

MODERN SLAVERY STATEMENT FY2324

FMS
G R O U P

Delivering the Best...
Every time

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REPORTING ENTITY

This modern slavery statement is prepared by CQ Field Mining Services Pty Ltd ABN 79 621 625 769 (“CQFMS”) in accordance with the Australian Modern Slavery Act 2018 (Cth). This statement is for the financial year ending 30 June 2024.



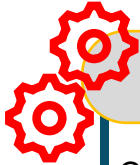
ABOUT CQFMS

CQ Field Mining Services Pty Ltd (“CQFMS”) supplies qualified trade labour and specialist maintenance solutions to sites throughout Australia. We are a provider of choice for leading national and multinational clients operating in the mining, construction, oil and gas industries. Our knowledgeable workforce and proven expertise ensure we achieve successful and high-quality outcomes for our clients, every time.

Our full range of capabilities encompasses the provision of on-site specialist trades, as well as Project and shutdown maintenance solutions, Field and Diesel maintenance solutions and workshop repair, overhaul and fabrication services. We pride ourselves on our ability to understand the specific needs of our clients, and we’re able to mobilise the best people and teams on-site efficiently, safely and cost-effectively.



STRUCTURE, OPERATIONS & SUPPLY CHAINS



STRUCTURE & OPERATIONS

CQ Field Mining Services was first established in Queensland in 2006 and has experienced strong and steady growth to become a major maintenance and services provider in Australia.

CQFMS' head office is located in Paget, Mackay (Qld), where our fabrication workshop, light vehicle workshop & assets and logistics are also located.

Over our 16 years of operation, CQFMS has gained experience throughout, providing a range of maintenance services to our clients at over 100 sites.

CQFMS currently have over 450 staff servicing clients providing specialist maintenance for heavy mobile equipment and plant in the resources sector.

SUPPLY CHAINS

CQFMS's supply chain for FY24 consisted of over 1000 direct suppliers across a broad range of products and services. Key products and services the CQFMS business procures includes vehicles, tools and equipment, spare parts, consumables for use in our operations, PPE & uniforms, office supplies and equipment, together with travel services, technical services, administrative services and IT services.

In FY24, 99% of CQFMS' total procurement spend was paid to Australian suppliers and service providers, with less than 1% paid direct to overseas suppliers.

ABOUT THIS STATEMENT

The Modern Slavery Statement (Statement) is made pursuant to the *Modern Slavery Act 2018* (Cth) (Act). This is the first modern slavery statement of CQ Field Mining Services Pty Ltd (CQFMS) ABN 79 621 625 769 (the 'Company') under the Act. This Statement covers the operations and supply chains of the Company

CQFMS opposes all forms of modern slavery and is committed to operating its business lawfully, ethically and in respect of human rights. This Statement sets out the actions that CQFMS has undertaken during the financial year ending 30 June 2024 (FY24) to identify and address the risks of modern slavery in its operations and supply chains. This Statement also outlines the actions proposed to be taken by CQFMS in relation to modern slavery risks in the future.



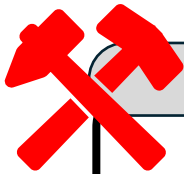
MODERN SLAVERY RISKS

CQFMS' recognises that modern slavery risks have the potential to exist in a businesses' operations and supply chains through a variety of circumstances. The following areas may be indicators of higher potential risk areas for modern slavery practices:



GEOGRAPHIC LOCATIONS

certain countries are associated with greater risk of modern slavery practices (refer UN Global Slavery Index)



INDUSTRY SECTORS

certain industry sectors are deemed higher risk in international and national guidance documentation (refer ACSI guide on Modern Slavery Risks, Rights and Responsibilities 2019)



COMMODITIES/PRODUCTS

certain commodities and products are deemed higher risk in international guidance documents (refer ILAB's 2020 List of Goods Produced by Child Labour or Forced Labour).

CQFMS believes the overall risk of modern slavery is low in our operations and direct supply chains. However, we are taking the actions set out in this Statement to address modern slavery risks where they may potentially exist.

FY24 ACTIONS AND OUTCOMES

FY24 Actions to address and assess the risks of modern slavery.

CQFMS' focus in FY24 was to understand our potential risks of modern slavery practices in our operations and supply chains and commit to actions that will improve our ability to identify and reduce those risks in the future. As such, the actions taken in FY24 are set out below:

Risk assessment – we completed a risk assessment of our operations and supply chains seeking to identify modern slavery risks. No immediate concerns were raised as the majority of goods and services purchased by CQFMS were sourced from low risk domestic suppliers. However, to ensure that Modern Slavery is detected within our supply chain operations, our supplier due diligence is a continuing process with the objective of mitigating any potential exposure to modern slavery within our supply chains.

Supplier engagement – we have developed a standard modern slavery questionnaire which we provided to our direct suppliers identified as higher risk for modern slavery due to their industry sector, geographic location or product category. These questionnaires were issued to suppliers to better understand these supplier's supply chains and evaluate their processes and controls to mitigate modern slavery risks.

Policy review – we undertook a review of our Modern Slavery Policy to consider its effectiveness in mitigating modern slavery risks in our business and supply chains as part of our broader framework of policies and procedures. Although we believe that our Modern Slavery Policy appropriately addresses modern slavery risks in our operations and supply chains at this time we are committed to a continuing process of review for the purpose of mitigating modern slavery risks.

Contracting – we reviewed our contract templates used to engage our individual sub-contractors. Contracts have been amended to include CQFMS' expectations and requirements for compliance to the Modern Slavery Act.

We have commenced a review of our Terms and Conditions to include reference to the Modern Slavery Act and CQFMS' expectations, including potential consequences for a breach of the Act.

Awareness and Training – we initiated a program to raise awareness with our staff about modern slavery risks and how to mitigate such risks. Our Induction and Onboarding processes include Modern Slavery and CQFMS' commitment to eliminating potential risk in our operations and supply chain.

We have made publicly available our Modern Slavery Policy and CQFMS' Code of Practice to raise awareness of modern slavery risks and how to mitigate these.

FY25 ACTIONS

FY25 Actions to assess and address the risks of modern slavery.

CQFMS will regularly assess potential modern slavery risks in our operation and supply chains and work to improve and develop our modern slavery risk mitigation measures to address those risks.

CQFMS presently plan to take the following actions in FY25 to identify and address modern slavery risks:

Risk Assessment – we are committed to our continuing risk assessment process for our operations and supply chains to identify potential modern slavery risks, expanding on previous risk assessments to strengthen and refine this due diligence exercise to better target higher risk suppliers and gain greater visibility into their supply chains and procurement practices.

Supplier Engagement – we will continue to engage with our direct suppliers who have been identified as high risk for modern slavery due to their industry sector or product category. We will continue our process of reviewing Terms and Conditions to stipulate modern slavery expectations and of issuing terms revisions as appropriate for furthering the objectives of this policy.

Policy Review – we will continue to review our Modern Slavery Policy for optimising its effectiveness in mitigating modern slavery risks in our business and supply chains as well as continuing to review our broader framework of policies and procedures.

Awareness and Training – we will continue to raise awareness with more of our staff, particularly in our contracting, procurement and finance teams, on modern slavery risks and how to mitigate such risks.

Contracting – we will continue our process of reviewing and re-issuing contracts to all individual subcontractors to stipulate modern slavery expectations, potential consequences for failing to comply with these expectations, and other revisions as appropriate for furthering the objectives of this policy.

MEASURING EFFECTIVENESS

CQFMS has undertaken a number of actions to date as set out in this Statement to identify, address and mitigate the risks of modern slavery in our operations and supply chains.

CQFMS has undertaken a number of actions as set out in this Statement to identify, address and mitigate the risks of modern slavery in our operations and supply chain. Some of the benefits and effective outcomes of those actions have been identified as:

- Continuing to optimise and improve risk assessment practices and processes to better target higher risk suppliers and gain greater visibility into their supply chains and procurement practices.
- Enhancing engagement with higher risk direct suppliers and reinforcing expectations about modern slavery in our revised Terms and Conditions.
- Strengthening our policies and procedures in mitigating modern slavery risks in our business and supply chains, including by CQFMS's Modern Slavery Policy and its broader framework of policies and procedures.
- Continuing to train and equip contracting, procurement and finance and other staff in identifying and mitigating modern slavery risks.
- Strengthening our contract framework by reissuing contracts with specific focus upon modern slavery expectations and consequences for breach of these expectations.

We have established two key performance indicators to assess the effectiveness of all the actions implemented. The following are:

1. Number of modern slavery cases reported
2. Percentage of employees that have undergone training and awareness regarding modern slavery risks and mitigation.

Whilst we did not identify any cases of modern slavery in FY24, we continue to revise, improve and reassess our actions to determine the effectiveness of our processes. We are committed to ensuring that we have full visibility and awareness of any instances of modern slavery in our organisation.

CONSULTATION

Identification and implementation of actions to assess and manage our modern slavery risks continues to involve consultation and engagement across CQ Field Mining Services. The supply chains and CQFMS' operations were included in the risk assessment undertaken.

CQ Field Mining Service continues to understand and confirm actions and activities undertaken to identify and address any modern slavery risks and to verify the data reported in this statement.

We do not own or control any other entities and therefore the criterion under section 16(1)(f) of the Modern Slavery Act is not applicable.

This statement was approved by the board of CQ Field Mining Services Pty Ltd in their capacity as principal governing body of CQ Field Mining Services Pty Ltd on 4th September 2024.

This statement is signed by Jason Smith in his role as a director of CQ Field Mining Services Pty Ltd on 05.11.2024



Jason Smith

Director of CQ Field Mining Services Pty Ltd

Date: 05.11.2024

