

MODERN SLAVERY STATEMENT 2025

This statement outlines the risks associated with modern slavery and human trafficking within BMS Heavy Cranes Australia Pty Ltd, ABN 13 623 691 378, (hereafter 'BMS Australia'), and the measures implemented to mitigate the risks, in accordance with the requirements of the Modern Slavery Act 2018 (Cth) (the 'Act').

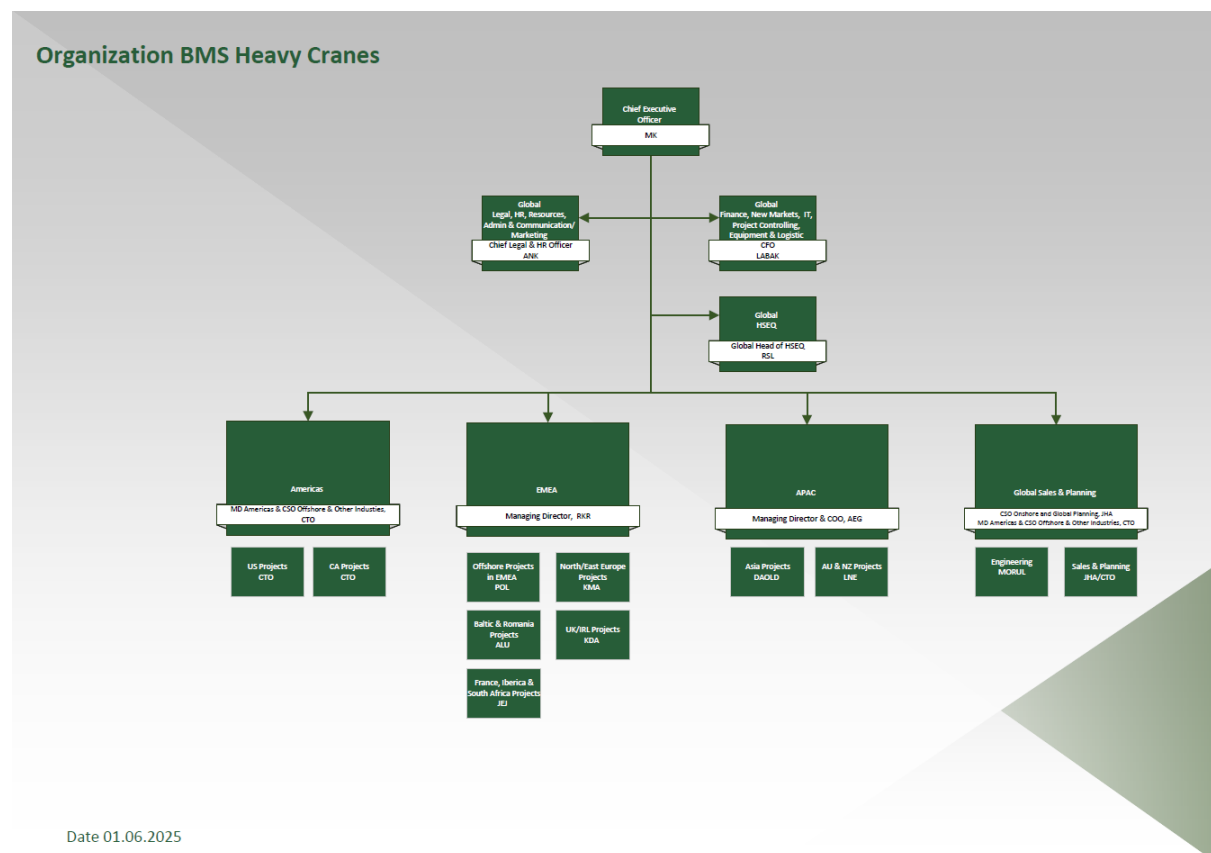
BMS Australia is issuing this statement in compliance with section 13 of the Act as a 'Reporting Entity'.

BMS Australia is committed to upholding human rights and labour rights, whereas we do not tolerate any form of modern slavery, forced labour, or human trafficking in our operations or throughout our supply chains.

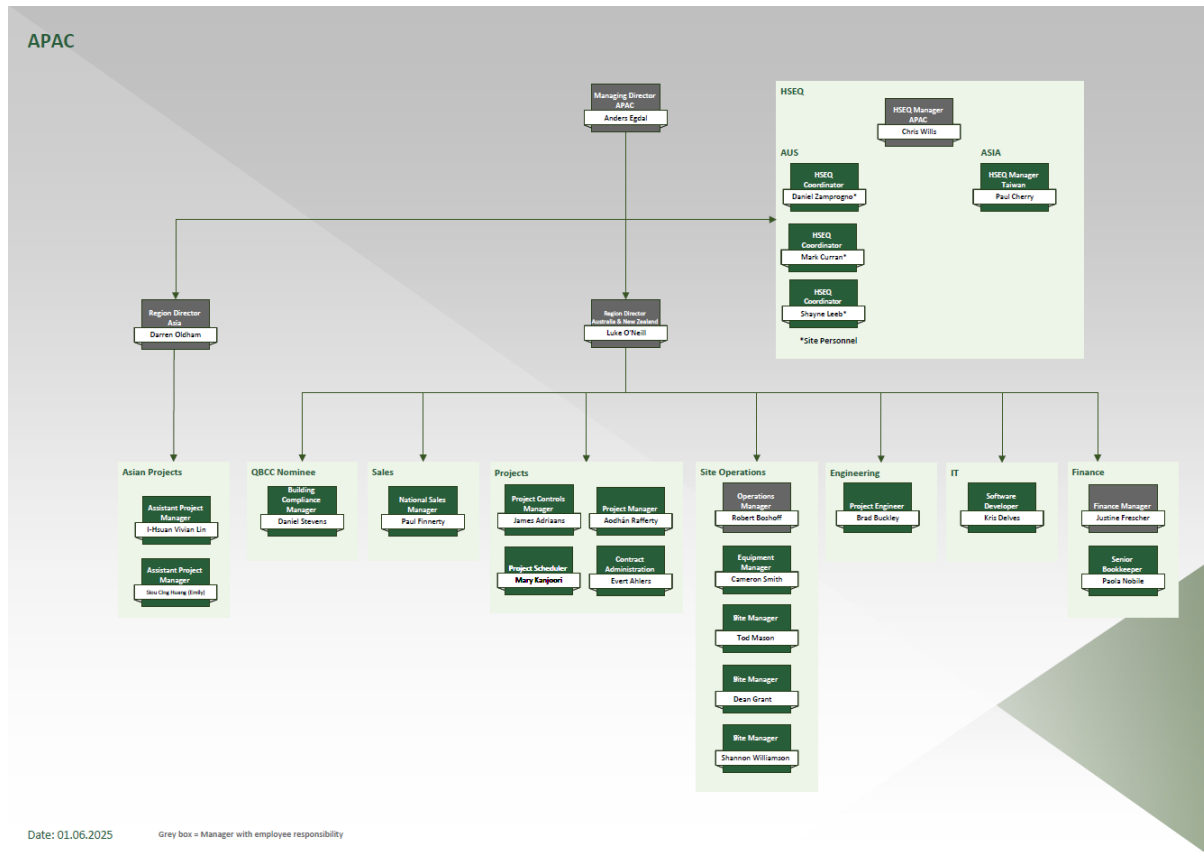
STRUCTURE, OPERATIONS AND SUPPLY CHAINS

STRUCTURE

BMS is headquartered in Denmark, BMS operates across several commercial regions, namely: EMEA, APAC and Americas. BMS has operations in more than 20 countries worldwide, consisting of both on- and offshore activities, including renewable energy, construction, and infrastructure.



BMS Australia is an Australian limited company, first registered on 08 January 2018. The registered office address is at Suite 11, 1020 Doncaster Road, Doncaster East, VIC 3109. BMS Australia is a subsidiary of BMS Heavy Cranes Group (hereafter 'BMS'), for which BMS is a wholly owned subsidiary of BMS Heavy Cranes A/S.



OPERATIONS

BMS provides engineered solutions to heavy lifting challenges and operate as a project focused company, providing solutions for lifting, transporting, installation, rental, and engineering globally.

For BMS Australia, our primary focus is in the supporting the delivery of wind turbine generators as part of the renewable energy sector and bridge installations on large infrastructure projects.

These Projects are delivered through our directly employed permanent workforce [circa 115], 95% of whom provide in-field services, with the remaining comprise managerial and functional support services.

Employment conditions are covered by the National Employment Standards (NES), which set out the 10 minimum employment entitlements that must be provided to all employees. In addition, modern awards or industrial agreements cover approximately 90% of our employees, which set minimum pay and employment conditions for specific categories of

workers. The remainder of our employees have individual employment contracts, which provide additional conditions for an individual employee.

We support delivery of our services via our crane, support and ancillary equipment asset base which are wholly owned or lease agreements through BMS.

BMS Australia offer and provides its services throughout all states in Australia.

SUPPLY CHAIN

Our direct supply chain (i.e. the purchase of goods and services) is sourced predominantly within Australia, except for our specialist plant assets which is completed in conjunction with our parent company, based in Denmark. Our specialist plant assets are predominantly manufactured by global providers via European facilities.

Based on our local requirements outside of specialised plant assets, BMS Australia has a relatively simple direct supply chain that supports and services needed for our day-to-day operations. Our day-to-day operations consists of mechanical and equipment specialists, supporting maintenance of our equipment, dry hire suppliers of specialist equipment (e.g. additional crane requirements beyond asset base), independent professional services for compliance requirement checks of assets and equipment, and where required consultancy services to support delivery on short term basis (project management, HSE).

Within BMS Australia, where contracts require specialist support outside of our service provisions, we engage specific sub-contractors to perform that scope of work on and in support of BMS Australia.

RISK IN OUR OPERATIONS AND SUPPLY CHAIN

BMS Australia supports and respects human rights, and through international status of BMS we comply with all international legislations to ensure human rights are protected and respected in our daily business.

BMS Australia assesses our direct workforce as being low risk to modern slavery as our business operations within Australia are protected through national employment frameworks, and a very active union supports 90% of most of our workforce.

Employment laws and framework in Australia are strong in comparison to other countries, with labour laws that cover all employees such as the National Employment Standards, Enterprise Agreements and Modern Awards, and where our Australia works are supported by global BMS workers, these conditions are applied to all workers.

BMS considers that its code of conduct, policies and basis of employment further mitigate the direct risks of modern slavery within our own workforce and operations. We consider

that our greatest risk of involvement in modern slavery is being indirectly and arising through our supplier relationships.

Most of our direct suppliers are local Australian companies, with our specialist equipment assets designed and manufactured by multi-national corporations based largely in Europe, who are themselves subject to modern slavery law, and required to conduct due diligence on modern slavery within their own operations and supply chains. Therefore, we consider the risk of modern slavery to be low.

While we consider the risk of modern slavery in our supply chains to be low, the following key areas were identified for potential modern slavery risks have the potential to be areas of risk:

- uniforms and PPE supplies.
- equipment consumables such as tyres and lifting / rigging gear.
- emerging suppliers of major assets and craneage from countries outside of a European manufacturer base.

CODE OF CONDUCT, DUE DILLIGENCE AND CONTROLS

BMS Australia operates in accordance with our BMS Global Code of Conduct (hereafter 'Code') which was last updated in 2024. The Code outlines a set of general and firm expectations towards all employees in BMS and an expectation for all our suppliers, partners or agents who may act on behalf of, or deliver services to BMS.

The values and principles set out in this Code are established and aligned with the United Nations' World Development Goals, which align to the ensuring the modern slavery and human rights are respected and managed within these goals. We seek to take an active part in the global achievement of these goals while executing our projects across our global footprint.

The Code specifically prohibits any form of modern slavery, forced labour, child labour or human trafficking. The Code is an integral part of BMS Australia's operations through our procurement processes and agreements which incorporate the business expectations and requirement into our daily operations, both through our employees, but also our subcontractors, partners and suppliers.

The BMS Code of Conduct incorporates stronger commitment to the highest standards from our employees, suppliers, and partners. The Code is part of our business on-boarding and induction process, is communicated via our online e-learning programme and general induction to the BMS APAC business.

BMS works with partners and suppliers who operate in various legal and cultural contexts; however, we strive to find and work with business partners who conduct themselves in ways consistent with BMS own values and standards.

As such, we explicitly expect that our business partners follow our Code, and we expect our suppliers to ensure that their sub-suppliers are compliant with equivalent principles as stipulated in our Code.

During management meetings led by the Managing Director, BMS Australia, our business risks are discussed and assessed, and where required corrective actions instigated to address these risks, inclusive of direct and supply chain.

RISK DUE DILLIGENCE

BMS Australia review operations and supply chains in line with opportunities that present to the business within Australia. These are assessed based on factors such as geographic location, industry sector, and labour practices to evaluate the likelihood and severity of modern slavery risks, but due to the nature of our works, location of works, application of the principles of our Code, policies and procurement procedures, our operations and supply chains and self-delivery model, these risks are deemed low risk.

To confirm our expectations to our suppliers, we request completion of self-assessments by our suppliers to ensure compliance with our requirements. These self-assessments were updated in 2024 to strengthen the assessment around Modern Slavery.

BMS Australia is committed to continuously upholding our standards towards modern slavery risks. We will continue to ensure the highest standards in our due diligence processes and training programs. We will also monitor developments in legislation and industry standards to ensure compliance and adapt our practices accordingly.

CONSULTATION WITH OWNED OR CONTROLLED ENTITIES

Prior to being put to the Board of BMS and Managing Director for BMS Australia for review and approval, this statement was prepared in consultation with the Group Companies in addition to senior management and representatives from the contracting, procurement, human resources, legal and company secretariat functions.

In preparation of this statement BMS Australia engaged with all relevant departments and entities in the organization to ensure that all aspects of the business have been taken into consideration.

This Modern Slavery Statement was provided on behalf of BMS Australia and was approved by the Board of BMS Heavy Cranes Australia Pty Ltd in their capacity as principal governing body of BMS Australia on 20th June 2024.



Morten Kammer
CEO, BMS HC



Anders Egdal
Managing Director, BMS HC APAC
COO, BMS HC