this risk through our general terms and conditions of supply which state that contractors and suppliers must always act in a legal and ethical manner.

Modern slavery compliance is also assessed through our supply chain prequalification process.

No breaches of the Australian Modern Slavery Act 2018 were identified in FY25 by our supply chain.

6

MSAs.

\$115

million

+800

suppliers

\$20.2

million

During 2025, we have 6 Major Service Agreements in which we worked under, with an annual revenue of \$115m.

During 2025, we spent \$20.2m across over 800 suppliers. Our suppliers are predominately Australian.

6. Due Diligence & Action Plan

Due Diligence

Bright Group is committed to strengthening our supply chain governance to identify, assess and mitigate the risks of modern slavery. To support this, in FY2025 we have appointed a dedicated Procurement & Logistics Manager who is responsible for overseeing supplier engagement, procurement processes and compliance with the Act.

This role ensures that our supply chain partners are subject to consistent review and that appropriate due diligence measures are embedded throughout the procurement lifecycle.

In addition to this oversight, Bright Group requires suppliers to comply with our Code and relevant procurement policies, which explicitly prohibit modern slavery practices. Where higher risks are identified, additional controls are applied, including enhanced due diligence checks and targeted engagement with suppliers to build capability and compliance.

Through these measures, Bright Group continues to strengthen our capacity to detect, prevent and respond to modern slavery risks within our operations and supply chain.

Supply Chain Process

Bright Group is currently in the process of implementing process and governance to facilitate a new supply chain management process. That new supply chain management process is set to be implemented within FY26.

Grievance Mechanisms

In 2025, Bright Group appointed an external operated whistle-blower hotline. Employees and third parties can access the whistle-blower system to report suspected and actual illegal activities or breaches to Bright Group policies including the Code.

Action Plan for FY2026

We are committed to a continual improvement plan that assesses modern slavery risks and mitigates these risks to our business. Our objective is to eliminate these risks within our supply chain and to identify any breaches or non-compliance in a timely manner.

We plan to do this through:

Review of Purchase Order Terms & Conditions

We plan to review our general Purchase Order Terms and Conditions to include terms in relation to anti-slavery.

Awareness

Our leadership team will be educated on Australian Modern Slavery Act 2018 requirements which will also explain our Code and whistleblowing processes, specifically the potential risk of a breach and how to report these matters.

Systems & Reporting

A review of our management systems is to be undertaken to ensure identification of breaches or instances of modern slavery in our operations and supply chain.

Protocols for Breaches

A clear guideline for escalation of identified breaches will be drafted, reviewed and implemented through our leadership team.

Policy Review

A review of the Code and our Grievance and Resolution Procedure will be undertaken.

7. Consultation

Our Statement has been reviewed in detail by relevant employees of the Group, and then approved by the Board of Breight Pty Ltd, the ultimate parent entity of the Group.

This Statement is current as of 15th Sept 2025 and is provided to the Minister on or around that date. This Statement complies with the mandatory criteria for modern slavery statements which is set out in the Act.

To prepare our joint Statement, each entity of Breight Pty Ltd has been consulted. The consultation process included engagement between employees in areas of environment, sustainability, and governance, legal, people and culture, and accounting and finance.

A handwritten signature in black ink, appearing to read 'Stephen Easterbrook', with a horizontal line extending to the right.

Mr Stephen Easterbrook
Managing Director
Breight Pty Ltd
15 Sept 2025

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THINK CHANGE, THINK BRIGHT

