



MODERN SLAVERY STATEMENT

PIMS Group Pty Ltd

Introduction

The Modern Slavery Act 2018 (Cth) requires certain entities operating in Australia to report annually on the risks of modern slavery in their operations and supply chains and the actions taken to address those risks.

Modern slavery refers to serious forms of exploitation including human trafficking, forced labour, servitude, debt bondage and slavery-like practices. These practices can occur in many industries and supply chains and may involve the exploitation of vulnerable workers.

PIMS Group Pty Ltd recognises that businesses have a responsibility to help prevent modern slavery. PIMS Group is committed to conducting its operations ethically and responsibly and to ensuring that modern slavery practices do not occur within its operations or supply chains.

This statement outlines the steps taken by PIMS Group during the reporting period to identify and address potential modern slavery risks.

Reporting Period

This statement covers the reporting period 1 July 2024 to 30 June 2025.

Reporting Entity

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) for PIMS Group Pty Ltd.

The statement is prepared on behalf of PIMS Group Pty Ltd and the entities it owns and controls:

- PIMS Mining Pty Ltd
- PIMS Mining (NSW) Pty Ltd
- PIMS Consulting Pty Ltd
- PIMS Engineering Pty Ltd
- Mine Lease Pty Ltd

Each entity is a wholly owned subsidiary of PIMS Group Pty Ltd.

The registered office of PIMS Group Pty Ltd is located in Mackay, Queensland, Australia.

This statement has been approved by the Board of Directors of PIMS Group Pty Ltd.

Structure, Operations and Supply Chains

Structure

PIMS Group Pty Ltd is an Australian privately owned company headquartered in Mackay, Queensland.

PIMS Group operates as the holding company for a group of wholly owned subsidiaries, with the primary operational entities being:

- PIMS Mining Pty Ltd
- PIMS Mining (NSW) Pty Ltd
- PIMS Engineering Pty Ltd

Operations

PIMS Group provides integrated services to the underground coal mining industry in Australia, with operations primarily located in Queensland and New South Wales.

The group's services include:

- Underground mining and infrastructure services
- Hire of specialised underground mining equipment
- Labour hire and provision of skilled mining personnel
- Mining engineering, consulting and technical support services
- General mining support and project services

PIMS Group requires that all employees and contractors engaged by the business have the legal right to work in Australia, with appropriate verification undertaken during recruitment and onboarding.

Supply Chains

PIMS Group's supply chains consist primarily of suppliers located within Australia.

The group's main supplier categories include:

- Personal Protective Equipment (PPE) suppliers for employees sourced from locally based suppliers in Queensland and New South Wales
- Plant and equipment hire providers
- Equipment suppliers providing mining equipment and operational machinery
- Mechanical parts and consumable suppliers
- Labour subcontractors providing additional skilled personnel when required
- Apprenticeship and training providers
- Professional service providers including legal and advisory services
- Software and technology service providers supporting business operations

These suppliers are predominantly Australian-based businesses operating within Australian regulatory and employment frameworks.

All purchases by PIMS Group entities are made within Australia and in Australian dollars, and the group does not directly procure goods or services from overseas suppliers.

Risks of Modern Slavery Practices

PIMS Group has considered the potential risks of modern slavery practices occurring within its operations and supply chains.

The risk within PIMS Group's operations is assessed as very low, as labour is sourced locally within Australia and employees are paid above applicable award rates.

The risk within the supply chain is also considered low, as suppliers and subcontractors are primarily Australian-based and subject to Australian workplace and employment laws.

All subcontractor agreements require compliance with relevant laws relating to the engagement and treatment of personnel.

Actions Taken to Assess and Address Risks

PIMS Group undertakes initial due diligence when engaging suppliers, including confirming that suppliers are Australian-based entities operating within relevant regulatory frameworks.

Where potential risks are identified, additional assessment may be undertaken.

To date, PIMS Group has not identified any instances of modern slavery practices within its operations or supply chains.

Policies and Governance

Human Rights Policy

The Human Rights Policy outlines PIMS Group's commitment to respecting internationally recognised human rights and promoting fair labour practices, non-discrimination and safe working conditions.

Employee Code of Conduct

The Employee Code of Conduct establishes expectations for ethical behaviour for employees, contractors and others acting on behalf of the organisation, including requirements to report concerns about misconduct.

Commercial Integrity Policy

The Commercial Integrity Policy promotes ethical business practices and establishes zero tolerance for bribery, corruption and other improper conduct.

These policies support PIMS Group's commitment to responsible business practices and assist in identifying and addressing potential human rights risks.

Assessing the Effectiveness of Actions

PIMS Group currently assesses the risk of modern slavery practices within its operations and supply chains as very low.

Given the nature of the group's operations and its predominantly domestic supply chains, the company has not implemented a formal review framework at this stage.

The group continues to monitor its operations and supplier arrangements as part of normal governance processes.

Continuous Improvement

PIMS Group recognises the importance of continually improving its approach to identifying and managing modern slavery risks.

The organisation will continue to review its policies, supplier engagement practices and internal procedures to ensure they remain appropriate for the nature and scale of its operations.

Consultation with Controlled Entities

This statement was prepared through consultation with the entities owned and controlled by PIMS Group Pty Ltd.

As the group operates as an integrated organisation, consultation occurred internally across the relevant operational entities.

Approval

This statement was approved by the Board of Directors of PIMS Group Pty Ltd.



Director



Director

Date: 16/03/2026