



RJ Vincent (RJV)

Modern Slavery Statement 2025

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1. Introduction

This statement is made under the Australian Modern Slavery Act 2018 (Cth) for the financial year ending 30th June 2025 (FY25), on behalf of Ralmana Pty Ltd trading as R.J. Vincent & Co. (RJV) (ABN 93009149106) and its subsidiary RJV Contracting Pty Ltd (ABN 92 637 541 470). We consulted the relevant companies that we own or control in the development of this statement.

This statement is RJV's fifth Modern Slavery statement and details the steps taken to assess the risks of Modern Slavery within its operations and supply chain, and actions being taken to manage these risks.

2. Our Company

RJV are committed to operating the business lawfully and ethically, ensuring that all aspects of our business practices, including our supply chains and contracting networks, are free from any form of slavery. We reject any and all forms of modern slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour. We are dedicated to implementing effective systems and controls to ensure that it does not take place within our own business and we expect our suppliers and contractors to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.

In FY25, we continued our assessment of the risk of Modern Slavery within RJV operations and supply chain. While our analysis, shows that the risk is relatively low, we are continually implementing initiatives to minimise the risk of Modern Slavery within our business operations.

This statement reflects our commitment to respecting Human Rights and highlights key actions we are taking to address risks in our operations, and our supply chain, including risks associated with modern slavery. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety, staff inclusion and diversity. This statement supports the Australian government's work on modern slavery.

2.1. Business Overview

RJV is a privately owned Western Australian company, based at 4-5 Kirke St Balcatta WA 6021. Founded in 1955 to initially provide bulldozing services in country areas of Western Australia the company has since evolved to become one of Western Australia's leading and most respected Civil Engineering and Mining Services contractors.

RJV is a leading civil contractor in Western Australia, and our Mining Services division specialises in mine site civil works. With extensive experience across the resources sector, RJV has built a reputation as a trusted partner for mining operations. Our highly experienced and stable leadership team brings deep industry knowledge and reliability to every project, ensuring consistent delivery and long-term value for our clients.

Our Civil Infrastructure division has set its foundation on being one of the Western Australia's leading Civil Infrastructure contracting companies in both the resources sector and the local domestic market. Our experience and knowledge base is unrivalled with continuing repeat clients looking to us to deliver the highest quality of work safely, on-time and to specifications. Our team is vastly experienced and dedicated to safety and best practices in the field, utilising our extensive fully owned fleet of plant and equipment.

RJV's People & Culture and HSEQ teams have various policies in place that support our day-to-day operations and corporate governance to ensure all employees and suppliers meet our core values.

Our scope of services cover:

- Load and Haul Operations
- Bulk Earthworks & Rehabilitation
- Urban Development
- Tunnels & Bridges
- Underground Services
- Road Construction
- Culvert Installation
- Drill and Blast
- Project & Statutory Management
- Tailings Storage Facility Construction
- Hard Rock Quarry Operations
- Haul Road Construction & Maintenance
- ROM & Waste Dump Management
- Topsoil Removal & Management
- Concrete Installation and Removal
- Crusher Feed

2.2. Workforce

At the end of FY25 RJV had a workforce totalling approximately 254 people, employed on a full-time equivalency basis. This included 189 people employed directly and approximately 65 employed through a number of local specialised labour hire companies.

RJV has policies and procedures in place to ensure that all direct employees are screened, on-boarded and employed in a manner that mitigates the risk of Modern Slavery.

Under our terms and conditions, all labour hire suppliers are required to comply with all legal employment requirements, RJV policies and our code of conduct.

The business strives to ensure that all employees and contractors are aware of their rights and responsibilities by providing information, policies and a grievance mechanism to raise concerns and a process to resolve any issues raised.

3. Supply Chain

During FY25 RJV continued working to analyse and review the risk of Modern Slavery occurring within the supply chain. The risk continues to be minimised by the fact that all business services are conducted solely within Western Australia.

Almost all of RJV's suppliers are based locally. We do not manufacture our own products, and typically source goods and services from locally based suppliers and subcontractors. RJV's supply chain consists, almost exclusively of Australian based companies. This reflects our

commitment to support locally based businesses, as well as providing RJV with greater oversight and ability to manage risks associated with our supply chain.

Excluding software licencing agreements, RJV only conducted one direct overseas transaction during the reporting period.

Machinery used in civil construction are sourced from Tier 1 suppliers, that have offices based in Australia and have advanced policies and procedures in place, along with quality systems. Parts are purchased to service and maintain this equipment and these parts are sourced from local suppliers, as are uniforms and other business consumables.

Service providers including Labour hire company's, who source labour and services locally, predominantly work under RJV's Accredited Safety, Quality and Environment systems.

The RJV contractor prequalification system requires all subcontractors and suppliers engaged, to complete the online prequalification process prior to providing any goods or services for, or on behalf of RJV.

This process identifies and acknowledges the requirement for suppliers to submit a Modern Slavery statement, and a request for details identifying how companies monitor risks associated with Modern Slavery.

Our contractor and supplier terms and conditions have been developed to ensure that suppliers and contractors are made aware of their modern slavery obligations and that they have sufficient systems in place to meet RJV requirements.

4. Policies and Procedures

The RJV Foundations are a set of values-based statements that reside at the very core of our culture. Our Foundations define who we are, how we work, and what we stand for as a business.



RJV does not tolerate any form of slavery, human trafficking, forced or child labour. We have formal policies in place that are intended to promote the foundations of the business along with ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights in our business, they include our Code of Conduct, Whistleblower Policy and Corporate Social Responsibility Policy.

Our policies set out code of conduct expectations and apply to all workers including employees, contractors, consultants and others engaged to perform work for RJV. These

policies are reviewed and updated on a regular basis to ensure that they remain current and compliant.

4.1. Whistleblower Policy

RJV values the people who work within the business and encourages a culture of openness, where employees can raise concerns about any business conduct or practices. The Whistleblower Policy establishes a mechanism, so that staff and contractors can freely and anonymously (if desired) report conduct that goes against the ethics and values of the business. This includes raising any concerns of Modern Slavery within the RJV supply chain.

During FY25, RJV reviewed our policy suite including the whistleblower procedure.

5. Potential Risks

During this assessment period, we have continued to assess risks that may possibly cause, contribute or be directly linked to modern slavery practices. The results from these assessments have identified areas within the supply chain that have different risk profiles. Areas with lower risk include operational activities that are directly undertaken by RJV employees and contractors who are covered by our internal processes. Higher risk areas have been identified when products and parts are sourced from overseas.

This risk is minimised by sourcing equipment through local reputable suppliers with audited quality systems in place, rather than buying directly from overseas. This also increases our ability to meet with suppliers, agree terms and conditions, develop ongoing relationships and audit supplier processes.

6. Actions

6.1. Measuring our Effectiveness FY25

During the reporting period, RJV focussed on further developing and embedding our processes within the business, along with a review of policies & procedures. We also focussed on assessing and improving our subcontractor and supplier on-boarding procedure and conducting supplier audits.

The following framework has been developed to measure the effectiveness of our actions and to identify and minimise the risks of modern slavery:

1. Auditing our supplier's procedures to ensure that risks are identified within the procurement process and actioned or remedied as required.
2. Continuing to update our standard terms and contracts to ensure compliance with modern slavery requirements and the RJV Code of Conduct.
3. Policy and procedure reviews have been completed in accordance with quality system requirements and referenced to incorporate Modern Slavery risks where appropriate.

4. The whistleblower hotline has been monitored in regard to any modern slavery concerns to be reported.
5. The corporate onboarding and training procedure is being updated, and refresher training is being undertaken for certain roles relating to the supply chain and procurement.

6.2. Commitment

RJV continues to update and implement processes and practices in the business to minimise the risks of modern slavery within the supply chain, ensuring that policies and procedures meet legislated requirements and uphold the RJV Foundations.

The leadership team have ensured that procurement and project employees understand the importance of the act, and that these requirements are understood and adhered to by our suppliers.

Over the next reporting period RJV are committed to enhancing the measures already taken and continue developing greater understanding of the supply chain and partner processes.

7. Measure of Effectiveness

RJV is committed to the continual improvement of our processes as they relate to modern slavery. This commitment is supported by the directors, the senior management team and is cascaded through the business.

During the reporting period, we have continued to review the actions we have taken to ensure they effectively raise awareness and reduce the risk of modern slavery within our business. This commitment is reflected in our supplier audit process.

We will maintain ongoing monitoring of compliance with these actions and uphold our commitments through our quality systems and annual policy reviews

This Statement has been prepared to meet the seven mandatory criteria set out in the Commonwealth Modern Slavery Act 2018 and was approved by the RJV Board of Directors on 15th December 2025.



Tim Ryan
Chief Executive Officer
16/12/25