




# Modern Slavery Statement 2021

# McCOSKER

**SAFETY FIRST.** PRODUCTION ALWAYS.

A large fleet of yellow mining trucks, including Volvo and CAT models, is parked at a construction site. The trucks are arranged in rows, and the background shows a dirt area with some vegetation. The text is overlaid on a semi-transparent white box.

*Our vision is to construct a sustainable future for our people, clients, families and community. To achieve our vision, there are two priorities that we will not compromise on and we live by the mantra;*

***“SAFETY FIRST. PRODUCTION ALWAYS.”***

*Our objective is always the path of least resistance. We approach each project with the aim not only to fulfill contractual obligations, but with a company wide vision of efficiency and innovation, 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.*

**McCosker Contracting Pty Ltd**

# Introduction & Overview

McCosker are experts in the fields of bulk earthworks, civil constructions, HDPE pipelines, mining infrastructure and structural and civil concrete work scopes. We provide a diverse range of services to the mining, construction, building, gas and industrial sectors with our head office based in Gladstone Queensland. Starting in 1995 with a team of 12, our company has been built from the ground up to form a solid team of industry professionals with the experience in successfully managing 750 employees at any one time within a multi-skilled workforce, and a fleet of 450 plant units.

This statement covers the financial year ending 30 June 2021 and has been prepared in line with the requirements outlined in the Modern Slavery Act 2018 (Cth). In addition, the statement has been prepared by the support of the Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities.

McCosker Contracting Pty Ltd is the sole entity contributing to this statement.

## Our Services

**Earthworks:** Our core business is backed by significant experience in the provision of both bulk and detailed earthworks services throughout Australia.

**Infrastructure:** Excavation and installation of all underground site infrastructure including; storm water and sewer, electrical and communications, hydraulics, fire mains and potable water. Civil pavements and above-ground infrastructure, including roads and carparks as well as the excavation and construction of drains, swales and detention ponds.

**Concreting:** Highly reputable in civil concreting throughout the mining, energy, industrial and commercial sectors, McCoskers perform high levels of concrete placement services.

**Residue Management:** We supply Amphibious Scrollers – designed and built by McCosker – and modified LGP Bulldozers, for all Maintenance and Operations Works at the RDA, Ash Dams and associated residue tailing dam structures.

**Poly Welding:** 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.

**Industrial Services:** We provide a wide range of high-performance industrial infrastructure services to the industrial, construction and manufacturing and mining.

## Our Values

**Integrity** is an uncompromising commitment to ethical and moral principles that are displayed in all areas of our behaviour. It is demonstrated through the quality of our work and forms the basis for ethical decision making.

**Collaboration** is our commitment to supporting each other and through working together as one team, we can deliver exceptional outcomes.

We commit to each other, and we are **accountable** for all our actions including our interactions with each other. Our high standards are upheld always. We analyse and manage risk, and we make decisions we are proud of.

We **support each other** to learn, achieve and succeed. Our success is built on this. We value the opportunity to be part of the McCosker team, respecting different ways of thinking and the contribution of others.

**Opportunity** is our commitment to creating sustainable operations for our employees, clients, partners and the community. We do this through our expertise, knowledge and skill.



450+ Employees



450+ Pieces of Plant & Equipment

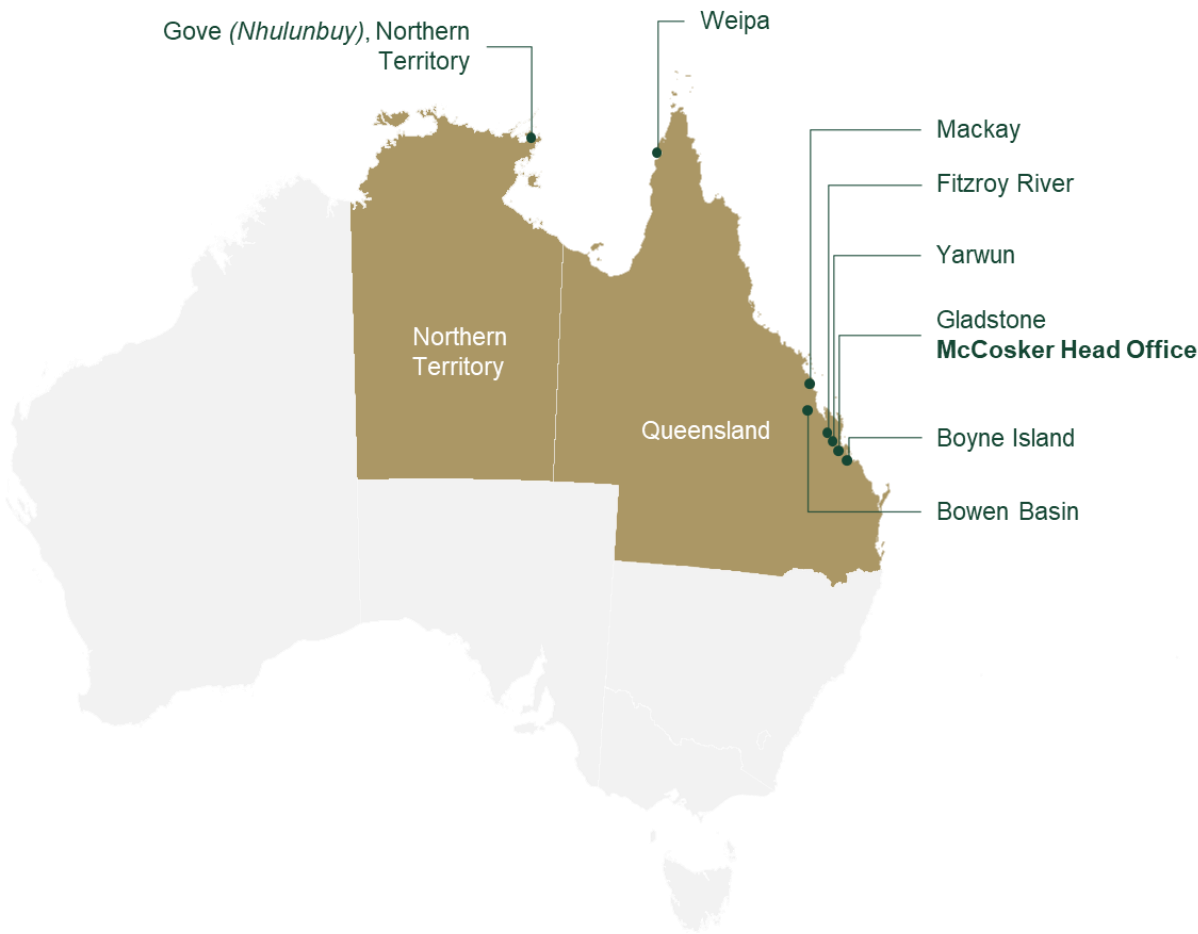


Two States

# Our Structure & Locations

McCosker Head Office is based in the coastal town of Gladstone, Queensland. We are currently engaged on projects in this region including Yarwun, Boyne Island and the Fitzroy River. Our works expanded across Northern Queensland to Weipa and to Nhulunbuy in the Northern Territory.

Our business is scalable to meet project demands. Through a highly skilled workforce and a senior management team with over 150 years of civil experience, our people get the opportunity to work on a range of interesting projects with well-known local and multi-national companies. We complement our workforce through external engagement of specialised skills.



# Our Supply Chain & Modern Slavery Risks

McCoskers engages a diverse range of supply chain entities to meet our business requirements. The following outlines the types of suppliers we regularly engage.

- Labour hire and subcontractors
- Young workers
- Plant and equipment, including parts
- Fuel
- Tyres
- Uniforms and Personal Protective Equipment (PPE)
- Electronic devices, including IT equipment and phones

McCosker also engages audit services to maintain current ISO-Standard accreditation, legal advisors, building leasing and maintenance, catering, and office supplies such as stationery and kitchen supplies.

## 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 may be a risk of modern slavery 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 plant, equipment, rubber products, reinforcement steel, fuel, uniforms and electronic goods. 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 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 their own employing entity where we have little control of recruitment practices or employment conditions. To mitigate risks, we require any subcontractor or labour hire employee to acknowledge McCoskers company policies and set the required standard of daily operations.

McCoskers also engage younger 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

McCoskers has implemented a range of policies, procedures and maintains the ISO-Standard for ISO19001, ISO14001 and ISO45001. We actively comply with all National and State regulations and laws associated with employment, including Education (General Provisions) Act 2006 for younger workers.

The following policies set a high standard for working conditions and minimise any risk of modern slavery occurring.

- Community Relations Policy
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Continuous Improvement Policy
- Customer Service Policy
- Environmental Policy
- Health and Safety Policy
- People and Culture Policy
- Anti-Discrimination & Harassment Policy
- Complaints Resolution Procedure

# Other Relevant Information & Future Agenda

## Other Relevant Information

Throughout FY2020-2021 we have seen a disruption to our supply chains due to the COVID-19 pandemic. To assist our suppliers to the best of our ability we continued to support our regular suppliers, increased our ordering to limit any impact on our operations, and diligently paid all supplier invoices in a timely manner to ensure there was no delay of cashflow to our suppliers.

## Our Efforts & Future Agenda

While our operations were somewhat impacted, the ever-changing requirements surrounding COVID-19 did prove challenging and required a number of resources within the business to allocate their time to proactively manage these challenges instead of other planned operational activity. Our priorities for the next financial year include:

- Create a project pre-qualification document to be used for tendering opportunities to demonstrate our commitment to mitigating modern slavery risks.
- Source more ethically produced uniforms and PPE, where possible.
- Design and implement training for staff to include modern slavery awareness.
- Create a modern slavery questionnaire for all new suppliers to understand the risks within their company and supply chain to ensure McCoskers can address any risks.

McCosker Contracting will allocate the future agenda actions to the relevant stakeholders and assess the effectiveness of the future agenda items by conducting half-yearly reviews of the progress undertaken. It is anticipated that newly engaged clients will be made aware of the standards of modern slavery within McCoskers.

In addition, implementing a questionnaire for new suppliers will provide the information required to make informed decisions of how we may be contributing to modern slavery and what practices we can put in place to mitigate risk. In the FY2021-2022 statement, we anticipate McCoskers will be better informed of their current supply chain.

Recording of training attendance will be added to employee's records and will serve as evidence of the number of employees with a better understanding of our working practices.

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 17 December 2021.



**Robert McCosker, Managing Director**

