

Modern Slavery Statement For Reporting Period FY22

Modern Slavery Act 2018 (*Cth*)



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1. Overview

MPC Kinetic Holdings Limited and its subsidiaries (together, MPK) provide a range of specialist solutions to Australia's renewables, upstream liquified natural gas, infrastructure, and natural resources sectors, and maintain an active presence in the onshore and offshore oil and gas industry in New Zealand. MPK runs its business and services its customers in accordance with the highest legal, ethical, and sustainable standards, and this includes identifying and preventing instances of modern slavery caused by, contributed to by, or directly linked to its business. MPK expects and requires its suppliers to share this vision.

This modern slavery statement (**Statement**), published pursuant to the requirements of the Modern Slavery Act 2018 (*Cth*) (**Act**), details the relevant steps undertaken by MPK during the reporting period. As permitted by the Act, MPK has elected to provide a joint Statement for and on behalf of all of its mandatory reporting entities (**MREs**). The steps undertaken by MPK apply as appropriate to all of its subsidiaries having material operations, assets and/or employees, whether or not they are mandatory reporting entities under the Act.

2. Operational Structure

MPK's business can broadly be summarised as follows:

- » Infrastructure, which specialises in the building of large scale, remote, developments within the liquified natural gas (LNG), renewables, and resources sectors; and
- » Energy Services, which provides a range of specialist solutions to the upstream oil and gas (predominantly LNG) industry including onshore and offshore well intervention services, fluid management services, production chemical supply and dry equipment hire in New Zealand and Australia.

3. Consultation Process

This joint Statement has been prepared following engagement, consultation with, and input and analysis from board members of each MRE and each entity controlled by the relevant MRE, the company secretary of each MRE and each controlled entity, and appropriate members of MPK's corporate support services, including legal, finance, and HR.

4. Infrastructure Operations

MPK's Infrastructure business provides a range of specialist design and construction infrastructure development services to the LNG, renewables, and resources sectors.

Its LNG services include the installation of gathering networks of small diameter pipeline used for extracting and transporting LNG and water, connection of CSG wellheads to gas and water systems, construction of trunklines, installation of pipelines and cabling (high-voltage and fibre optic), installation of permanent structures, such as well pads and separators, and provision of a comprehensive range of wellsite services to allow efficient, safe and cost-effective completion, production, maintenance and decommissioning of LNG wells, for blue-chip oil and gas producers in Australia.



This business also provides solutions to large infrastructure projects within the sub-sectors of water, gas, and slurry pipelines, particularly the design and construction of large diameter pipelines for transporting water, gas and mineral slurry throughout Australia, provides balance of plant services for windfarm developments, for a mixture of Australian public authorities, private resource sector clients, renewables developers and OEMs.

5. Energy Services Operations

MPK's Energy Services business provides specialist services to the oil and gas sector in Australia and New Zealand. In Australia it provides completion and production services including onshore and offshore wireline services, fluid management services, well servicing rigs, production chemical supply and specialist dry hire equipment. The services are provided nationwide from MPK's Roma, Toowoomba, and Narangba facilities, with a focus on the East Coast Surat Basin.

MPK also provides well intervention services to the onshore and offshore markets in New Zealand. It operates from a base at New Plymouth, in the Taranaki Basin. From this base, MPK provides wireline, well testing, and completion services, in the onshore and offshore sectors, for the major oil and gas operators in New Zealand.

6. Operational Risk

The operations of the Infrastructure and Energy Services businesses are low risk in the context of modern slavery. They operate in sectors with zero-to-limited use of unskilled, temporary, or seasonal labour, zero-to-limited use of short-term contracts and outsourcing, and zero-to-limited use of foreign or temporary workers to perform inconspicuous labour. Their operations have limited supply requirements necessitating excessive working hours or labour cost savings, zero-to-limited-service delivery has been reported by NGOs to involve labour exploitation, and children are not used in the product development or service delivery. The businesses operate solely in Australia and New Zealand, which have ratified international conventions relevant to modern slavery, which have a low prevalence of modern slavery, labour rights, human rights, and child labour violations, and which have strong protections for workers.

MPK is unwaveringly compliant with labour standards, has robust procurement and sourcing processes, and actively ensures that its workers have good information about their workplace entitlements. These businesses and their operational sectors do not display indicators of modern slavery. There are no requirements to work excessive hours, no specific issues with underpayment or failure to pay workers, and workers are actively encouraged to identify any dangerous work practices. Finally, these businesses partner with high quality customers whom MPK believes share its ethos of operating to the highest legal, ethical, and sustainable standards.

7. Supply Chains

MPK regularly procures plant and equipment from Australian suppliers, and from suppliers in overseas manufacturing hubs, primarily for direct use in its operations. MPK requires each of its suppliers to comply with MPK's modern slavery ethos, and actively takes this into consideration in making its procurement decisions. All prospective suppliers are required to meet MPK's

standards, and to be compliant with its policies and procedures before they can be considered for engagement as MPK suppliers.

MPK also conducts periodic diligence on existing suppliers. It is MPK's policy to require that any offending supplier cease any modern slavery practices and take steps to prevent or mitigate any harm, and MPK will terminate the business relationship if this is not possible. MPK periodically reviews the effectiveness of its supply chain policies and procedures.

8. Supplier Composition

MPK's suppliers are predominantly located in Australia and other low-to-medium risk jurisdictions, being New Zealand, Singapore, France, United States of America, Chile, Italy, and Thailand. MPK also procures goods from other jurisdictions, being China, the Philippines and India.

9. Supplier Diligence

During the reporting period, MPK directly surveyed suppliers across all its business units and corporate services, regarding modern slavery risks within their operations and supply chains. This included suppliers located in Australia and overseas, with a particular focus on suppliers based in or with operations in countries identified by the Global Slavery Index as having a material prevalence of modern slavery risk. MPK carefully reviewed all survey responses, made further enquiries of suppliers as appropriate, and advised particular suppliers of steps MPK expects them to take with a view to improving their own due diligence in respect of modern slavery risks in their supply chains. MPK will conduct similar due diligence on its suppliers during each reporting period.

10. Assessing Effectiveness

MPK regularly reviews the effectiveness of its modern slavery risk procedures by:

- » Monitoring and assessing data related to supplier responses to MPK's modern slavery due diligence investigations.
- » Considering modern slavery risk as part of MPK's overarching company risk management procedure.
- » Investigating any complaints which are referred to it about modern slavery through its whistleblower and other reporting procedures.
- » Reporting any issues related to modern slavery to MPK's board as part of its monthly reporting process.
- » Regularly reviewing our governance procedures including MPK's procurement and human resources frameworks.
- » Engaging with MPK's clients and other stakeholders in relation to their approach to managing modern slavery risk.

11. Concluding Remarks

MPK believes that all businesses have an important role to play in tackling modern slavery within their operations and supply chains, and that businesses must continuously improve their performance in this area. MPK will seek to identify opportunities for improvement within its own business. Without limiting this view, MPK is satisfied that the actions it has taken during the reporting period are commensurate with the level of modern slavery risk applicable to its business.

12. Approval of Joint Statement

This joint Statement was approved for submission to the Australian Border Force and corresponding online publication, by the board of MPC Kinetic Holdings Limited, and by the respective boards of each MRE, by means of circular resolutions of the respective directors.

13. Execution

This joint Statement is signed for and on behalf of MPC Kinetic Holdings Limited and each MRE as follows:

A handwritten signature in black ink, appearing to be 'John Smith', written over a horizontal line.

John Smith
Director and CEO
MPC Kinetic Holdings Limited

Date: 28th November 2022