



MODERN SLAVERY STATEMENT

FY23 — FY24



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Reporting entity

This statement is submitted by Duratec Limited (ABN 94 141 614 075) and Australian public company listed on the Australian Stock Exchange (ASX: DUR) with its corporate head office located at 108 Motivation Drive, Wangara WA, Australia.

Duratec Limited is the 'reporting entity' (as defined in the Act) and the terms the 'Group', 'we', 'us' and 'our' refer to the entire Group (as defined below), except where the context otherwise requires. This Statement does not represent or is intended to cover any joint venture vehicle or asset which is not either wholly owned or controlled by Duratec Limited. This Statement is submitted by Duratec Limited on behalf of all controlled or wholly owned entities identified within the report, for the reporting period 1 July 2022 to 30 June 2024, including any entities acquired or disposed.

In preparing this Statement, Duratec Limited has considered prior feedback received from the Australian Border Force following the issuance of previous statements of compliance, client audits through external consultants, external published material and by reviewing the statement submissions of our peers.



Company overview

Duratec Limited (ASX: DUR) is a leading Australian contractor providing assessment, protection, remediation, and refurbishment services to a broad range of assets and infrastructure. The Company's multi-disciplined capabilities combine engineering experience with project delivery expertise and use a range of in-house assessment technologies, including 3D capture and modelling technology with predictive analysis tools. Headquartered in Wangara, Western Australia, Duratec has fifteen branches around the country in capital cities and regional centres, delivering services across multiple sectors including Defence, Commercial Buildings & Facades, Infrastructure (Water, Transport & Marine), Mining & Industrial, Power and Energy.

Please visit www.duratec.com.au for further information.



Statement of the Managing Director

As Duratec continues to grow we recognise that it is not only our ongoing commitment to a high standard of corporate governance, but it is also importantly our commitment to ensuring that our supply chain remains engaged in our efforts against modern slavery. With Duratec's operations are predominantly Australian based, with a heavy focus on local Australian procurement within all of our operations, we realise that the risk of Modern Slavery remains from secondary supply chain procurement, so we realise that we need to better our engagement with our supply chains, supply chain. The way we conduct our business is key in achieving sustainable growth and creating stakeholder and shareholder value.

Acquisitions

While Duratec has a robust corporate governance framework that sets out the standards which guide and inform our best practice management systems, FY23 and FY24 were years of significant change for the company, particularly through the growth and complexity to the supply chain via acquisition. During the reported period, Duratec completed the acquisition of:

- WPF Duratec Pty Ltd (formerly Wilsons Pipe Fabrication Pty Ltd) in October 2022, and
- A&B Welding Pty Ltd in December 2023

While these acquisitions provided Duratec with greater opportunity from expansion into the Energy sector, building on our existing capabilities and created opportunities for domestic and international growth into the future, they also presented a great risk to Duratec's supply chain. The team works extensively on integrating the two operations and ensure that both operationally this the company was not affected, however as with all acquisition integrations, there are time restraints on bringing operations practices in sync.

Strategic Review

A key achievement of FY24 was completing a strategic review. The review analysed our past performance, company structure, and industry trends. We developed an updated strategy for the next five years and established new systems to track progress. Our past operations have yielded strong results. As we prepare for our next stage, this strategy outlines a sustainable path for Duratec. Our updated Executive Leadership Team, with diverse skills and expertise, will guide us through this growth period.

Outlook

At Duratec, we prioritize accountability, transparency, integrity, respect, and ethical behaviour. We meet client needs without compromising human or natural resources while ensuring a safe worksite for everyone involved. Our values of Integrity, Accountability, Courage, Pride, and Recognition guide us as we as a company uphold human rights, and work towards preventing modern slavery and trafficking, in line with the Modern Slavery Act.



Supply Chain

General process

During FY23 and FY24, Duratec experienced significant growth and expansion within its supply chain, influenced by acquisitions and increased operational complexity. The supply chain team worked to onboard new suppliers and reassess existing registrations that have expired after a 2-year period, in line with Duratec's business requirements and compliance standards, including those identified in Australian Modern Slavery legislation. 1,761 suppliers were successfully approved and processed during the reporting period to ensure adherence to the company's due diligence protocols.

Duratec's operations primarily focus on remediation and project services delivered through either directly employed staff or subcontractors. This necessitates a specialized supply chain tailored to industry-specific needs. Remediation materials and project-specific products were sourced both domestically and internationally, with distribution managed via Duratec warehouses or third-party logistics providers. Additionally, the supply chain supported standard office and warehouse operations through diverse procurement.

Duratec Limited upheld a zero-tolerance policy for modern slavery practices throughout FY23 and FY24. Recognizing the varied nature of its supply chains, particularly within Defence, Mining, Buildings & Facades sectors, the company implemented evaluation procedures to reduce risks and ensure ethical operations.

Several policies and procedures were employed during FY23 and FY24 to maintain supply chain practices and reinforce operational efficiency, compliance, and safety. Key documents included:

- Subcontractor & Supplier Management Procedure (PRO-PM-04)
- Supplier Registration (FRM-PM-04-01)
- Subcontractor & Supplier Pre-Qualification (FRM-PM-04-02)
- Subcontractor and Supplier Performance Rating (FRM-PM-04-03)
- Subcontractor Mobilisation Checklist (FRM-PM-04-04)
- Subcontractor HSEQ Evaluation (FRM-PM-04-05)
- Subcontractor Pre-Award Checklist (FRM-PM-04-07)
- Subcontractor System Audit (FRM-HSEQ-10-07)
- Subcontractor & Supplier Code of Conduct
- Duratec Limited Code of Conduct (POL-GOV-09)
- Whistleblower Policy (POL-GOV-16)

The Duratec Limited Code of Conduct and Whistleblower Policy, accessible via www.duratec.com.au, continued to ensure transparency and ethical practices within the company's supply chain during this period.



Assessment of modern slavery risks in our operations and supply chains

Our employees and operations are in the Commonwealth of Australia. We are cognisant of and compliant with Australian labour laws and other applicable employment related legislation. Within Duratec's operations, we assess risk of modern slavery under various lenses, including but not limited to:

- Industry and sector risks
- Product and services risks
- Geographic risks
- Supply chain model risks

With the assistance of an external third-party consulting services provider, we have implemented and embedded an ongoing program to try and continuously improve our visibility into the labour practices in our supply chain and our ability to identify risks of modern slavery practices in our operations and supply chain (the "Modern Slavery Risk Mitigation Program").

Risk Assessment

Duratec has 19 offices and operates in multiple industry sectors, including Defence, Mining, Building and Facades and Energy. Of our 9,238 approved suppliers' majority are based in Australia, with on 28 international approved suppliers currently registered.

During the reporting period, we continued to assess supply chain risks with a focus on defining "high-risk" suppliers. The higher risks of modern slavery in our supply chain were identified through our tiering assessment and due diligence process, which revealed:

- Two first-tier suppliers labelled as high risk;
- Direct foreign suppliers in higher risk countries; and
- Limited visibility of indirect foreign suppliers beyond the second tier

Throughout the reporting period, Duratec onboarded 1,761 new suppliers, including 18 new international suppliers since the last reporting period, located in various countries such as the United Kingdom, the United States of America, New Zealand, China, Singapore and Vietnam. The increase in international suppliers was a result of the integration of WPF Duratec Pty Ltd as part of the acquisition of the company.

Common issues remain as identified within the High-Risk Supplier Group included:

- Lack of transparency in labour practices and absence of assessment, verification, or mitigation plans for modern slavery
- No contract warranties addressing modern slavery
- Absence of policies on modern slavery avoidance or whistleblower protection
- Suppliers failing to impose robust modern slavery contract terms on their suppliers
- Uncertainty about the use of low-skilled (including migrant) workers

Of the suppliers assessed, only 1 that operated in Vietnam was considered high-risk, and as such Duratec implemented and monitoring program for the period of the works.

As we move into FY25, Duratec is committed to continuing and expanding its due diligence efforts. The goal for FY25 is to address the supplier chain visibility through the implementation of software to provide better access to data on its supply chain.

Actions to address modern slavery risks

Addressing Risks - Modern Slavery Risk Mitigation Program

Duratec has implemented the Modern Slavery Risk Mitigation Program to improve visibility and identify risks in our supply chain. This program includes:

- Human Rights Policy, linked to the Whistleblower Protection Policy.
- Supplier Code of Conduct, outlining our commitment to address modern slavery issues, also linked to the Whistleblower Protection Policy.
- The Whistleblower Protection Policy encourages reporting policy violations without negative repercussions. It is accessible online for anonymous submissions.
- Our Supplier Code of Conduct contains mandatory modern slavery warranties and covenants from suppliers, signed during onboarding. It also encourages suppliers to include these terms in their procurement contracts with second-tier suppliers.

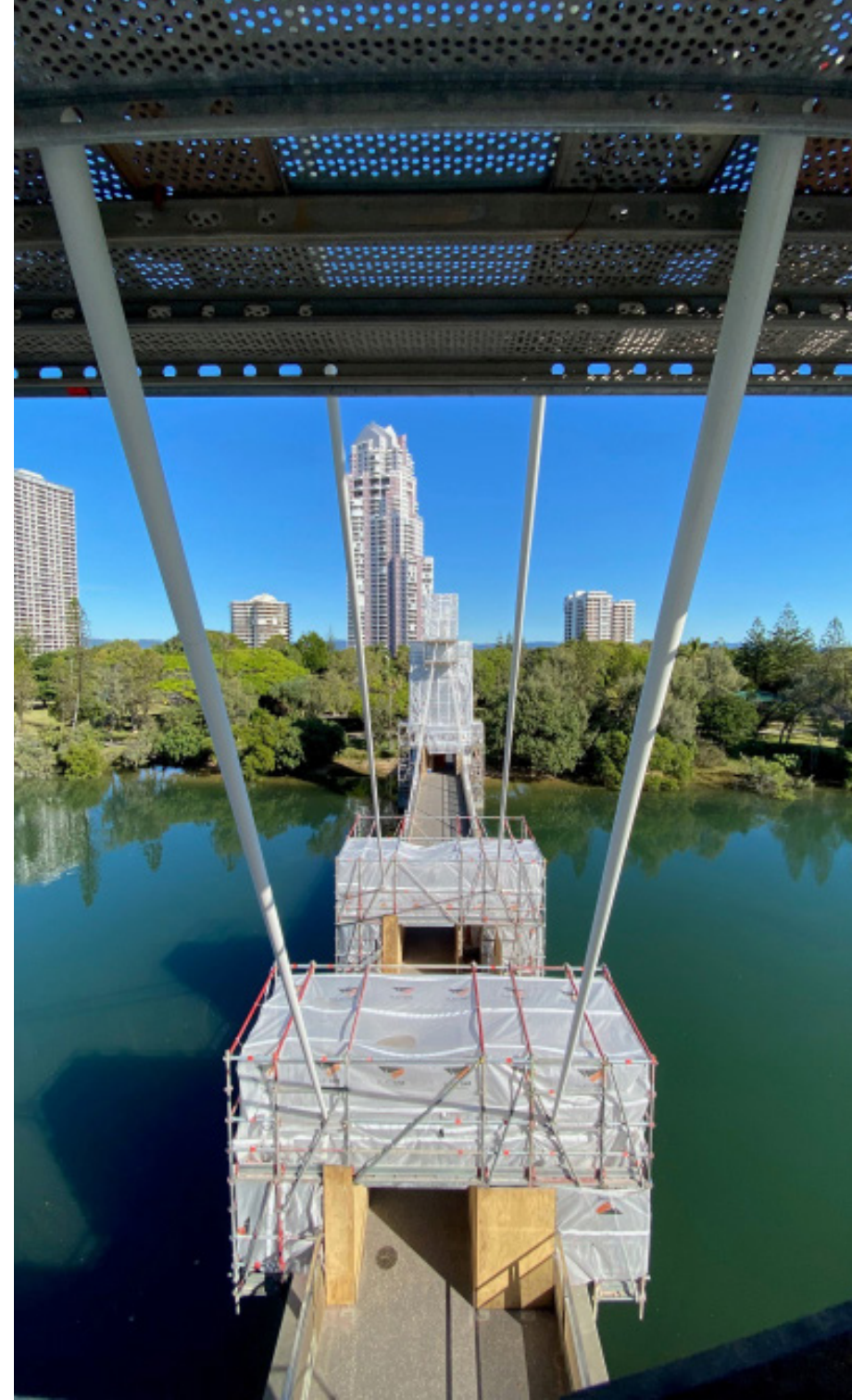
We map key first-tier suppliers based on country risk, industry risk, product/service risk, and spend level. High-risk suppliers undergo targeted due diligence surveys evaluating their modern slavery risk profile. Based on their responses, we create action plans for follow-up as needed.

Addressing Risks Continued

Based on the current risks identified in our supply chain and operations, additional actions were identified and completed alongside the program. These actions include:

Modern Slavery training was completed and rolled out for all internal staff company wide. The training is accessible to current employees through a portal and is offered to all new employees as part of the onboarding process. It is specifically designed for employees involved in procurement and collaboration with suppliers, aiming to increase awareness among employees about key points regarding the Act and modern slavery risks.

Analysis of Modern Slavery risks by location and industry was conducted. An internal team analysed which sectors, services, and locations are more at risk for modern slavery. The analysis also addressed which types of workers are most at risk based on these variables. Based on the findings, a roadmap was created to allow for continuous analysis.



Assessment of the effectiveness of actions taken

During the reporting period, our Modern Slavery Risk Mitigation Program continued to be implemented effectively and in compliance with the Act. Key achievements include:

- Increased awareness and understanding of modern slavery risks within Duratec.
- Enhanced visibility into supply chain practices through mapping, risk assessments, due diligence, and binding supplier warranties.

Additional actions that added value:

- Modern Slavery Training raised awareness among staff.
- Improved supply chain understanding from industry, service, and location analysis.
- Enhance our Due Diligence/Prequalification process and ensure supplier compliance with our requirements.



Future actions

In addition to executing the actions outlined by our Modern Slavery Risk Mitigation Program and further integrating it into our company processes and culture, we will consistently seek ways to enhance other programs. Looking ahead, we aim to strengthen the audit and compliance process associated with the Modern Slavery Risk Mitigation Program. We are committed to expanding the program's reach deeper into our supply chain beyond our first-tier suppliers.

Addressing modern slavery and human trafficking risks in our supply chain at levels beyond our direct (first tier) suppliers will remain a significant ongoing initiative for the foreseeable future. We strive to implement a risk-based approach and are dedicated to achieving continuous improvement through the actions described in this Statement, including ongoing modern slavery training

Our key objectives for FY25 include:

- Launching our new Supplier Portal, which provides a structured process for how Duratec Limited, and all its subsidiaries and associated entities evaluate and engage new suppliers through a rigorous assessment procedure.
- Developing and conducting in-depth audits on supply partners located in foreign jurisdictions or operating under conditions deemed at higher risk of exposure to second and third tier modern slavery abuses.



Consultation process

All members of the Group are managed on a consolidated basis by the same executive management team. The suppliers and supplier data for all Group companies are managed centrally by the Group executive management team.

The Entities covered by this report are:

- Duratec Limited (ACN: 141 614 075)
- Duratec Australia (ES) Pty Ltd (ACN: 169 515 897)
- MEnD Consulting Pty Ltd (ACN: 600 759 555)
- WPF Duratec Pty Ltd (ACN: 082 800 397)



Approval of statement

The Duratec Board of Directors, its principal governing body, has unanimously approved this Statement on July 2025 and authorised Christopher Oates as the responsible executive of Duratec to sign this Statement in accordance with the Act.



Chris Oates

Managing Director

