



**McCOSKER**

**SAFETY FIRST.** PRODUCTION ALWAYS.

# Modern Slavery Statement 2025



McCosker Contracting has a vision to construct a sustainable future for our people, clients, families and communities that we operate in. To achieve our vision, there are two priorities that we will not compromise on, and we live by this mantra.

## **SAFETY FIRST. PRODUCTION ALWAYS.**

We approach each project with the aim to fulfill contractual obligations, and a company wide vision of support, efficiency and collaboration. Our mission is to exceed expectations in respect to safety, quality, cost, schedule, community and environment. This vision and the pride we take in our work has seen us contracted amongst some of Queensland's largest construction and industry projects.

At the heart of this is our goal to promote a safe and inclusive workplace across all sites where we operate, to ensure every person is treated fairly, with dignity and respect.

# Introduction

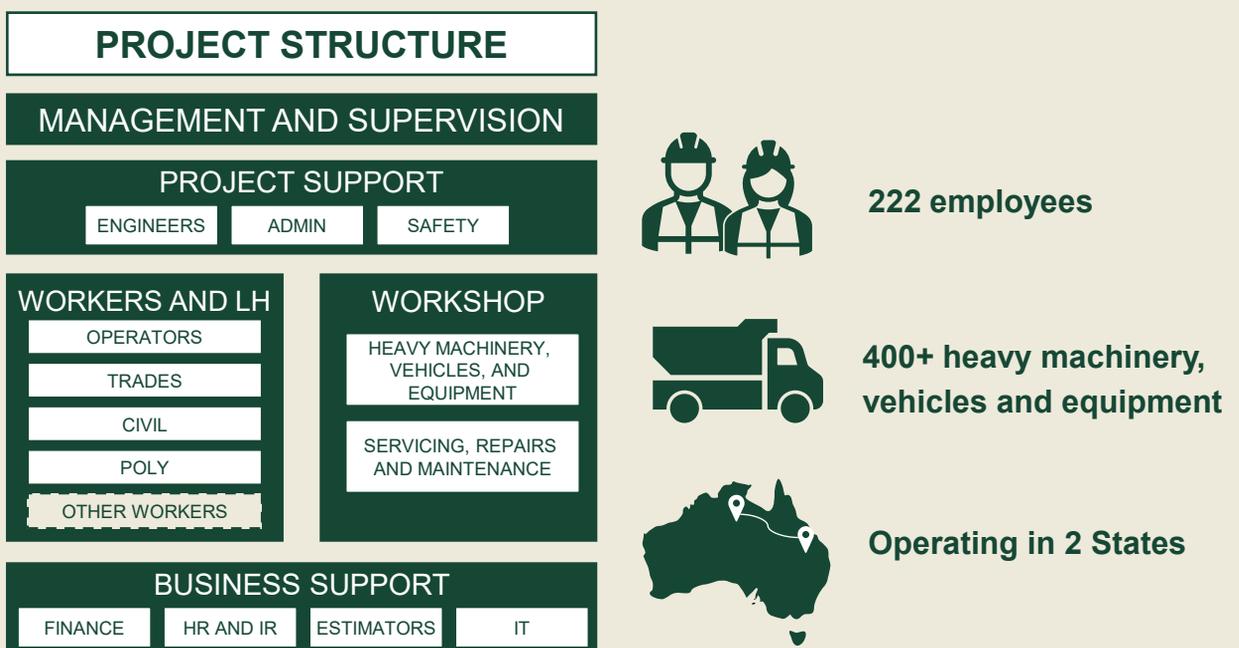
McCosker Contracting Pty Ltd (**McCosker**) (ABN 42 070 997 787) is the sole entity contributing to this Modern Slavery Statement that covers the financial year 1 July 2024 to 30 June 2025. This Statement has been prepared in line with the requirements set out in the Modern Slavery Act 2018 (Cth) and the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities. The statement outlines the actions that have been taken by McCosker to identify, assess, and address modern slavery risks across our operations and supply chains during the financial year.

Relevant internal stakeholders were consulted in the preparation of this statement, including a review of information about our supply chains and operations. This modern slavery statement was presented to the McCosker Senior Management Team for comment, review and approval. This statement was approved by the McCosker Senior Management Team in its role as principal governing body of McCosker Contracting Pty Ltd on 10 December 2025.

**We have addressed the following criteria in our statement:**

1. Identify reporting entity - page 3.
2. Describe structure, operations, and supply chain - pages 3-4.
3. Describe the risks of modern slavery - page 5.
4. Actions taken to assess and address risks, including due diligence and remediation – page 5 and 6.
5. Describe the effectiveness of these actions – page 5 and 6.
6. Describe the process of consultation in the preparation of this statement – page 3.
7. Include any other relevant information – page 2, 3 and 5.

The McCosker Head Office is based at 19 Morgan Street, Gladstone, Queensland and our scalable operations and highly skilled workforce enabled us to operate across Queensland and the Northern Territory, in Australia. Our operations were supported by workforce of 222 employees and over 70 other workers (as at 30 June 2025), with over 400 units of heavy machinery, vehicles, and equipment.



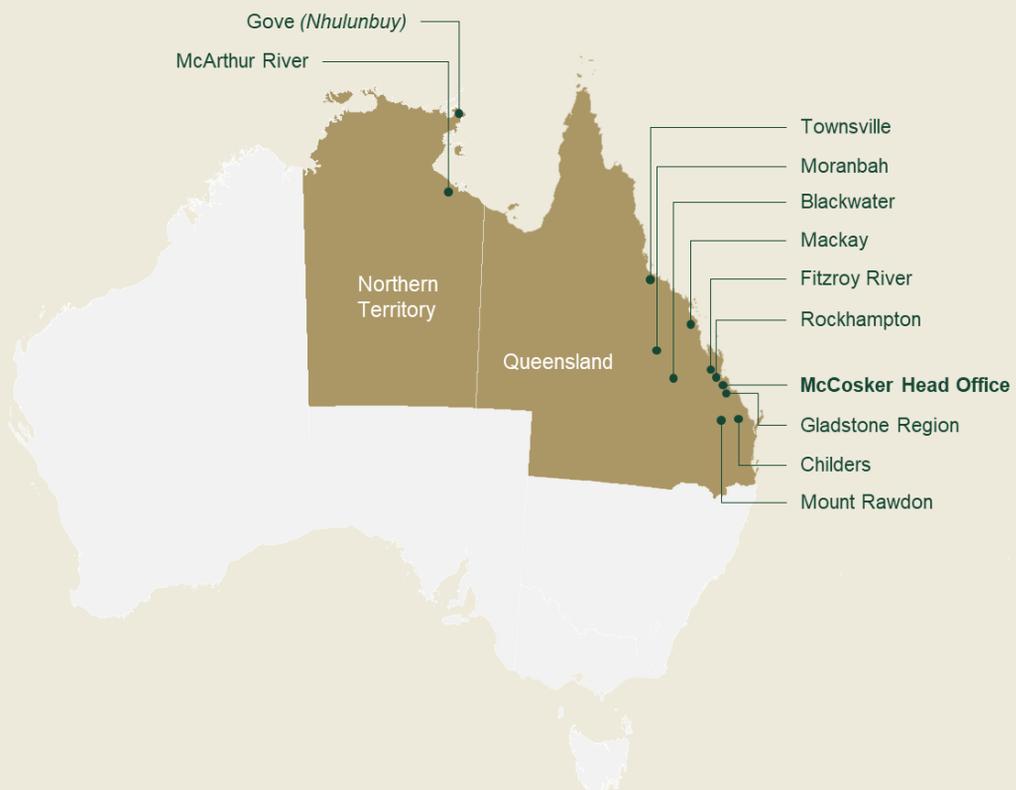
# Operations

McCosker undertake projects using our skilled workforce, expertise in civil construction, and a diverse fleet of heavy machinery, vehicles, and equipment. This enables deployment of resources productively, effectively and efficiently whilst retaining flexibility to meet client requirements.

Our services include:

- **Bulk and Detailed Earthworks:** One of the country's largest privately owned civil contractors with significant experience in the provision of both bulk and detailed earthworks services throughout Queensland.
- **Civil Concrete:** Highly reputable in civil concrete works throughout the mining, energy, industrial and commercial sectors, McCosker perform high-volume, large-scale concrete placement services.
- **Piping:** Providing a large range of quality pipeline and dewatering services, McCosker offer a complete range of project packages including all associated procurement and installation works.
- **Infrastructure:** Excavation and installation of all underground site infrastructure such as storm water, sewer, electrical and communications, as well as civil pavements and above-ground infrastructure, including roads and carparks.
- **Residue Management:** Supply of Amphibious Scrollers – designed and built by McCosker – and modified LGP Bulldozers, for all maintenance and operations works for tailings farming.
- **Industrial Services:** We provide a wide range of high-performance industrial infrastructure services to the industrial, construction and manufacturing and mining sectors.

For the financial year 1 July 2024 to 30 June 2025, McCosker were engaged on projects in Queensland and the Northern Territory, including the Gladstone Region, Central Queensland, the Wide Bay Burnett Region and North Queensland, through to McArthur River and Nhulunbuy in the Northern Territory.



# Our Supply Chain and Modern Slavery Risks

McCosker engage a diverse range of suppliers to meet business needs including:

- Labour hire and subcontractor workers
- Heavy machinery, vehicles, equipment, fuel, and parts including tyres
- Overseas recruitment and migration services
- Uniforms and Personal Protective Equipment (PPE)
- IT equipment and devices
- Stationery and office supplies

McCosker also engages audit services to maintain current ISO-Standard accreditation, legal advisors and other consultants, building leasing and maintenance, events management and catering services.

## Modern Slavery Risks at McCoskers

We identify that there is minimal risk for modern slavery to occur within the daily operations and nature of our business, however we acknowledge that there is a potential for modern slavery risks within our supply chains.

The raw materials used to create the goods we utilise and the origin of where some of our supplies come from may contribute to modern slavery, particularly heavy machinery, vehicles, equipment, parts, fuel, uniforms and PPE, electronic goods, and stationery and office supplies. We acknowledge the manufacturing of these products may come from a region that has a high occurrence of modern slavery.

Another significant risk is engaging with overseas recruitment and migration agents, subcontractors and labour hire companies. While we endeavour to complete the appropriate due diligence with those we engage, there is a risk that the workers could be exposed to modern slavery through recruitment practices or their own employing entity where we have little control of operational practices or employment conditions. To mitigate risks, we require any subcontractor or labour hire employers to provide equitable terms and conditions of employment to McCosker employees. We also conduct due diligence of overseas recruitment and migration agents.

McCoskers engage young workers through direct employment such as apprenticeships and traineeships, and through vocational work experience programs. We diligently monitor these arrangements to ensure we are compliant with relevant legislation and educate workers who engage with young people in our workplace.

## Company Policies & Governance Controls

McCosker has policies and compliance measures to assist in addressing the modern slavery risks associated with our operations and supply chains, which are based on legislation, industry standards, and internal risk management. McCosker maintains the ISO-Standard for ISO19001, ISO14001 and ISO45001. Collectively, these support our business to engage in responsible sourcing and delivery of services and products and to promote a workplace that is safe and inclusive, where everyone is treated fairly, with dignity and respect.

Company policies and training set a high standard for working conditions and minimise any risk of modern slavery occurring. This includes the Code of Conduct, Anti Bribery and Corruption Policy, Creating a Safe and Inclusive Workplace Policy, Partnering Relationship Policy, and Complaints Resolution Policy.

Compliance is monitored through:

- Internal and external audits
- Purchasing Authorisation Matrix that sets out delegated authorities
- Periodic reviews of safe work practices and work conditions
- Sharing relevant information with all workers
- Analysis of safety and industrial relations data and insights to identify and mitigate risk
- Conducting appropriate due diligence when engaging external agencies and contractors.

This includes periodic reviews and updates to policies and procedures, reviewing the Modern Slavery Statements of key suppliers, and contributing to Modern Slavery questionnaires for clients when required.

# Assessment

## Our Focus Areas for 2024-2025 Financial Year

- McCosker reviewed, updated and shared information on Company policies including providing training, to ensure all workers are aware of rights and obligations under relevant legislation, Company procedures, and the expected standards of conduct.
- We conducted a review of the Modern Slavery Statements of key suppliers, and we are better informed on their modern slavery risks and what our suppliers are doing to address these risks in their operations and supply chains. This review focused on key suppliers of heavy machinery, vehicles, fuel, tyres, IT equipment, uniforms and PPE, and office and stationery supplies.
- McCosker created and delivered training to managers on modern slavery, that increased awareness and knowledge of the legislation, moderns risks in supply chains and operations, and our role is identifying and addressing these risks.
- We continued to educate the workforce by delivering the online training module 'Creating a Safe and Inclusive Workplace', reaching 100% completion for all new starters. This training promotes a safe and inclusive workplace, where everyone is treated fairly, with dignity and respect, and explains the process for issue resolution and escalation of complaints.
- We contributed to client modern slavery questionnaires and committed to complying with their code of conduct at client sites where we operate, ensuring safe and respectful workplaces.

## What's Next

McCosker is committed to continuous improvement in our operations and supply chains and mitigating the risk of modern slavery. We will continue to monitor the supply chain of products and services, particularly of key suppliers; monitor our operations to ensure a safe and inclusive workplace for all workers; and continue to deliver training and information to raise awareness.



This statement was approved by the McCosker Contracting Pty Ltd Senior Management Team in its role as principal governing body of McCosker Contracting Pty Ltd on 10 December 2025.

Robert McCosker  
Managing Director

Daniel Hughes  
Director