



AURIGA GROUP PTY LTD
ACN 679 219 839

MODERN SLAVERY STATEMENT 2025



Introduction

This Modern Slavery Statement (**Statement**) prepared by Auriga Group Pty Ltd ACN 679 219 839 (**Auriga**) pursuant to the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**). It relates to the period 1 July 2024 to 30 June 2025 (**Reporting Period**).

Auriga is committed to preventing modern slavery and human trafficking in our business activities and supply chains and is committed to ethical practices and compliance with the Act.

Auriga does not tolerate any form of modern slavery, including forced labour, child labour, domestic servitude and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships.

The numbered sections of this statement correspond with each of the reporting criteria under the Act.

Criteria 1 – Reporting entities

This statement covers Auriga and each of its controlled entities (**Auriga Group**). Auriga Group Pty Ltd (ACN 679 219 839) is the only reporting entity in Auriga Group.

This statement has been prepared for Auriga Group as a whole. Where this Statement refers to "we" or "our" it is a reference to the Auriga Group.

Criteria 2 – Our structure and business

Our business

Auriga Group is customer focused and dedicated team of Marine and Aviation professionals located across Australia. Auriga is made up of three operating divisions which provide operational services across 20 locations nationally. These operating divisions are Auriga Pilots, Auriga Marine and Auriga Aviation. Companies in the Auriga Group are involved in facilitating and enabling circa 50% of all Australian trade nationally by way of Marine Pilotage Services, Marine Logistics Services and Aviation Marine Pilot Transfer Services.

Structure

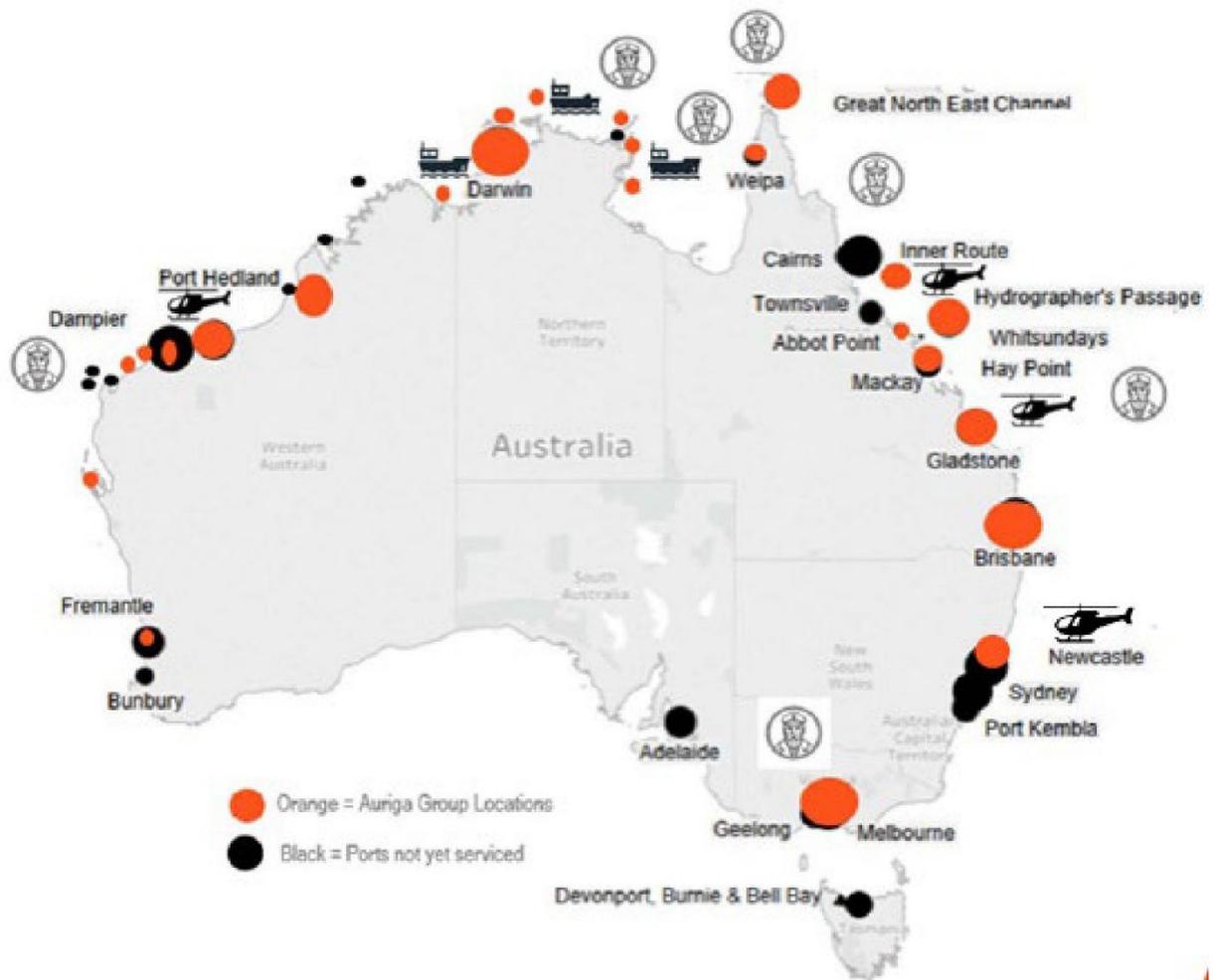
Auriga is a private Australian company with its head office located in Albion, Queensland.

Auriga has 14 majority owned and controlled subsidiary entities. Auriga and all of its controlled entities are incorporated in Australia and operate within Australia. As all subsidiary companies are majority owned by Auriga, their operations are included in this Statement.

Our operations

Auriga Group's principal activity is the provision of Maritime Pilotage, Aviation and Marine Services.

Auriga Group has established operations throughout Queensland, NSW, Victoria, the Northern Territory and Western Australia servicing public and private sector clients both domiciled both domestically and internationally. Auriga Group has 15 helicopters, 22 vessels and over 400 employees and contractors.



Our team

During the Reporting Period, Auriga Group employed more than 400 people in Australia in our Marine and Aviation businesses. The other employees are located at Auriga Group's Head Office and support functions.

Auriga Group employees are employed under full-time, part-time or casual arrangements across our operations in Australia.

Our supply chain

Auriga Group's supply chain covers a broad range of goods and services associated with the operation of its business including fuel, maintenance, spare parts, personal protective equipment and uniforms, leased property and associated outgoings, IT systems and corporate services.

Auriga Group had a recorded external spend of approximately \$93.6 million for the year ending 30 June 2025 with 1,869 external suppliers comprising 1,807 domestic and 62 international. Auriga Group has contractual arrangements with suppliers for major recurring expenditure. Auriga Group's external suppliers include (by reference to % of total annual expenditure):

- 11% Fuel supply from distributors in Australia;
- 9% Equipment and spare parts; and
- 5% Travel.

Criteria 3 - Risks of modern slavery practices in our operations and supply chain

According to the 2025 edition of the Global Slavery Index (GSI), Australia has a relatively low prevalence of modern slavery.

As described in the UN Guiding Principles on Business and Human Rights, the risk of modern slavery involves the possibility that Auriga Group could inadvertently cause, contribute to, or be directly or indirectly linked to instances of modern slavery within its operations and supply chains.

Auriga Group acknowledges the risk that it could contribute to, or be directly or indirectly linked to modern slavery. It considers the potential risks of modern slavery primarily manifest in respect of procurement practices and employment practices.

As mentioned under Criteria 2, the majority of our workforce is based in Australia. We have entered individual employment contracts with employees in Australia that establish clear employment terms and conditions in compliance with relevant labour laws and regulations in each jurisdiction.

Criteria 4 – Actions taken to assess and address Modern Slavery risks

During the Reporting Period we have undertaken the following measures:

- reviewed of our supplier engagement processes and principles;
- reviewed our operations and supply chains to identify the risks of modern slavery practices;
- reviewed and update of our internal policies, including in respect to employment practices; and
- revised and updated our internal policies.

Supply chain

During the Reporting Period, Auriga reviewed its operations and supply chains to identify the risks of modern slavery practices. During the review, Auriga considered whether it may cause, contribute or be directly linked to modern slavery practices, including assessment of the industries within which it operates, geographical locations and the types of products and services it procures.

During the review Auriga investigated the supplier categories of fuel, spare parts and maintenance, vehicles and equipment to three levels as follows:

Auriga will continue over the next reporting period to engage with suppliers to further understand the risks of modern slavery practices within Auriga Group's supply chain (particularly as it relates to international suppliers and their international sources) and where necessary take appropriate action to reduce and mitigate those risks.

Auriga will investigate and consider whether it would be appropriate to engage external support to undertake a further assessment of Auriga Group's supply chains, processes and practices where there is concern in appropriately identifying and evaluating its modern slavery risks, particularly through international suppliers.

Internal policies

The risk of modern slavery in our operations and supply chain are further mitigated by our internal policies (some of which are summarised below) which are designed to safeguard our employees and actively encourage them to raise any ethical or legal concerns they may have. We regularly review existing policies, procedures, and working documents to ensure they address appropriate standards of professional conduct, responsible business fundamentals, including human rights and ethics.

Policy	Purpose
Anti-Bribery and Corruption Policy	Sets out Auriga Group's commitment and standards to preventing bribery and corrupt practices, and outlines Auriga Group's management of gifts and benefits.
Harassment and Bullying Policy	Sets out Auriga Group's commitment to doing business in a culture of honest and ethical behaviour, together with the processes and procedures for the disclosure, investigation and resolution of inappropriate activity or wrongdoing and the guidelines for the support and protection of individuals.
Sexual Harassment and Discrimination Policy	Sets out Auriga Group's commitment to fostering a corporate culture that embraces diversity, including the composition of its Board and senior management.

Actions planned for FY26

In the next reporting period, Auriga Group is committed to building upon progress made in this Statement, including conducting a more detailed review of our operations and supply chain to better identify modern slavery risks in our operations and supply chain including engagement of service providers to undertake third party assessment of the supply chain where appropriate.

Criteria 5 – Assessing the effectiveness of our actions

During the reporting period, we commenced the process of better understanding our modern slavery risks and how such risks may be present in our operations and supply chains.

Auriga Group is focused on developing frameworks and processes for future reporting periods to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

Criteria 6 – Consultation process

This Statement has been made on behalf of Auriga and its controlled entities.

Auriga's controlled entities are majority owned and controlled by Auriga, and all operate in the Marine and Aviation sectors. Accordingly, Auriga did not consider that formal consultation with its controlled entities was necessary or useful in preparing this Modern Slavery Act Statement. Auriga and its controlled entities are treated as one operational entity from a corporate governance perspective and each of the controlled entities is covered by Auriga's policies, procedures, and systems, including those relating to human resources, contracts and contractor management, and procurement.

Criteria 7 – Other relevant information

Relevant information has been included within the above criteria as appropriate.

Criteria 8 – Approval

This Statement was approved by the Board of Auriga Group Pty Ltd on December 11, 2025.



Douglas Potter
Executive Chairman