

Modern Slavery Statement

CORPS Group Pty Ltd

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1. Introduction

CORPS Group Pty Ltd (“CORPS Group” or “the Company”) is committed to upholding human rights and conducting business ethically, transparently, and responsibly. We acknowledge the global prevalence of modern slavery and recognise our role in mitigating its risks within our operations and supply chains. This Modern Slavery Statement outlines the actions taken by CORPS Group to identify, assess, and address risks of modern slavery as part of our commitment to ethical practices and the betterment of our global future.

2. Structure and Operations

At CORPS Group, we believe the way we work is just as important as the results we deliver. Our approach is built around a practical framework that brings together our values, behaviours, and business standards—guiding our culture and setting clear expectations for how we operate every day.

This framework includes:

- Our Values
- The CORPS Way
- Our Code of Business Conduct

The CORPS Way

The CORPS Way captures the everyday behaviours that reflect who we are—how we support our people, work safely, take ownership, and strive for continuous improvement. These behaviours help shape strong teams, maintain high standards, and ensure we consistently deliver for our clients and communities.

Our Code of Business Conduct

Our Code outlines the standards we follow to ensure we act with integrity, fairness, and professionalism. It guides our actions and decisions across all areas of the business—whether we're working with colleagues, subcontractors, clients, community partners, or government representatives. It also helps us manage resources responsibly and maintain trust across all stakeholder relationships.

About CORPS Group

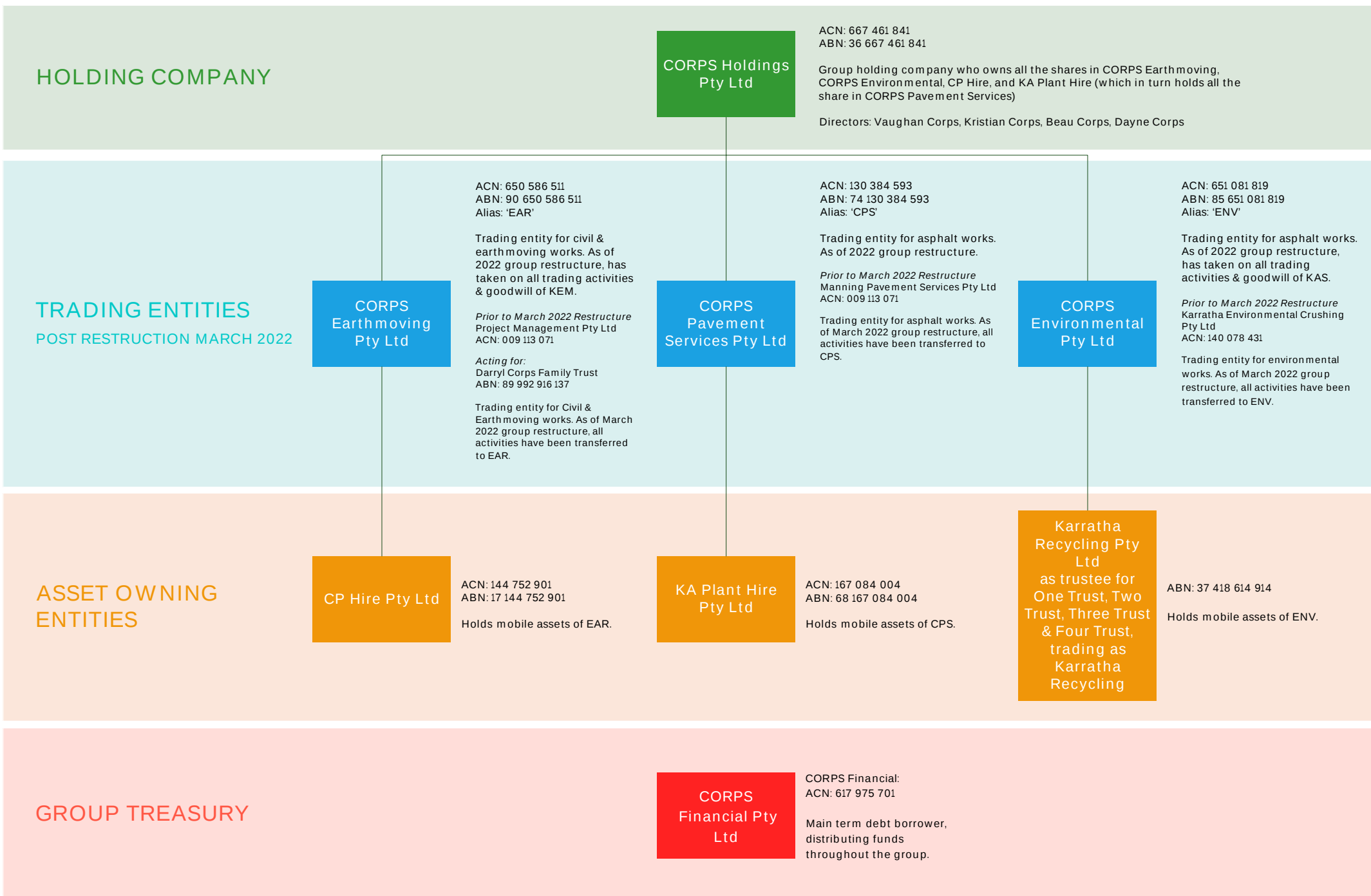
CORPS Group is a privately owned Australian company headquartered in the Pilbara, Western Australia. We operate primarily in the civil construction, infrastructure, and resource sectors. Our core services include:

- Project delivery
- Plant and equipment hire
- Earthmoving and haulage
- Civil works
- Subcontractor and workforce management

We're proud to be a local company supporting regional projects and partnerships, with a focus on safety, capability, and long-term performance.

CORPS Group Pty Ltd (CORPS), established in 1985, is the parent entity and the designated reporting organisation for this Modern Slavery Statement. The corporate structure is outlined below:

All of the below entities have the following directors: Vaughan Corps, Kristian Corps, Beau Corps, and Dayne Corps.



3. Supply Chains

Our direct and indirect supply chains span a broad range of industries, including:

- Construction materials and equipment
- Labour hire and subcontracted services
- Transport and logistics
- Personal protective equipment (PPE) and uniforms
- IT, communications and professional services

While our primary operations are based in Australia, some of our suppliers operate internationally, particularly in regions that may present elevated risks of labour exploitation and poor regulatory enforcement.

4. Governance and Policies

CORPS Group has established a robust governance framework to support ethical conduct and compliance with human rights standards. Oversight of modern slavery risks is the responsibility of the Executive Leadership Team, with regular reporting to the Board of Directors.

Key Policies Supporting Our Commitment:

- Ethical Sourcing and Procurement Policy
- Modern Slavery Policy
- Supplier Code of Conduct
- Employee Code of Conduct
- Whistleblower Policy
- Grievance and Complaints Handling Procedure
- Workplace Health and Safety Policy

These policies set expectations for employees, suppliers, and subcontractors to act in accordance with international human rights standards, including the UN Guiding Principles on Business and Human Rights.

5. Risk Identification and Due Diligence

We undertook a structured risk assessment across our operations and supply chains to identify potential modern slavery risks. This included consideration of:

- Industry sector and product/service type
- Geographic location of suppliers
- Labour practices and outsourcing arrangements

Due Diligence Measures:

- Prequalification screening of suppliers and subcontractors
- Inclusion of modern slavery clauses in procurement contracts
- Review of supplier declarations regarding ethical labour practices
- Ongoing contract management and supplier engagement
- Planning of independent supplier audits in high-risk areas

6. Remediation

Where modern slavery risks or incidents are identified, CORPS Group is committed to working constructively with relevant stakeholders to ensure appropriate remediation occurs. This may include:

- Conducting an internal investigation
- Working with suppliers to implement corrective actions

- Terminating business relationships where severe breaches are found
- Supporting affected individuals through grievance mechanisms or referral to external services

Our grievance channels are available to employees, contractors, and suppliers and are monitored to ensure timely and confidential responses.

7. Training and Capacity Building

CORPS Group recognises that education is essential to identifying and preventing modern slavery. In this reporting period, we:

- Delivered internal awareness training to procurement, HR, and contract management teams
- Provided training modules for site managers and supervisors on ethical labour practices
- Developed an internal guidance pack to assist staff in recognising modern slavery indicators

Future training will be extended to key subcontractors and suppliers, focusing on risk identification and reporting mechanisms.

8. Collaboration and Stakeholder Engagement

We understand that addressing modern slavery requires collaboration across industry and sectors. CORPS Group:

- Engaged with industry groups to share knowledge and resources

- Consulted with key suppliers on their own modern slavery initiatives
- Participated in dialogue with peer organisations and legal advisers on best-practice frameworks

We are committed to further collaboration with local Indigenous groups, labour hire agencies, and social enterprises to promote ethical labour engagement.

9. Assessing Effectiveness

To evaluate the effectiveness of our modern slavery risk management, we implemented the following measures:

- Monitoring compliance with contractual obligations and policies
- Reviewing supplier responses to ethical sourcing questionnaires
- Capturing and analysing feedback through grievance channels
- Tracking completion of staff training and awareness initiatives
- Benchmarking our progress against industry standards

In future reporting periods, we intend to establish KPIs relating to risk assessments, audit completion, and remediation outcomes.

10. Forward Strategy

CORPS Group is committed to continuous improvement in our approach to combatting modern slavery. Our planned initiatives include:

- Expanding due diligence to Tier 2 and Tier 3 suppliers
- Formalising a modern slavery risk register

- Conducting targeted supplier audits in high-risk categories
- Enhancing our supplier onboarding platform with integrated risk tools
- Collaborating with peers and industry to develop joint responses to common risks

We will also seek to integrate modern slavery risk management into our broader ESG strategy.

11. Approval and Attestation

This Modern Slavery Statement was prepared in consultation with relevant departments across CORPS Group and was approved by the Board of Directors on 22/08/2025 in accordance with section 13 of the Modern Slavery Act 2018 (Cth).

Signed,



Vaughan Corps
Managing Director
CORPS Group Pty Ltd
Date: 22/08/2025