



McCOSKER
SAFETY FIRST. PRODUCTION ALWAYS.

Modern Slavery Statement 2024

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

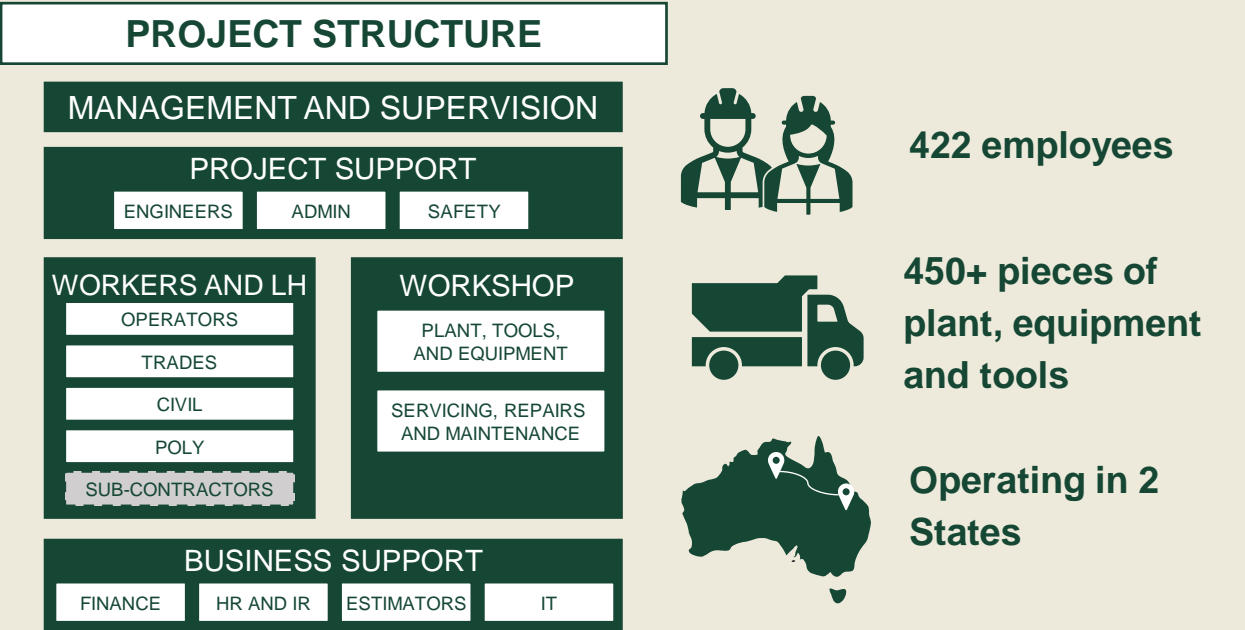
McCosker Contracting Pty Ltd (McCosker) (ABN 42 070 997 787) is the sole entity contributing to this Modern Slavery Statement that covers the financial year ending 30 June 2024. This Statement has been prepared in line with the requirements set out in the Modern Slavery Act 2018 (Cth) and the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities.

Our Code of Conduct and company values of Integrity, Collaboration, Accountable, Support Each Other, and Opportunity set the foundations for a safe and inclusive workplace that is free from the risk of modern slavery and discrimination, harassment and bullying. McCosker accept that all employees and others in our workplace have a right to be treated fairly, with dignity and respect. They also have an obligation to treat others the same. We recognise that modern slavery risks are more likely to exist where these human rights principles are not respected. Therefore, our approach focuses on systems and processes to identify, prevent, mitigate and remedy actual or potential adverse human rights impacts under the areas of governance and compliance, organisational culture, products and service delivery, technology and equipment, and stakeholder engagement.

Structure

McCosker are experts in the fields of bulk earthworks, civil construction, 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 in Australia. Commencing operations in 1995 with a team of 12, our business has been built from the ground up to form a reputable business with a solid team of industry professionals and a multi-skilled workforce.

As at 30 June 2024, our scalable operations and highly skilled workforce enabled us to operate across Queensland and the Northern Territory. With a Head Office based in Gladstone, Queensland, our operations were supported by a workforce of 422 employees and over 450 units of plant, equipment and tools.



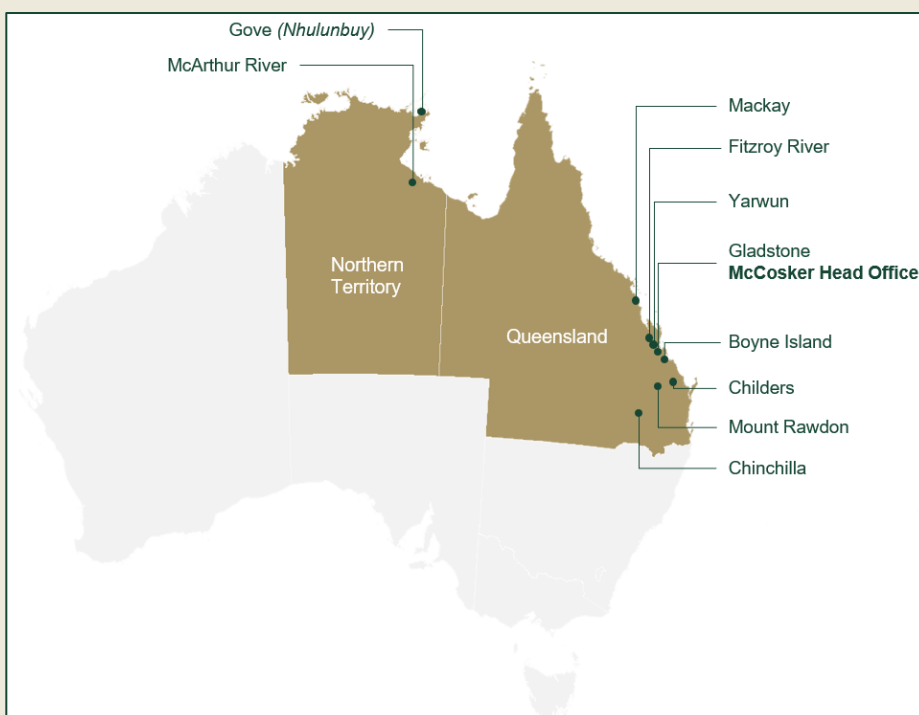
Operations

McCosker undertake all projects using our long-term workforce, management team and diverse fleet of plant 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.

In the year ending 30 June 2024, McCosker were engaged on projects in Queensland and the Northern Territory, including the Gladstone Region, Central Queensland, South East Queensland and the Wide Bay Burnett Region, through to McArthur River and Nhulunbuy in the Northern Territory.



Assessment

McCosker continue to examine our operations and supply chains to understand the risk of modern slavery. Although modern slavery can occur in any sector or in any country, McCosker recognise there are core characteristics that increase the risks of modern slavery such as the industry or sector, and geographical area. We understand that the construction industry and our supply chain is not immune from modern slavery risks, particularly as we source products from a complex global supply chain and engage workers through offshore recruitment, subcontractors and labour hire.

McCosker engage a diverse range of supply chain entities to meet business needs including suppliers of labour hire and subcontractors; plant and equipment, including fuel, tyres and parts; uniforms and Personal Protective Equipment (PPE); and electronic devices, including IT equipment and phones. McCosker has mapped the supply chains for key suppliers of products covering plant, equipment, rubber products, reinforcement steel, fuel, and uniforms. Annual audits are conducted of the supply chain for key suppliers to be better informed of the potential for modern slavery risk.

McCosker also engage Australian-based audit services to maintain current ISO-Standard accreditation, legal and industry group advisors, building leasing and maintenance, catering, and office supply providers such as stationery and kitchen supplies.

Set out below are the focus areas, programs and actions that support our business to engage in responsible sourcing and delivery of services and products, fair treatment of all employees and other workers, and to promote a workplace that is safe, respectful and inclusive for everyone.

Focus Area	Programs and Initiatives	Risk Management and Continuous Improvement
Governance	<ul style="list-style-type: none"> Legal Register setting out all relevant legislation (National and State) McCosker Strategic Plan McCosker Management System Company Policies and Procedures 	<ul style="list-style-type: none"> Annual review of the Strategic Plan, Legal Register, Risks & Opportunities Management System annual review Internal audit Annual external third-party audits for Quality, Safety and Environmental (ISO standards) and 3-year re-certification ISO for ISO9001, ISO14001 and ISO45001 Continuous Improvement Register Minimum Compliance Training Roles and responsibilities defined for leaders
Compliance	<p>Modern slavery policies and procedures include:</p> <ul style="list-style-type: none"> Code of Conduct Anti-Bribery and Corruption Policy Community Relations Policy Community Stakeholder Policy Conflict of Interest Policy Continuous Improvement Policy Customer Service Policy Environmental Policy Health and Safety Policy Partnering Relationship Policy People and Culture Policy Creating a Safe and Inclusive Workplace Policy Complaints Resolution Policy Quality Policy 	<ul style="list-style-type: none"> Annual policy review against legislation, industry standards and internal risk Management Meetings (monthly) and Operations Meetings (fortnightly) held monthly, with review of complaints, issue resolution, breaches. Communication to all new starters during onboarding and available on the site noticeboards Communication during toolbox talks and prestart

Assessment

Focus Areas	Programs and Initiatives	Risk Management and Continuous Improvement
Procurement	<p>Procurement procedures include:</p> <ul style="list-style-type: none"> • Subcontractor Management Procedure • Procurement Procedure • Purchasing Authorisation Matrix 	<p>Supply chain identification and management of risks relating to modern slavery by processes such as:</p> <ul style="list-style-type: none"> • Supplier screening and onboarding requirements • Commercial contract templates – including subcontractor / supplier contracts • Analysis of key supplier modern slavery statements to identify and mitigate modern slavery risks, where required. • Ongoing review of the mapped supply chains for key products to be better informed of the potential modern slavery risks.
People	<p>People policies and procedures include:</p> <ul style="list-style-type: none"> • Employee Relations Management Plan – including recruitment, onboarding, issue resolution and complaints procedures • Creating an Inclusive Workplace Policy • People and Culture Policy • Complaints Resolution Policy • Issue Resolution Procedure • Complaints and Investigation Procedure • Leave Management Procedure • Family and Domestic Violence Leave Procedure <p>Fair Work Conditions and Entitlements</p> <ul style="list-style-type: none"> • MCPL Enterprise Agreement 2024 approved by Fair Work May 2024 • Genuine bargaining following the Statement of Principles 	<ul style="list-style-type: none"> • Internal and external audits • Monthly review of people-related data, risks, issues, trends and insights • Analysis of Industrial Relations cases, issues, disputes and engagement surveys to identify risks and improvements. • Annual review of employment terms, conditions and pay rates to be better than relevant modern awards / National Employment Standards (NES), and comparative to market • Education and information through organisational training, leadership development and coaching, online learning, toolbox talks • Leader coaching on first-line issue resolution. • Due diligence of recruitment and migration practices when engaging offshore agencies. • Monitoring working conditions for remote workers to ensure acceptable standards of living and support. • Trained peer supporters at all sites to assist with mental health and wellbeing. • Skill development for entry-level and semi-skilled workers to increase skill level and employability • Annual workforce labour skills analysis to identify and mitigate risk for entry level workers

Next Steps

McCosker is committed to continuous improvement in our operations and supply chains and mitigating the risk of modern slavery. In FY2025, we will:

- Focus on reviewing and updating our policies and procedures where required.
- Continue to monitor the supply chain of products and services.
- Continue to review the terms for suppliers of labour hire and recruitment to ensure ethical services and comparable terms to our employees.
- Continue to share knowledge in management meetings to enhance leader knowledge of modern slavery and the associated risks.
- Educate our workforce by continuing to roll out the online module 'Creating a Safe and Inclusive Workplace'.
- Create and maintain a register of improvement ideas and implemented risk mitigation strategies for modern slavery for the business.
- Implement the new online learning module 'Modern Slavery Awareness for Leaders'.



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 11 December 2024.

Robert McCosker
Managing Director

Daniel Hughes
General Manager