



# 2025 Modern Slavery Statement

## 1. Introduction

This statement, in compliance with the *Modern Slavery Act 2018 (Cth)*, reports on AWE RES Pty Ltd (ABN: 81 678 556 235) and AWE Resources Pty Ltd (ABN: 70 678 547 718) ("AWE" or the "Company" or the "Group") risks of modern slavery in our operations and supply chains, and the actions taken during the financial year ended **30 June 2025 ("FY2025")** to address those risks.

AWE understands that modern slavery can occur in various forms, and we are committed to identifying, preventing and mitigating the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

AWE is committed to operating responsibly through strict corporate governance, robust and maintained standards and procedures to address risks. We ensure we support and respect the protection of international proclaimed human rights outlined in the Universal Declaration of Human Rights and the Ten Principles of the United Nations Global Compact. It is also supported by AWE's Code of Conduct and other company policies, in particular our overall commitment to lawful and ethical practices, fair working conditions, consideration of the broader community and protection of human rights.

This Modern Slavery Statement addresses AWE's responsibility under the *Modern Slavery Act 2018 (Cth)* and the purpose of our statement is to:

- Outline the risks of modern slavery identified within AWE's operations and supply chains;
- Describe the actions taken in **FY2025** to address those risks; and
- Explain how AWE plans to further strengthen our commitment to mitigating future risks of modern slavery.

## 2. Our Business

AWE is an Australian-owned company delivering tailored labour and engineering solutions to the mining and manufacturing industries across Australia. With operations in Western Australia and Queensland, we are a trusted partner in driving efficiency, productivity, and profitability for our clients.

As a leading provider of engineering solutions for the mining and resources sector, AWE is built on a foundation of safety, quality, and exceptional customer service. Our in-depth industry knowledge allows us to understand the unique challenges of mining operations, enabling us to deliver customised, innovative solutions that optimise performance and minimise downtime.

With a strong reputation for reliability and expertise, AWE continues to support major industry players with cutting-edge engineering services and skilled labour solutions, ensuring long-term success in a demanding industry.

## 3. Our Operations

AWE employs over 140 employees throughout its Australian operations (as at the end of FY2025).

The majority of AWE employees are permanent, full-time employees; however, we also employ a considerable number of casuals across the business. Casual employees are utilised to complement and support any fluctuations in business needs.



## 2025 Modern Slavery Statement

Recruitment methods vary; however, all permanent vacancies are advertised via online recruitment platforms. Casual vacancies are often advertised via online recruitment platforms; however, they are also sourced via word of mouth through current team members who are familiar with our policies and procedures. Employment agents are only utilised for senior leadership roles and only if essential.

Recruitment activities are coordinated and managed by People & Culture, Mobilisation and the relevant Hiring Manager.

AWE employees either work out of an AWE office/warehouse based, company mobile service vehicle, actively on the road, or on client owned / managed sites.

All AWE employees are hired in compliance with the following requirements:

- Be supplied a working contract which is in accordance with all local laws and relevant legislation;
- Ability to leave the company in accordance with the terms contained within their employment contract and local legislation;
- Receive a regular market-based remuneration package; and
- Receive a remuneration package which conforms with local laws.

### 4. Supply Chain

AWE does not have a complex supply chain and where possible, we deal mostly with Australian companies. We require our suppliers to complete pre-qualification documentation and ensure they are regularly reviewed as part of our due diligence.

The below table provides a summary of the AWE supplier categories and their risk categorisation:

Product or Service	Risk Categorisation
Materials (Australian Companies)	Very Low
Materials (Australian Companies sources internationally)	Low
Services (Australian Companies)	Very Low
Consumables	Very Low
Hire of Plant & Equipment	Very Low
Uniforms and other Adhoc supply	Low

### 5. Governance Approach

AWE has a Code of Conduct, which sets out our commitment to ensuring a safe workplace, risk identification and mitigation, compliance with relevant legislative requirements and not knowingly participating in any illegal or unethical activity.

AWE has several company policies which support the above, and ensure our processes are fair, transparent, and open to everyone, regardless of gender, ethnicity or ability. These policies include; a Human Rights & Modern Slavery Policy, Equal Employment Opportunity Policy, and a Respectful Workplace Policy.



## 2025 Modern Slavery Statement

AWE's Head of Corporate Governance and the People and Culture Team are responsible for overseeing these policies, reviewing and performing due diligence activities to ensure they remain effective and compliant.

This statement and supporting policies are reviewed annually, or earlier if required due to;

- Updates to relevant legislation,
- Changes within our operations or supply chain, or
- Incident or audit findings.

AWE takes non-compliance with any of the above-mentioned policies very seriously and would consider taking disciplinary action against an employee found non-compliant.

### 6. Whistleblower Policy

AWE is committed to providing a safe environment, where individuals feel empowered to raise concerns and have the confidence to report suspected or known unethical, illegal, fraudulent, corrupt or dishonest conduct without fear of intimidation, ramifications or adverse consequences.

AWE has a Whistleblower Policy which defines Disclosable Conduct, identifies internal and external reporting channels and outlines the investigation procedure. AWE's policy is designed to ensure the protection of individuals (Whistleblowers) who report Disclosable Conduct and outlines the legal protections.

Reports of known or suspected Disclosable Conduct can be made confidentially and anonymously at any time, via the internal and external channels covered in the Whistleblower Policy.

AWE has not received any reports regarding modern slavery through Whistleblower channels at this date.

### 7. Assessment of Modern Slavery Risks

AWE has conducted risk assessments to determine which parts of the business, and which supply chains are most at risk from modern slavery. This process was developed to help AWE understand which areas are most exposed, so efforts can be focused on those areas and mitigation strategies can be developed.

As informed by the risk assessment, AWE will engage directly with new suppliers in respect of the Anti-Slavery Policy to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses

### 8. Actions

During the reporting period, we have taken the following actions:

a) Policy Development and Governance

- Implemented a Human Rights and Modern Slavery Policy

b) Supplier Due Diligence

- Developed and introduced a Modern Slavery Questionnaire which is required to be completed by key suppliers.
- Introduced AWE risk assessments to determine which parts of the business, and which supply chains are most at risk.



## 2025 Modern Slavery Statement

- Updated contractual documentation to incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour
  - Updated contractual documentation with provision for our contracted suppliers to hold their own suppliers to the same standards.
- c) Training and Awareness
- Introduced a Human Rights and Modern Slavery Policy internally to education staff on the risks and how to identify signs.
- d) Grievance and Reporting Mechanisms
- Established a confidential grievance reporting policy / process for employees and workers,
  - Communicated grievance reporting policy & procedure.

### 9. Measuring Effectiveness

AWE's CEO has overall responsibility for AWE's Human Rights and Modern Slavery Policy and ensuring that AWE complies with all its legal and ethical obligations.

AWE's CEO is committed to the primary day-to-day responsibility of implementing and monitoring this policy. AWE is committed to regularly assessing the effectiveness of our Human Rights and Modern Slavery Policy, monitoring its use and ensuring that the appropriate processes and control systems are in place, and amended as appropriate, to ensure it can operate effectively.

AWE People and Culture, in consultation with key stakeholders, will be responsible for conducting an annual review of the policy and the effectiveness of current mitigation measures.

We will monitor the progress of our mitigation actions in our supply chain via the engagement of our suppliers, feedback on our code of conduct and Human Rights and Modern Slavery Policy and through tracking supplier compliance.

Effectiveness of Training and Awareness will be identified through internal feedback and monitoring grievance reports. Future introduction of formal training will have KPI's attached for measuring completion and effectiveness.

### 10. Future Commitments

AWE is committed to regularly assessing the effectiveness of our Human Rights and Modern Slavery Policy and mitigation actions. Over the next reporting period, we aim to:

- a) Supplier Due Diligence
- Mapped key suppliers and subcontractors,
  - Conducted risk assessments focusing on geography, industry, and workforce composition,
- b) Improve Training and Awareness
- Deliver training to procurement and operations staff,
  - Included modern slavery education in worker inductions,
  - Engage managers in identifying signs of forced or exploitative labour.
- c) Grievance and Reporting Mechanisms



## 2025 Modern Slavery Statement

- Introduce staff engagement surveys to provide an opportunity to receive and assess feedback on ethical and compliant behaviour within the Group

### 11. Internal Consultation

This statement was produced in consultation with Operations, Corporate Governance, HSEQ, People and Culture and Senior management across the Company.

AWE RES Pty Ltd (ABN: 81 678 556 235) and AWE Resources Pty Ltd (ABN: 70 678 547 718) have been included in our risk-based approach to the identification, assessment and mitigation of modern slavery risks. AWE is committed to the development of frameworks, policies and procedures in line with the emerging Australian and international legislation in this space.

### Endorsement

This statement was approved by the principle governing body of AWE RES Pty Ltd and AWE Resources Pty Ltd on the 18th of July 2025. This statement is signed and approved by Sandra Harris, in her role as Chief Executive Officer of AWE RES Pty Ltd and AWE Resources Pty Ltd, on the 18th of July 2025. The CEO is responsible for overseeing the implementation and monitoring of this policy.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke.

**Sandra Harris**

CEO

18 July 2025