



Modern Slavery

Statement

2020

Austin Engineering Limited ACN 078 480 136

Austin is a market leader in the design and manufacture of loading and hauling solutions, including off-highway dump truck bodies, buckets, water tanks and related attachments, supporting both open-cut and underground operations. Complementing its proprietary product range are repair and maintenance services performed in our workshops and on clients' mine sites.

The company is headquartered in Brisbane and has operations across Australia as well as in Asia, North and South America with three key engineering hubs operating from Perth, Australia, Antofagasta, Chile and Casper, USA.

We have prepared this Modern Slavery Statement (Statement) in line with the requirements of the Australian Modern Slavery Act 2018 (Cth). It explains the actions we have taken to assess and address modern slavery risk exposures within our operations and supply chains during the financial year ending 30 June 2020 (FY2020).

At June 2020, Austin had over 1,200 staff and contractors working across 12 global manufacturing facilities and administration offices.



A message from our Managing Director



I am pleased to present Austin's first Modern Slavery Statement.

Our vision of being the supplier of choice and the 'go-to' solution provider for off-highway truck bodies, buckets, water tanks and other mining attachments to the mining industry also

involves being a socially responsible corporate citizen. We recognise the decisions we make within Austin can significantly affect the livelihoods of our people, the communities they come from and society at large.

We recognise our responsibility and the opportunity to help eradicate modern slavery. We understand that this is key to running a sustainable business, as well as being reflective of our Core Values.

We understand the importance of responsible procurement and ensuring that environmental, social and ethical considerations are taken into account when making procurement decisions. Together, our Code of Conduct, Modern Slavery Policy and responsible procurement approach, guide our management of modern slavery risks.

In FY2019 we began the assessment of modern slavery risks in our supply chains based on our Enterprise Risk Management Standard.

During FY2020, we expanded this approach and have built our understanding and enhanced our engagement with suppliers to identify and manage our modern slavery risks.

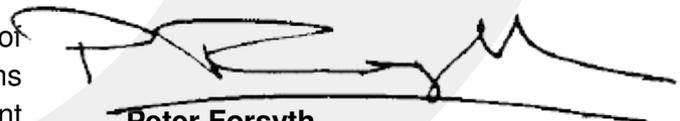
We have done this by increasing awareness of the risk of modern slavery across our business.

Consequently, we have expanded our whistleblowing mechanisms, to include reporting of modern slavery concerns.

We recognise that our people, suppliers and participants in our supply chain can contribute to combatting modern slavery and while we continue to improve our efforts, we will maintain our programmes and initiatives in line with industry and international best practice approaches through collaboration with suppliers, peers and advisors.

Any form of modern slavery is unacceptable, and I am proud of the work Austin is doing to continue assessing and addressing the risk of modern slavery within our global operations and supply chain.

This statement was approved by the Board of Austin Engineering Limited on 17 February 2021.

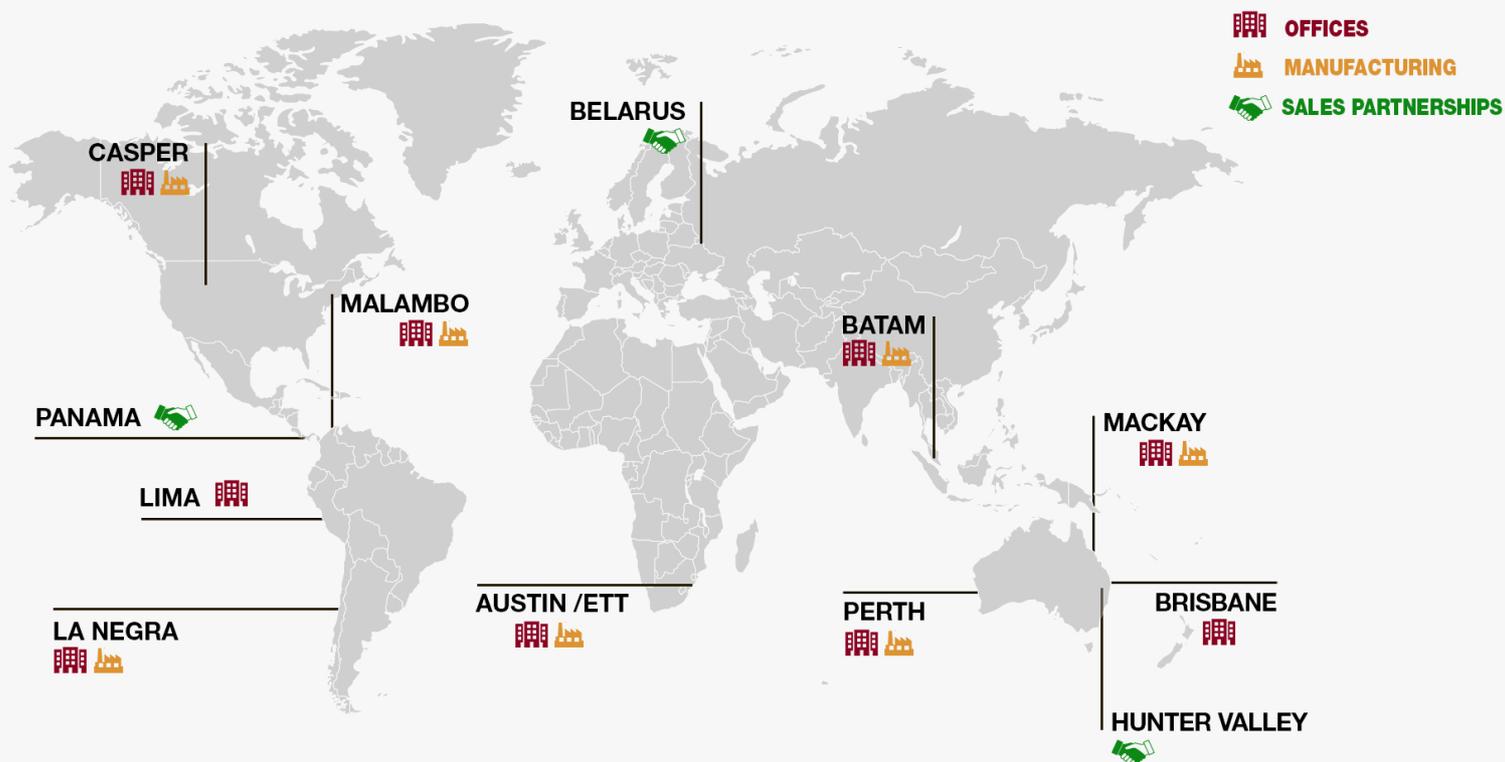


Peter Forsyth
Managing Director
Austin Engineering Limited

Group overview



Strategically located across five continents, Austin has the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider.



Our approach and commitment towards human rights and addressing modern slavery practices

Our approach to human rights and addressing modern slavery practices, have been stipulated in our *Anti – Modern Slavery Policy issued in November 2019*. We recognise the importance of protecting the fundamental human rights of all people including our employees, clients, those within our supply chains and society at large

To embed the *Anti – Modern Slavery Policy* within Austin, we have implemented the following measures as outlined in the Anti-slavery policy:

- Austin conducted risk assessments to determine which areas of the business and which key supply chains are most at risk from modern slavery, in order to focus our efforts on the most 'at risk'.
- Where appropriate, and as driven by the risk assessment, Austin has engaged directly with current and new suppliers in respect of the *Anti-Modern Slavery Policy*, in order to gain a proper understanding of the measures they have in place, to ensure that modern slavery is not occurring within their own businesses.

- Austin has amended all of its contractual documentation with specific prohibitions against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy.

- We also reserve the right to terminate any contractual arrangement if there is breach of this policy.

Austin's *Whistleblower Policy* which has been in place since 2018, encourages all stakeholders to share any concerns, particularly risks of modern slavery, anonymously.

Outlook

During the 2021 financial year, Austin will expand our assessments of our supply chain and customer base. Whilst the effects of COVID-19 continue to hinder the collection of information process we commenced in FY2020, we endeavour to conduct the following, over the course of the financial year and beyond:

Customer Risk Assessment

We will engage with our customer base, to ensure our anti-modern slavery values align and where there is a disconnect or risks are identified, we will work together, to foster a harmonised approach and understanding.

Procurement & Supply Chain Review

Enhanced due diligence processes and vendor onboarding, will assist us in further assessing modern slavery risks within our supply chain.

Further, we will mandate the requirement for anti-modern slavery standards to be included within procurement decisions. This will flow into our standard terms and conditions, tender and pre-qualification assessments and supply contracts.

People

A continued and enhanced awareness focus will take place globally, across all aspects of our business.

This will include training of both our employees and labour hire personnel, to ensure our *Anti-Modern Slavery Policy*, is well understood and adhered to at all times.

CORE VALUES

Safety

First and foremost, always. It's in our hands.

Safety is the cornerstone of Austin's business and no work is ever too urgent or too important that we cannot take time to do it safely. Safety is a way of life; a choice that becomes an instinct.

Integrity

We are honest, ethical and genuine.

We conduct our business in accordance with the highest standards of professional behaviour and ethics. We are transparent, honest and ethical in all our interactions with our colleagues, customers, business partners, shareholders and the greater communities in which we exist.

Quality

In everything we do.

We always strive to excel and set higher benchmarks. We take pride in providing the best value products and services that we stand by, ensuring customer satisfaction and corporate profitability. Quality is what sets us apart and enables our sustainable growth.

Commitment

We follow through with our promises.

At Austin, we are dedicated to our people, to our customers, to our shareholders and to the communities in which we operate. We are committed to striving for excellence while following our values. We are dedicated to the success of our customers, partners, employees and shareholders.

Accountability

We are responsible for our actions and results.

As individuals, or through teamwork, we are empowered to deliver based on our promises. We take responsibility for the work we provide, the decisions we make and the results we achieve. We honour our commitments and take ownership of working diligently and building stronger connections.

Teamwork

Together we make the difference.

Our people are our most important asset and the key to our success. That's why we respect one another, and consistently demonstrate integrity and commitment in our words and actions. We empower each other to be effective and efficient. We believe in creating an environment of trust, and giving people access to learning opportunities and challenging work assignments, so they can realise their true potential as individuals and contribute to the company's progress.

