

BISALLOY STEEL GROUP LIMITED

MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2025

At Bisalloy Steel Group Limited (Bisalloy), we are deeply committed to our Integrity, which means we do what's right. This is the approach we take to address any human rights harm, including modern slavery.

Bisalloy remains committed to addressing modern slavery through responsible sourcing practices aligned to our Core Values.

During FY25, we continued to identify and address modern slavery risks in our operations and supply chain through our responsible sourcing practices and focussed on identifying areas for improvement and opportunities for strengthening of existing mitigation strategies.

We remain dedicated to continuously improving our modern slavery approach. In doing this, we recognise the need to work closely with our suppliers, partners, workforce, and other stakeholders to develop a common understanding of modern slavery risks that allow us to identify, assess and address them in a meaningful manner. The ultimate goal is to mature our capability to manage modern slavery to a point where it becomes integrated into the way we do business.

In the past year we have continued to embed modern slavery mitigation into our operational processes. We have also worked with our business partners to build their capacity to manage modern slavery and labour exploitation risks. Our expectations are they take the same zero tolerance approach to these issues as we do.

I am pleased to present our 2025 Modern Slavery Statement.

Bisalloy, its structure, its operations, and its supply chain

- Bisalloy is an Australian company listed on the ASX with over 40 years of manufacture and sale of quenched and tempered steel.
- The business has its primary site of manufacture and operations at Unanderra, south of Sydney.
- The business directly employs around 75 full time employees at Unanderra most of whom are covered by the Bisalloy Steels Collective Agreement 2023 which agreement also covers the AMWU, the AWU and the CEPU.
- During 2025 the company has self-audited its direct employment arrangements for its domestic manufacturing and sales operations and confirms that all aspects of those operations insofar as Bisalloy employees are concerned are fully compliant with the company Human Rights Policy Statement and the Modern Slavery Act 2018.
- In addition to its domestic manufacturing and sales business the company also has three key international business partnerships:
 - (a) An investment in a Chinese Co-operative Joint Venture with Shandong Steel called Bisalloy Shangang (Shandong) Steel Plate Co, Ltd located at Airport Road, Licheng District, Jinan, Shandong Province, China

- (b) A distributor arrangement with an entity majority owned by Bisalloy called PT Bima Bisalloy located at MM2100 Industrial Town Jl. Sumbawa Kav. C7 No. 1 Cikarang Barat - Bekasi 17520 in the West Java area of Indonesia.
- (c) A distributor arrangement with an entity majority owned by Bisalloy called Bisalloy Thailand located at 1 Bang Na-Trat 25 Alley, Bang Na, Bangkok 10260, Thailand.
- The domestic supply chain of the business is made up as follows:
 - (a) External third-party Green feed (plate) mills who supply alloyed steel plate for processing by Bisalloy.
 - (b) External third-party repair and maintenance operators whose task is to engage with the Unanderra production team for the purpose of maintaining and when required repairing the production facility equipment.
 - (c) External suppliers of work clothing for the Unanderra production team and the PPE worn by many members of the team.
 - (d) Road transport operators who convey the steel products manufactured at Unanderra to customers within Australia and to the waterfront logistics operation at Port Kembla for export to Indonesia and Thailand.
 - (e) Ship owners and operators whose vessels convey the Bisalloy products to Indonesia and Thailand, UAE and other ports worldwide.
 - (f) Support Services including utility providers
 - (g) Corporate & Administrative Service providers, including Legal, Accounting and Audit, IT services, Banking, and Insurances.

The risks faced by the business in relation to compliance with the Modern Slavery Act 2018 and the Human Rights Policy Statement of the Bisalloy Steel Group, are defined below:

- Bisalloy acknowledges that good corporate governance is important in order to promote investor confidence and enhance our reputation with employees, suppliers and external stakeholders. Our approach to governance and sustainability can be found in our 2025 Appendix 4G and our 2025 Annual Report.
- The business continues to believe that its domestic operations face minimal risk in regard to compliance with the Bisalloy Human Rights Policy Statement and the Modern Slavery Act 2018, due to their obligations under Australian legal and regulatory frameworks.
- The business is of the view that the main risks in relation to noncompliance may be found in its Indonesian and Thailand operations simply for the reason that those operations may be perceived to have some vulnerability to external suppliers whose compliance is wanting.
- The business considers the risk of non-compliance arising from its Chinese partnership to remain low, supported by investigation and ongoing discussions, information gathering and site visits undertaken in 2024 and 2025.

Assessing Effectiveness of our Actions and Going Forward

At present

- There were no reports under our Whistleblower Policy in relation to modern slavery.
- We periodically review and update our group risk register (which includes modern slavery aspects).
- We consulted the relevant companies we own or control in the development of this statement.
- We received questionnaire responses from suppliers and access to publicly available Modern Slavery Statements from suppliers representing 81.4% of our FY24 purchases, and 86.9% relating to FY25 purchases, including questionnaires received from our Joint Ventures in Indonesia and Thailand in FY23 and Chinese JV in FY25.

Going Forward

Bisalloy is aiming for continuous improvement in our actions to assess and address modern slavery risks in our operations and supply chains, including how we assess the effectiveness of those actions. In FY26, Bisalloy is prioritising the following:

- Continue to undertake risk assessments on identified suppliers (based on spend, the type of product/service, sector/industry and geographical location) and require these suppliers to complete a supplier survey/questionnaire in relation to modern slavery.

This statement was approved by the board of Bisalloy Steel Group on 17 December 2025.



Rowan Melrose
CEO and Managing Director