

North Queensland Bulk Ports Corporation Limited

# Modern Slavery Statement

1 July 2024 to 30 June 2025 ("Reporting Period")



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## Introduction

This Modern Slavery Statement (**Statement**) is made on behalf of North Queensland Bulk Ports Corporation Limited (ACN 136 880 218) (**NQBP**) and its two wholly owned subsidiaries described below (**NQBP Group**) and has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**). It describes the risks of modern slavery in the NQBP Group operations and supply chain for the Reporting Period and details the progress that the NQBP Group has made to identify, assess and address those risks.

## Vision, Mission and Values

NQBP acknowledges that modern slavery occurs in diverse ways that can be difficult to detect and combat – “hidden in plain sight.”

NQBP is committed to assessing and addressing the risk of modern slavery in its operations and supply chains.

NQBP’s Vision, Mission and Values detailed below are consistent with this aim.

### Vision

We are recognised as a leader in responsible port trade, where Queenslanders thrive for generations.

### Mission

To manage safe, efficient, and fair ports that connect North Queensland to the world by balancing the needs of our iconic surroundings, our communities, and our stakeholders.

### Our Values

#### Care

We care for ourselves, our people, our community and our environment

#### Connection

We connect with purpose

#### Courage

We have the courage to challenge, change and adapt

#### Curiosity

We are curious to explore, investigate and learn

## Structure, operations and supply chains

### Structure

This Statement covers NQBP and each of its wholly owned subsidiaries Ports Corporation of Queensland Limited (ACN 126 302 994) (**PCQ**) and Mackay Ports Limited (ACN 131 965 707) (**MPL**).

NQBP is a reporting entity under the Modern Slavery Act.

NQBP owns all shares in PCQ and MPL. All assets and liabilities of PCQ and MPL were transferred to NQBP on 31 March 2012 under the Government Owned Corporations (NQBP Amalgamation) Regulation 2012. PCQ and MPL do not trade and remain as non-operating companies of NQBP. NQBP’s wholly owned subsidiaries are not reporting entities under the Act as they do not meet the required financial threshold but are voluntarily covered under this Statement.

NQBP is a public company limited by shares, incorporated under the *Corporations Act 2001 (Cth)*. NQBP is a Queensland Government Owned Corporation and is subject to the requirements of the *Government Owned Corporations Act 1993 (Qld)*.

The Queensland Government is the owner of all shares in NQBP. The shares are held by two (2) shareholding Ministers:

- Minister for Finance, Trade, Employment and Training
- Minister for Transport and Main Roads

The NQBP Group have the same Board of Directors, follow the same policies and procedures and operate in the same sector.

The Board of Directors are responsible for the corporate governance of the NQBP Group and are accountable to the shareholding Ministers for NQBP's performance. The Board of Directors have ultimate responsibility for governance and oversight of NQBP's modern slavery risk and are responsible for the approval of this Statement.

From an operational and governance perspective NQBP, PCQ and MPL are considered one entity.

## Operations

NQBP is responsible for four trading ports being:

- Port of Hay Point;
- Port of Mackay;
- Port of Abbot Point; and
- Port of Weipa.

As the port authority for these ports, NQBP is responsible for:

- Strategic planning;
- Business and infrastructure development;
- Environmental management;
- Security and safety within its ports including emergency management;
- Maintaining navigable port depths for shipping via dredging;
- Provision and management of towage services;
- Pilotage for Hay Point and Mackay;
- Asset management and maintenance of port support facilities;
- Quarantine waste management; and
- Biosecurity - First Port of Entry Determination (Licence).

NQBP has its head office at the Mackay Harbour, Queensland and operates solely in Queensland.

NQBP's four ports, are all located in Queensland.

## Port of Mackay

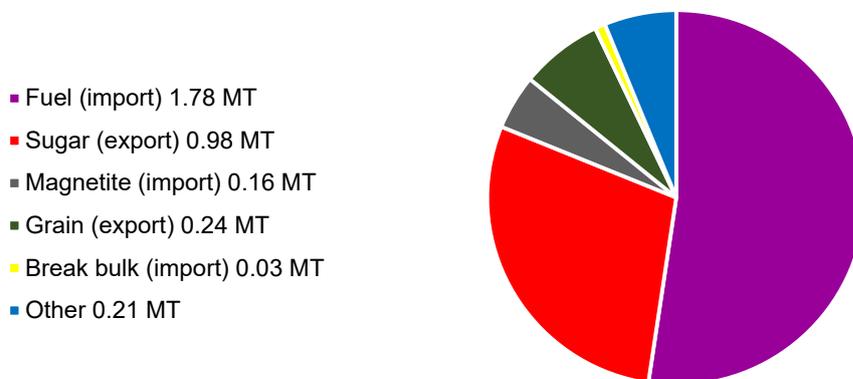
The Port of Mackay was established in 1939 and is the fourth largest multi commodity port by throughput. The Port of Mackay is located five kilometers north of Mackay and about halfway between Brisbane and Cairns and comprises of four wharves within the Mackay Harbour. The Port of Mackay is a multi-commodity port and major servicing centre for the Queensland mining and agricultural industries.

The Port of Mackay hosts one of the world's largest bulk sugar terminals and facilitates the transport of diverse break bulk oversize, over mass (OSOM) cargo, including heavy mining equipment, plant and long wall equipment, railway lines and wagons.

The Port of Mackay facilitates \$2.7 billion in annual international trade value, contributes \$1.1 billion annually to Gross State Product and facilitates more than 2,000 jobs.

Port of Mackay statistics during the Reporting Period:

- Total throughput tonnage = 3.39 million

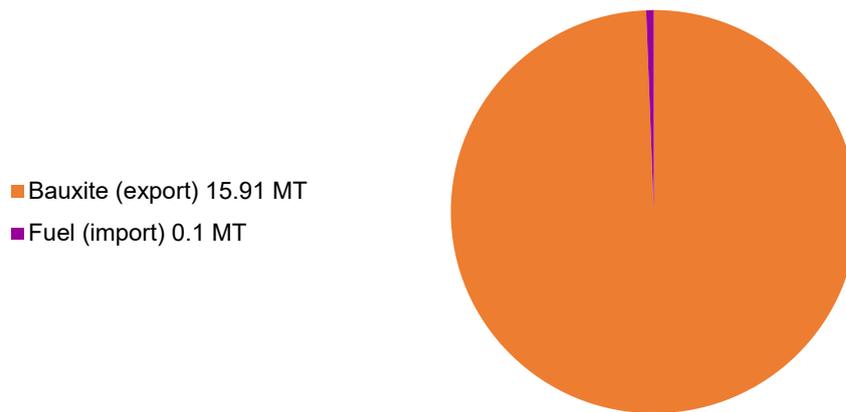


## Port of Weipa

The Port of Weipa has been an essential contributor to the economic development of the Cape York region for more than 50 years. The Port of Weipa is situated around 200 kilometres from the northern tip of Australia and facilitates the export of bauxite from Rio Tinto's Weipa operation, as well as the import of fuel and cargo to support those mining operations and the community.

Port of Weipa statistics during the Reporting Period:

- Total throughput tonnage = 16.02 million



## Port of Hay Point

The Port of Hay Point, which has been in operation since 1971, is one of the world's largest coal export facilities. It plays a crucial role in Australia's mining and export economy, particularly in servicing the coal mines of the Bowen Basin. The Port primarily exports metallurgical coal, a key resource in making steel.

The Port of Hay Point comprises two separate coal export terminals:

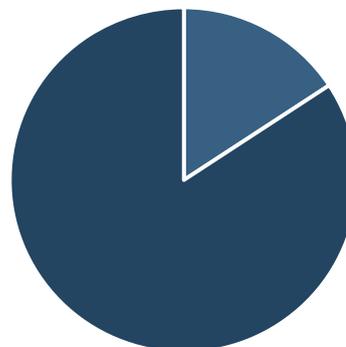
- Hay Point Coal Terminal ("HPCT") which is owned by BHP Billiton Mitsubishi Alliance and is operated by Hay Point Services; and
- Dalrymple Bay Coal Terminal ("DBCT").

Both terminals are linked to the Bowen Basin coal mines through a dedicated railway system, facilitating efficient coal transportation.

Port of Hay Point statistics during the Reporting Period:

- Total throughput tonnage = 96.18 million

- Energy (thermal coal) 15.16 MT
- Metallurgical (metallurgical coal) 81.01 MT



## Port of Abbot Point

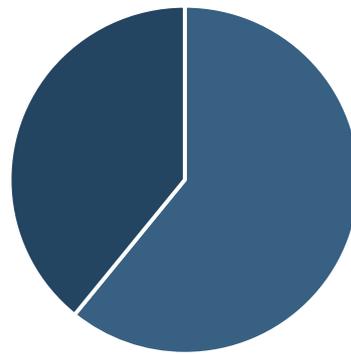
The Port of Abbot Point has been in operation since 1984 and is located between the existing industrial centres of Townsville to its north and Mackay to its south. The Port of Abbot Point is a strategic asset to Queensland due to its proximity to the Abbot Point State Development Area, and the resources rich Bowen and Galilee Basin and North West Minerals Province, its remote location from urban development, and access to deep water.

The Port of Abbot Point has one operating terminal, North Queensland Export Terminal ("NQXT"). The trade through the Port of Abbot Point consists of both metallurgical and thermal coal.

Port of Abbot Point statistics during the Reporting Period:

- Total throughput tonnage = 34.03 million

- Energy (thermal coal) 20.71MT
- Metallurgical (metallurgical coal) 13.32 MT



## Employment at NQBP

As at 30 June 2025, NQBP directly employed 138 people at its ports and offices in Mackay, Bowen, Weipa and Brisbane.

NQBP has two Enterprise Agreements (“EA’s”) in place:

- General Workforce EA - covering administration, port, maintenance and operations employees; and
- Marine Pilot EA – covering marine pilots.

For the Reporting Period, 64% of NQBP’s employees were covered by EAs. The remaining employees are engaged under individual employment contracts, which, at a minimum, must comply with the National Employment Standards that apply to all employees under the *Fair Work Act 2009*.

NQBP undertakes both internal and external audits of its payroll system to ensure that NQBP pays its employees correctly. On the basis of these controls, NQBP has assessed its direct workforce as having a very low risk to exposure of modern slavery.

## Engagement of suppliers and contractors

NQBP’s standard contractual terms with suppliers and contractors include a requirement that all employees and subcontractors engaged by either NQBP or its suppliers, are employed in accordance with any applicable Australian laws, awards or agreements.

## Supply chain

NQBP’s supply chain covers a broad range of goods and services associated with the operation of its business including construction, pilotage, business support services, property and facility management and trade.

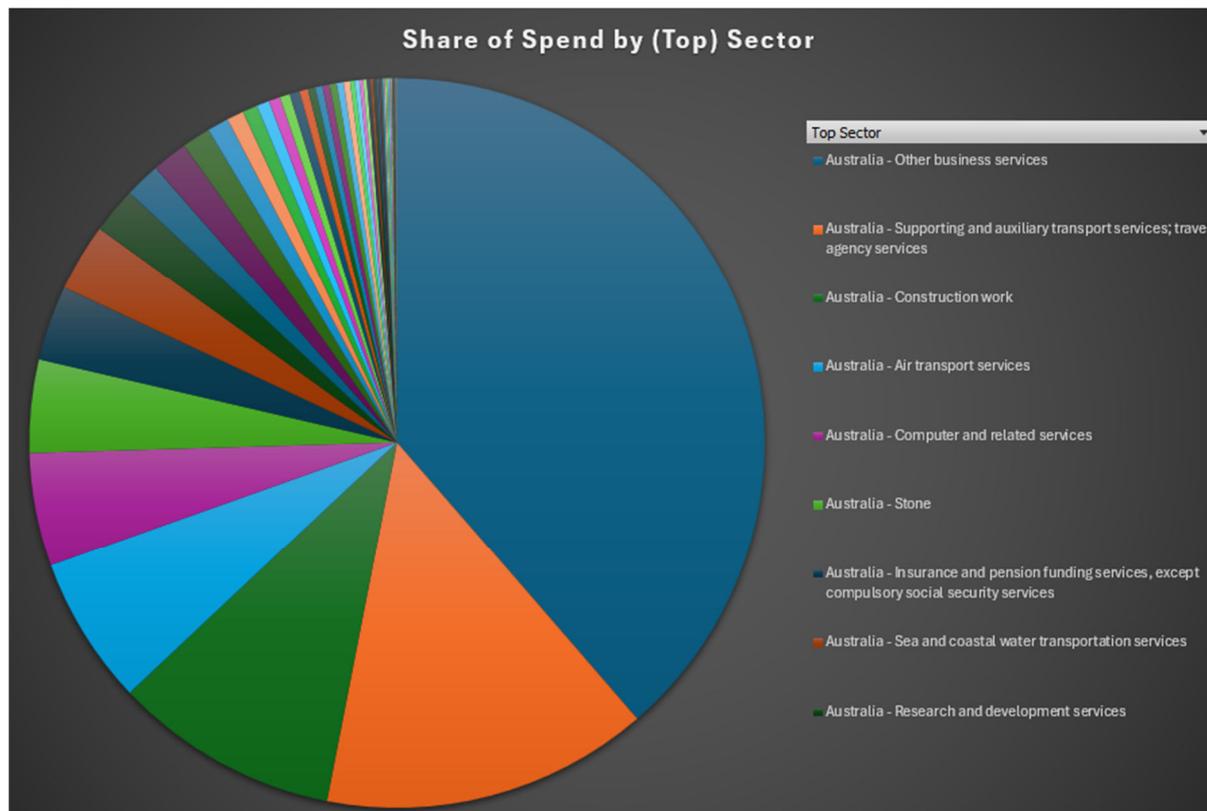
The following table depicts the top five (5) contracts which fall into the following four (4) categories that NQBP had with suppliers during the Reporting Period:

<b>Product / Category</b>	<b>Country of Supplier</b>	<b>Industry</b>
Nautical Infrastructure / Wharves	Australia	Non-building Construction and Marine Maintenance
Marine Operations / Helicopters	Australia	Air and Space Transport
Civil Construction	Australia	Construction and Maintenance
Financial Services	Australia	Financial Services

During the Reporting Period, NQBP specifically purchased from over 470 registered suppliers. NQBP had a recorded external spend of \$89.71 million for the Reporting Period of which \$73.81 million was addressable with registered suppliers.

NQBP primarily procures spend for major one-off works being capital expenditure or repairs and maintenance to its assets. For the Reporting Period, this amounted to \$8.79 million.

## During the Reporting Period the key goods, services and materials purchased by NQBP were:



## Risks of modern slavery practices in NQBP's operations and supply chain

During the Reporting Period, NQBP engaged an independent third party to undertake a risk assessment of its operations and supply chains to identify modern slavery risks in its operations and supply chains to better understand its risk of modern slavery. The independent risk assessment carried out by Fair Supply determined that NQBP's modern slavery risk during the Reporting Period was quantified as being 0.0105 probable persons in forced labour per million dollars spent based on industry category and likely country of source.

This independent risk assessment:

- considered the risk of modern slavery in NQBP's operations and supply chain including all factors that have the potential to cause, contribute or be directly linked to modern slavery in any material way; and
- was carried out based upon over 470 registered suppliers that NQBP had engaged with during the Reporting Period.

The independent risk assessment determined that based on spend with NQBP's first tier suppliers during the Reporting Period, NQBP's top 3 risk categories were:

- Other business services;
- Supporting and auxiliary transport services - travel agency services; and
- Construction work.

It is noted that goods and services from each of the top three (3) risk categories were sourced by NQBP from Australia. During the Reporting Period, all but one supplier of goods / services to NQBP (who was based in the United Kingdom) were based in Australia.

NQBP's internal assessment of its risk of causing, contributing or being directly linked to modern slavery for the Reporting Period, resulted in an assessment of risk as being very low. In determining NQBP's risk of modern slavery for the Reporting Period, NQBP considered the following:

- The independent risk assessment undertaken by Fair Supply;
- The nature and location of sectors NQBP operates in;
- The nature of suppliers NQBP engages;
- The location of suppliers engaged by NQBP – the majority of NQBP's suppliers operated in Australia; and
- The products and services NQBP sources - the goods and services NQBP procures are from countries with a low inherent risk of modern slavery.

Whilst NQBP notes that the presence and risk of modern slavery in its business operations is very low, NQBP acknowledges that the potential remains for exposure to modern slavery through its customers and suppliers and via the goods and services which they procure.

Accordingly, NQBP will continue to engage with its suppliers to better understand these modern slavery risks, will continue to ensure compliance with its procurement and contract procedures (see *Actions Taken* below) and will continue to work with stakeholders to raise awareness on risk indicators (see *Pilotage* below).

## Pilotage

NQBP is directly responsible for pilotage services at the Ports of Mackay and Hay Point. During the Reporting Period NQBP's marine pilots undertook 2,563 pilotage movements at the Port of Mackay and Hay Point. NQBP is not directly responsible for pilotage services for the Port of Weipa or Port of Abbot Point. These services are provided by Queensland Government Owned Corporations, Ports North and Port of Townsville respectively.

While the risk of modern slavery within NQBP's operations and supply chain is considered very low, NQBP recognises that its employees, particularly marine pilots, may be exposed to, witness, or receive disclosures from seafarers regarding instances of modern slavery occurring aboard international vessels. Where NQBP becomes aware of any incidents or suspected incidents of modern slavery, NQBP reports these incidents directly to the Australian Maritime Safety Authority (**AMSA**) who has jurisdiction to investigate modern slavery and other welfare concerns pertaining to seafarers. Through its engagement with AMSA, NQBP understands that many seafarers are still being subjected to instances of modern slavery with seafarer concerns relating to unpaid wages, bullying and harassment, hours of work and supply of personal protective equipment.

Modern slavery and the welfare of seafarers remain a key focus during operational meetings of NQBP's Pilotage team with the pilots being reminded to report any suspected instances of modern slavery to AMSA. NQBP's Pilotage team engages regularly with AMSA and the International Seafarers' Welfare and Assistance Network who provide guidance and resources that promote and support the welfare of seafarers, including via the distribution of pamphlets and business cards with contact details for services that can provide support and assistance to seafarers.

NQBP is committed to assisting and supporting organisations who provide care and welfare for all seafarers. NQBP engages with Stella Maris Australia ("Stella Maris") through its Port Advisory Group Committee. This allows Stella Maris to keep NQBP apprised of any welfare concerns of seafarers at NQBP's Port of Mackay and Hay Point. In addition, NQBP is directly represented through a directors' position on the Stella Maris Board.

During the Reporting Period NQBP:

- made an annual donation to Stella Maris Mackay;
- undertook a Christmas drive for care packages for seafarers; and

- assisted the International Transport Workers Federation in accessing the Port of Mackay and Port of Hay Point to enable them to board international vessels to assist seafarers by inspecting living conditions, health and hygiene, food and ensuring payment of wages and leave entitlements.

Looking forward, NQBP is working with AMSA, DBCT and HPCT to reestablish the Seafarers Welfare Committee, which will provide support and assistance to seafarers at the Ports of Mackay and Hay Point.

## **Actions taken by NQBP to assess and address identified risks**

During the Reporting Period NQBP has undertaken the following actions to address NQBP's modern slavery risks.

### **Governance**

NQBP's Board of Directors is responsible for the corporate governance of the organisation and is accountable to the shareholding Ministers for NQBP's performance.

The Board ensures that NQBP complies with the governance principles set out in the Queensland Government's Corporate Governance Guidelines for Government Owned Corporations (**Guidelines**), and this is detailed in NQBP's Governance Policy and Procedure. The Governance Policy and Procedure is reviewed regularly to improve, where appropriate, NQBP's compliance with the Guidelines. NQBP's Governance Policy and Procedure is published on NQBP's website.

NQBP's policies, procedures, standards and guidelines reflect the importance of high levels of public accountability which applies to Government Owned Corporations and the importance of achieving and demonstrating a high standard of corporate governance. NQBP's Code of Conduct Standard (**Code**) sets out the standards which all NQBP Employees and Directors are expected to uphold. The Code defines the work performance and ethical conduct expected of all NQBP Employees and Directors. NQBP's business is dependent upon good relationships and fair treatment of its customers, employees, and the public with fair consideration of the operating requirements of the business.

NQBP's Code also requires all NQBP Employees and Directors to comply with all NQBP policies, guidelines and procedures. A failure to comply with any NQBP policy, procedures and guidelines including the Code, could result in actions being taken in response to the breach.

These principles are contained in various policies and procedures which apply to Directors and all NQBP employees and include the Compliance Policy, Code of Conduct, Trading (Securities) Guideline, the Disclosure and Conflicts of Interest Procedure, as well as the Whistleblower and Public Interest Disclosure Protection Procedure. NQBP has in place a training program to ensure all NQBP employees are made aware of the *Public Interest Disclosure Act 2010* (Qld) and the whistleblower regime established under the *Corporations Act 2001* (Cth). All NQBP employees are required to undertake this training at the commencement of their employment with NQBP and biannually thereafter. In addition, NQBP has in place a Whistleblower and Public Interest Disclosure Protection Procedure whereby NQBP personnel can make disclosures anonymously to an independent external whistleblower consultant. During the Reporting Period, NQBP required all NQBP Employees to attend an in-person training refresher on its Whistleblower and Public Interest Disclosure Protection Procedure and Disclosure and Conflict of Interest Procedure to ensure its adherence to these procedures.

NQBP has internal guidance on *the Act* and the *Human Rights Act (Qld)* (**HR Act**) which is available to NQBP's Directors and employees on NQBP's intranet. NQBP is committed to complying with its obligations under the *HR Act* and this includes making decisions that are compatible with human rights.

NQBP has a Grievance Resolution Procedure in place to ensure that all grievances (including grievances in respect of human rights violations) are managed and investigated in a fair and timely manner. An employee may lodge a grievance with NQBP either personally or by appointing a representative. Where appropriate or necessary, a grievance will be investigated by an independent external party.

## Procurement and Contracting

NQBP has a dedicated Procurement team who are responsible for coordinating procurement of all goods and services across NQBP. NQBP undertakes procurement in accordance with the Queensland Procurement Policy. All procurement activities performed by NQBP must be performed with integrity and in a manner able to withstand scrutiny from both internal and external sources. NQBP is committed to achieving the highest standards of ethical behavior in the conduct of its business.

NQBP has in place a Procurement Procedure and a Contracts Procedure that are approved by the Executive Leadership Team (ELT) and reviewed biannually.

NQBP's Chief Financial Officer oversees NQBP's external spend. NQBP's Finance department controls the registration and ongoing control of vendors to be used by NQBP.

NQBP has implemented compliance with the Modern Slavery Act as an assessment criteria when evaluating a tender for contract award. NQBP's tender forms require tenderers to describe the controls (including due diligence processes in connection with procurement and contract management) that tenderers have in place to maintain awareness of their supply chains in order to ensure that there is no modern slavery within their supply chain.

NQBP's standard contract terms set out NQBP's expectations and requirements for its suppliers and their subcontractors regarding compliance with international standards around modern slavery. NQBP's standard contracts contain mandatory modern slavery criteria that must be addressed by its suppliers, including to ensure suppliers are able to demonstrate compliance with the Modern Slavery Act. NQBP standard contract terms enable NQBP to audit a supplier should NQBP have any concerns as to their compliance with the Modern Slavery Act. During the Reporting Period NQBP did not identify any concerns of non-compliance with the Modern Slavery Act.

NQBP's standard contracts require suppliers to comply with and adhere to the Queensland Government Supplier Code of Conduct (the **Supplier Code**). The Supplier Code requires that procurement is conducted in an environment of integrity, probity and accountability and that suppliers are committed to the highest ethical standards. The Supplier Code requires suppliers to proactively self-assess compliance and take action to remedy any shortcomings.

In accordance with the Queensland Procurement Policy, NQBP's standard contracts include a requirement that all NQBP's suppliers must meet and comply with the Queensland Government Ethical Supplier Mandate (the **Mandate**) and Ethical Supplier Threshold (the **Threshold**). The Mandate ensures that suppliers providing goods or services to NQBP, as a Government Owned Corporation, uphold the economic, ethical, social, and environmental commitments outlined in their tenders and contracts, and comply with all relevant policies and legal obligations. Where suppliers, including subcontractors, knowingly fail to meet their contractual or policy commitments, they may be subject to penalties under the Mandate. These penalties may include a demerit point system or sanctions such as exclusion from future government tendering opportunities. The Threshold outlines the wage and entitlement standards expected of suppliers who wish to do business with NQBP (as a Government Owned Corporation).

NQBP's tender documents require mandatory compliance with both the Mandate and Threshold. Suppliers must formally declare that they, along with any subcontractors, will adhere to these obligations. Failure to comply with either the Mandate or Threshold, may result in NQBP choosing not to engage the supplier. To ensure compliance with the Mandate, NQBP undertakes compliance checks through the Queensland Government Procurement Compliance Portal.

## Risk Management

Risk management is an integral part of NQBP's business management. NQBP takes a proactive and informed approach to risk management through implementation of a risk management framework, support by NQBP's Risk Appetite Statement, Policy, Procedure and Guidelines. NQBP's ELT continues to be responsible for identifying changes in the business environment that may generate new risks or require a change to risk ratings or controls. NQBP's risk profile is under constant review by the ELT and the Board.

The risk management framework is reinforced by an assurance program, which includes scheduled internal and external audits across key areas of the business. These audits provide independent oversight and continuous improvement in:

- Legal compliance;
- Financial management;
- Contract administration;
- Asset management;
- Human resources;
- Environmental stewardship;
- Health and safety;
- Modern slavery obligations;
- Emergency preparedness and business continuity planning; and
- Information governance and data management.

This structured approach ensures that risk controls remain effective, relevant, and aligned with NQBP's strategic objectives.

NQBP's risk management framework empowers the organisation to:

- Proactively identify, assess, evaluate, prioritise, and manage risks across all areas of operation;
- Enhance organisational value through informed decision-making and strategic resource allocation; and
- Foster a culture of risk awareness, embedding risk considerations into everyday activities and decision-making processes.

Risk management is the responsibility of all NQBP employees, including Directors and ELT.

NQBP has embedded modern slavery into its Enterprise Risk Register. The Chief Financial Officer is the owner of the Modern Slavery Risk Register. Presently NQBP's modern slavery enterprise risk sits as very low in the Risk Register. In determining NQBP's modern slavery enterprise risk, NQBP considered the controls it has in place these include:

- NQBP's operations occur in Australia and are governed by Commonwealth and State legislation;
- The key goods, services and materials purchased by NQBP being construction & maintenance, dredging, operations, pilotage, property and risk and assurance are low risk in that they are unlikely to cause, contribute and / or be directly linked to modern slavery practices; and
- NQBP has in place, operating procedures that identify potential modern slavery risks.

To meet strategic objectives, NQBP's risk management framework is designed to apply systematic and consistent risk management methodologies across NQBP to identify critical risk exposures, realise opportunities, prioritise resources and focus on improving capabilities for predicting and managing uncertainties.

During the Reporting Period, NQBP did not identify any instances of modern slavery occurring in its supply chains or any material breaches of risk management policies.

## **Assessment of effectiveness of actions being taken to assess and address modern slavery risks**

NQBP continues to monitor and assess the effectiveness of its actions in identifying and managing modern slavery risks by undertaking internal and external reviews of its governance, procurement and contracting, and risk management processes and controls. Depending on the results of these assessments, NQBP looks to adapt and improve the actions it takes to identify, assess and address modern slavery risks in NQBP's operations and supply chains.

During the Reporting Period NQBP undertook the following actions to assess and address its modern slavery risks:

- Independent external risk assessment of modern slavery;
- engagement with stakeholders – listening and engaging with stakeholders to deliver better outcomes;
- internal and external compliance audits; and
- ensuring compliance with the Mandate and Threshold.

To understand and determine NQBP's risk of modern slavery in its supply chains during the Reporting Period, NQBP engaged an external consultant to undertake a risk assessment. The risk assessment conducted by Fair Supply based on NQBP's external spend data for the financial year ending 30 June 2025 and over 470 suppliers to NQBP and considered their supply chains based on industry category and likely country of source to 10 tiers.

The independent risk assessment carried out by Fair Supply determined that NQBP's likelihood of NQBP causing, contributing or being directly linked to modern slavery during the Reporting Period was quantified as being 0.0105 probable persons in forced labour per million dollars spent based on industry category and likely country of source.

The risk assessment supported NQBP's assessment that its overall risk of causing, contributing or being directly linked, to modern slavery is considered to be very low. This rating is consistent with NQBP's risk rating for the previous reporting period.

Going forward, NQBP will continue to assess the effectiveness of its actions by:

- continuing to undertake compliance checks with the Supplier Code, Mandate and Threshold and modern slavery criteria during the reporting period;
- continuing through its Pilotage team, to engage with AMSA and report any instances of modern slavery;
- providing ongoing support and financial assistance to seafarers wellness organisations;
- working with AMSA, DBCT and HPCT to reestablish the Seafarers Welfare Committee, which will provide support and assistance to seafarers at the Port of Mackay and Hay Point; and
- undertaking internal and external audits in accordance with its risk management framework.

## Consultation with controlled entities

This Statement was developed in consultation with subject matter experts across NQBP to ensure a comprehensive and informed approach.

NQBP's controlled entities of Ports Corporation of Queensland (PCQ) and Mackay Ports Limited (MPL) are wholly owned and governed by NQBP. From a corporate governance perspective, NQBP and its controlled entities operate under a unified framework, adhering to the same policies and procedures.

As part of the preparation for this Statement, a Board paper was presented to the Boards of NQBP, PCQ, and MPL. The paper outlined the obligations under the Modern Slavery Act and highlighted the potential risks of modern slavery within NQBP's operations and supply chains.

## Board approval

At the Board meeting held on 26 November 2025, the Boards of NQBP, PCQ and MPL reviewed, considered and consulted on the proposed Statement. Following consultation, the Boards of NQBP, PCQ and MPL at the meeting, passed a resolution approving this Statement.

This Statement was approved by the Boards of NQBP, PCQ and MPL on 26 November 2025.



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Grant Gilfillan Chair of the Boards of NQBP, PCQ and MPL



Mackay Office  
Level 1, Waterfront Place  
5/46 Mulherin Drive, Mackay Harbour QLD 4740  
PO Box 3340 North Mackay QLD 4740

Brisbane Office  
Level 4, 175 Eagle St Brisbane QLD 4000  
GPO Box 409 Brisbane QLD 4001

Call: 1300 129 255  
Email: [info@nqbp.com.au](mailto:info@nqbp.com.au)  
Website: [nqbp.com.au](http://nqbp.com.au)