



Piacentini & Son

FY 26/27 Modern Slavery Statement

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ORGANISATIONAL STRUCTURE, OPERATIONS AND SUPPLY CHAINS

About the Organisation

Piacentini & Son is a privately owned family-operated company headquartered in Western Australia with a history dating back to the 1940's. The founder Albert Piacentini was 16 years of age when he arrived in Western Australia from Italy in 1936.

The company employ over 500 employees and engages contractors across multiple operational sites throughout Australia and international. Our core business activities include:

- a) Mining services and site support,
- b) Mine site rehabilitation and land restoration,
- c) Earthmoving and bulk excavation,
- d) Panther design and fabrication,
- e) Fixed plant maintenance and installation, and
- f) Road haulage and logistics services.

Consolidated revenue was \$342 million for the year ended 30 June 2026.

Operational Structure

Piacentini & Son delivers services to clients across the resources sector, including mineral sands, iron ore, coal, gold, nickel and bauxite.

Mining and Earthmoving

Piacentini & Son operates a diversified fleet of more than 500 Caterpillar, Hitachi, Komatsu and custom-designed machines, maintained to a high standard and deployed in customer centric models.





Mobile Plant

Piacentini & Son applies a continual improvement approach to optimise the performance of its mobile plant fleet.

Custom Mobile Equipment

Piacentini & Son develops and certifies custom mobile equipment to meet client requirements, including sound-suppression solutions for noise-sensitive operations.

Piacentini & Son designs, builds and operates specialised service vehicles, including slime trucks, scrapers, service trucks, water trucks and site low loaders, supported by ancillary vehicles that complement existing mobile plant.

Panther Low Loaders

The Panther Series II low loader range is designed and manufactured in-house for the mining industry, with a focus on safety and operational efficiency.

The low loader range covers payloads from 80,000 kg to 500,000 kg and can be tailored to specific equipment and site requirements.





Fixed Plant

Fixed plant construction extends Piacentini & Son's capability to deliver tailored material handling solutions.

Design and Construction

Piacentini & Son's engineering division designs, fabricates, modifies, operates and maintains fixed plant and related infrastructure.

This capability is supported by strong mechanical expertise, industry knowledge and fixed plant service experience.

Piacentini & Son originally designed and built fixed plant facilities for its own operations. These facilities have since been refined through decades of operational and engineering experience before being offered more broadly to the market.

Piacentini & Son works closely with clients from feasibility through to site operations to meet project requirements at each stage.

Fixed Plant Solutions

Our fixed plant solutions are delivered to high standards of safety, reliability and performance, including in remote and offshore locations.

Equipment Refurbishment and Redesign

Piacentini & Son sources used equipment locally and internationally where required and can recondition, refurbish or redesign equipment to meet project needs.





Heavy Haulage

Piacentini & Son's heavy haulage division transports earthmoving, construction, fixed plant and mining equipment, including over-dimensional loads.

Transport Fleet

Transport capability includes bulk materials, off-highway movement, mining plant relocation, oversize loads, road haulage and ship loading.

The transport team is experienced in machinery, equipment and fixed plant relocation, with personnel qualified to load and unload heavy equipment safely.

Dry Hire

Piacentini & Son's Dry Hire division supplies equipment for remote and local mining and civil projects.

Resources

Qualified personnel and a substantial parts inventory support equipment servicing and maintenance, helping maximise availability and reliability.

Rehabilitation

Piacentini & Son expanded its rehabilitation capability through the 2013 acquisition of Rally Revegetation & Environmental Services, a recognised provider of environmental management services to the mining sector.





MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAIN

Supply Chains Overview

Piacentini & Son supply chain includes both domestic and international suppliers providing:

- a) Heavy equipment and machinery,
- a) Vehicle and machinery parts,
- b) Fuel and lubricants,
- c) Personal protective equipment (PPE),
- d) Construction and maintenance materials,
- e) Labour hire services,
- f) Transport and logistics services, and
- g) Office equipment and IT hardware.

Risks in Our Operations

Piacentini & Son’s inherent modern slavery risk profile, recorded under risk number PIA029. This reflects the composition of the company’s immediate supply chain. While most suppliers are located in Australia, some goods, including equipment components and electronics, may originate from overseas manufacturing markets.

Piacentini & Son recognises that certain areas of its supply chain may present a higher modern slavery risk, particularly where manufacturing, outsourced labour or lower-tier subcontracting occurs outside Australia or in jurisdictions with weaker labour protections.

Supplier Sector	Key Risk Factors
Construction and Subcontracting Labour	▪ Subcontracting and labour hire arrangements can make it harder to see how workers are engaged and treated. Migrant, temporary or casual workers may be more vulnerable to underpayment, coercion or exploitation, ▪ Tight timelines and cost pressures may reduce oversight of labour practices, and ▪ Limited grievance channels may make it harder for workers to raise concerns safely.
Material Supply Chains	▪ Materials such as metals, timber, textiles and electronics may carry higher risk when sourced from areas with weaker labour protections, ▪ Manufacturing and multi-tier supply chains can make working conditions harder to verify, ▪ It can be difficult to trace materials beyond first-tier suppliers, and ▪ Sourcing from regions with limited labour law enforcement may increase modern slavery risk.



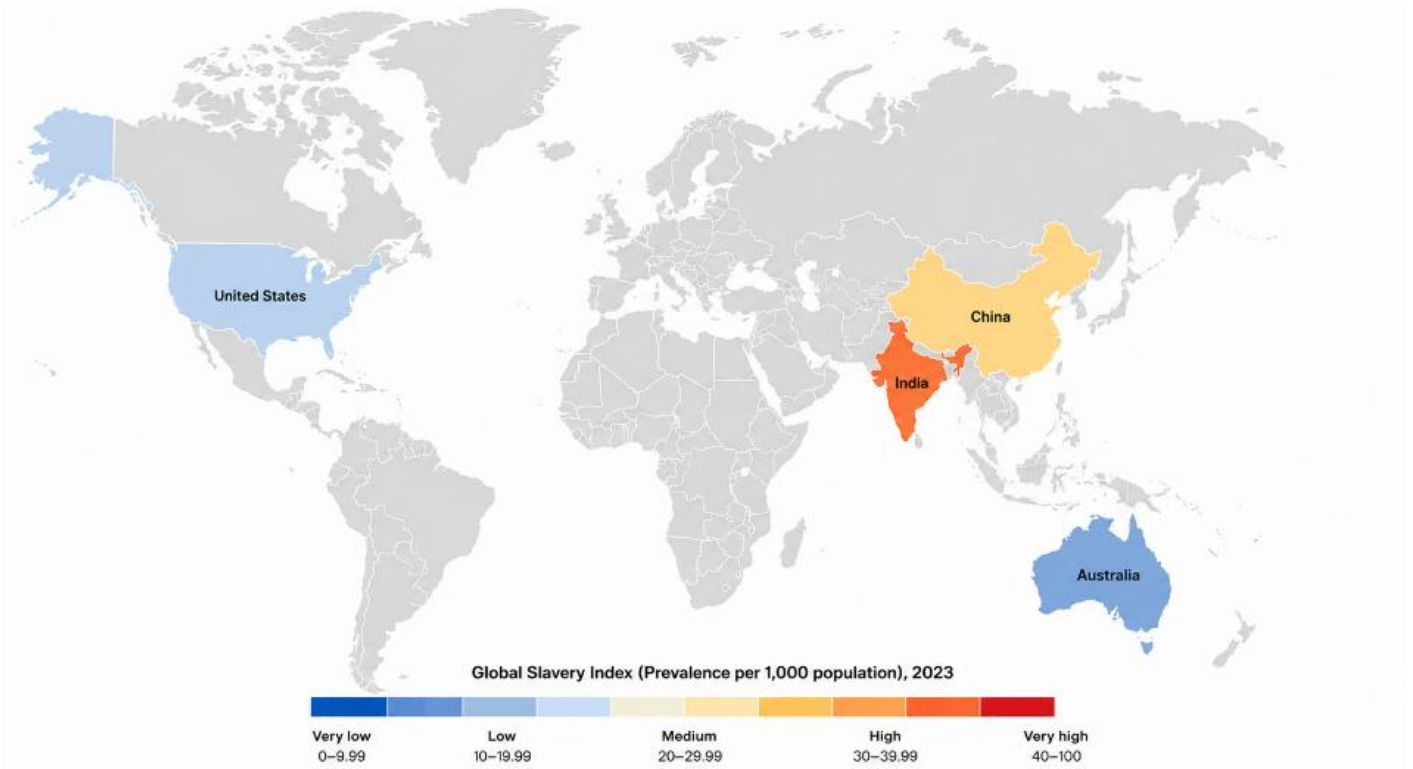
Supply Chain Risks

Potential risks may exist in supply chains associated with:

- a) Manufacturing of mining equipment and machinery components,
- b) PPE and workwear manufacturing,
- c) Electronics and IT hardware production,
- d) Imported construction materials,
- e) Labour hire arrangements,
- f) Subcontracted transport or logistics providers, and
- g) Short-term or project-based workforce arrangements.

Although Piacentini & Son operates within Australia's regulated labour environment, risks may still arise if suppliers or subcontractors fail to meet ethical employment standards.

The map below shows country risk ratings for Piacentini & Son's FY25/26 supplier and service locations, based on the Walk Free Global Slavery Index.





ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

Policies and Governance

Piacentini & Son maintains internal policies that promote ethical business conduct, including:

- a) Code of Conduct Policy P&C-001-POL-345,
- b) Work Health and Safety Policy HSEQ-001-POL-001,
- c) Confidentiality and Privacy Policy COR-001-POL-1614,
- d) Anti-Bribery and Corruption Policy COR-001-POL-1615,
- e) Whistleblower Policy P&C-001-POL-991,
- f) Human Rights Policy P&C-001-POL-1812, and
- g) Risk Management Policy COR-001-POL-1617.

These policies reinforce expectations that all workers are treated fairly and in accordance with applicable laws.

Strategic Focus

Were reasonably practicable, Piacentini & Son:

- a) Engages reputable suppliers and contractors,
- b) Requires suppliers and contractors to comply with applicable Australian labour and workplace laws. Piacentini & Son personnel complete modern slavery awareness training to build a consistent baseline understanding of risks across the supply chain, supporting early identification and escalation of concerns, and
- c) Includes contractual requirements for suppliers and contractors to comply with the Modern Slavery Act and provide relevant information upon request.

Workplace Practices

Piacentini & Son supports fair labour practices by:

- a) Providing lawful terms and conditions,
- b) Complying with Australian workplace relations legislation,
- c) Ensuring safe working environments for employees and contractors, and
- d) Encouraging employees to report concerns through our whistleblowing or incident and investigation process.

Training and Awareness

During FY26/27, Piacentini & Son will develop online modern slavery awareness training modules to strengthen workforce understanding of modern slavery risks, reporting pathways and expected responses.

Completion of records and supporting evidence will be captured in ActionHRM to support monitoring, reporting and future compliance requirements.



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ASSESSING THE EFFECTIVENESS OF ACTIONS

Piacentini & Son monitors the effectiveness of its actions through:

- a) Internal management oversight of procurement practices: Contractor, Supplier and Contracts Management Standard HSEQ-IMS011-STD-015,
- b) Monitoring workplace complaints or grievances: Grievance Resolution Standard P&C-PC01-STD-1432, and
- c) Ongoing review of policies and procedures.

We acknowledge that our journey is ongoing and that our actions will evolve as we deepen our understanding of our supply chain. During our operations for FY25/26, there were no reported modern slavery breaches.

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CONSULTATION PROCESS

This statement was developed in consultation with relevant company representatives of Piacentini & Son Pty Ltd to identify modern slavery risks within the operations and supply chains and to confirm the accuracy of the information presented, in accordance with section 16(1)(f) of the Act.

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FUTURE COMMITMENTS

Piacentini & Son is committed to continual improvement and will focus on the following actions to strengthen its modern slavery risk management approach:

- a) Training and awareness:
 - a. Increase workforce awareness of modern slavery risks, including how risks may arise within operations and supply chains, and
 - b. Improve understanding of reporting pathways and expected responses where concerns are identified.
- b) Procurement and contract management:
 - a. Improve visibility of suppliers, subcontractors and higher-risk procurement categories, and
 - b. Strengthen modern slavery risk identification during supplier engagement, onboarding and contract review processes.
- c) Breaches and non-conformance:
 - a. Respond to identified modern slavery concerns or non-conformances in a timely, confidential and appropriate manner.
- d) Documentation and risk assessments:
 - a. Review modern slavery risk controls, documentation and reporting annually to support ongoing improvement.



OUR STATEMENT AND APPROVALS

Statement of Commitment

Piacentini & Son is committed to operating responsibly and ethically in all aspects of our business and supply chain. We recognise that modern slavery can occur in many forms, including forced labour, debt bondage, servitude, deceptive recruiting and human trafficking.

This statement outlines the actions taken by Piacentini & Son to identify, assess and address risks of modern slavery within our operations and supply chains.

Approvals

This statement has been approved by the Board of Directors of Piacentini & Son, as the principle governing body of the higher entity that owns and controls Piacentini & Son Pty Ltd, in accordance with section 14(2)(d)(ii) of the Modern Slavery Act 2018.

It is signed below by responsible members of Piacentini & Son Pty Ltd in accordance with section 14(2)(e)(ii) of the Act.

C. M. Piacentini
Managing Director