



MODERN SLAVERY STATEMENT 2025

AUSTIN ENGINEERING LIMITED (ACN 078 480 136)

This statement is made pursuant to section 16 of the *Modern Slavery Act 2018 (Cth)* in relation to the operations and supply chains of the subsidiaries of Austin Engineering Limited (the “Austin Group”) for the financial year ended 30 June 2025.

Introduction

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 customers’ mine sites. Headquartered in Perth, Western Australia, Austin has operations across Australia as well as in Indonesia, the USA and Chile but also serving customers across the world.

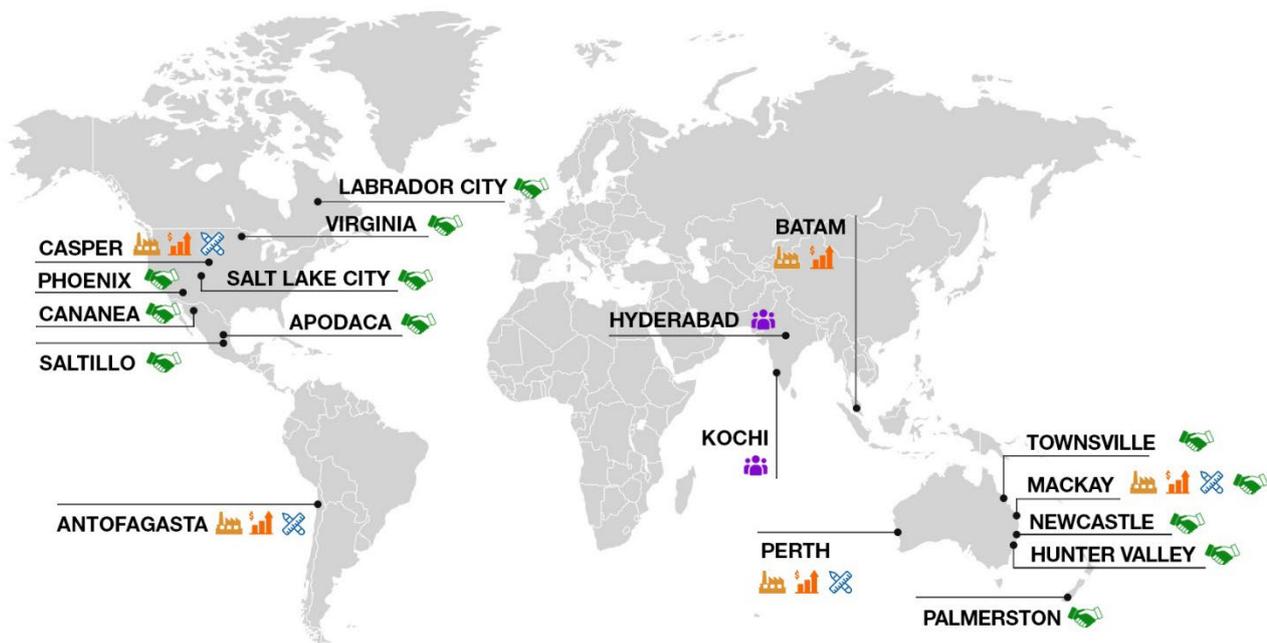
The Austin Group vision is to be the market leader in safe, sustainable, and innovative equipment solutions for our global customer base. To support this vision, Austin’s Core Values; Safety, Integrity, Quality, Innovation, Accountability and Teamwork guide the way we achieve our goals, drive continuous growth and support our global customers.

For Austin, the safety and wellbeing of our people, customers and communities is a priority. The existence of modern slavery practices globally is a grave concern and Austin is committed to doing what it can to eradicate such practices where they may exist in our operations and supply chain by improving company practices and procedures and adapting our processes where required.

The Austin Group Structure and Operations

Strategically located across four continents, Austin has the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider. Austin Engineering Limited is an ASX listed entity with wholly owned and controlled subsidiary companies. These subsidiaries operate independently within a group mandated structure and framework and form a part of this statement. In preparing this statement we consulted with the relevant subsidiaries.

Austin is committed to upholding the *UN Guiding Principles for Business and Human Rights* throughout its operations and supply chains. Austin has over 1,200 employees with globally dispersed operations as depicted below.



AUSTIN OPERATIONS CENTRE	AUSTIN DESIGN CENTRE	SALES, SUPPLY CHAIN & SUPPORT CENTRE
AUSTIN SALES CENTRE	PARTNER OPERATIONS CENTRE	

Austin has in place robust policies and procedures which reflect its commitment to act ethically and with integrity and transparency regarding its employment practices and compliance with local applicable employment laws. These policies include the Global Inclusion and Diversity Policy, the Respect at Work Policy, the Supplier Code of Conduct and the Austin Code of Conduct which have been developed to promote a safe and positive work environment.

Austin’s Whistle-blower Policy promotes and supports a culture of honest and ethical behaviour setting out the procedure for reporting concerns and the support, protections and remedies which persons may be eligible to access in respect of reporting for all Austin employees, contractors, suppliers and other external parties. To date, no reports have been received in relation to modern slavery.

Our Global Supply Chain and Modern Slavery Risks

At Austin we are committed to minimising the risk of modern slavery practices in our supply chain. The following categories of goods and services have been identified as being regularly procured by Austin:

- Steel and related steel product consumables
- Labour – whether direct employees or via labour hire service providers
- Equipment maintenance services
- IT products and services
- Business services and supplies including legal, marketing and financial services
- Freight and logistics
- Utilities

Except for steel, approximately 93% of Austin’s products are sourced from domestically based suppliers. Steel, being a highly specialised product, is procured from suppliers in the United States of America, Europe and China. With respect to the services acquired by Austin, these are obtained domestically, with suppliers bound by domestic employment and other laws.

To mitigate the risk of modern slavery practices more generally, Austin requires its suppliers to provide contractual warranties assuring Austin that the supplier does not engage in modern slavery practices, and that the supplier is not aware of such practices existing in its supply chain. In addition, all of Austin’s suppliers are bound by the Austin Supplier Code of Conduct and Code of Conduct, which expressly require suppliers to comply with international and domestic laws and regulations governing modern slavery.

Austin follows a supplier risk assessment process whereby suppliers are assessed against criteria to identify businesses that have a high risk of engaging in modern slavery practices either directly or indirectly through its supply chain.

Key factors to be considered when assessing suppliers under the policy include geographical location of the supplier’s production facilities, the supplier’s standing and reputation, where materials are sourced from, policies and procedures the supplier already has in place and any known history of modern slavery or related practices.

Where a supplier that is classified as ‘high risk’ fails to implement processes to mitigate the risk of modern slavery practices, Austin may cease dealings with the supplier if remediation actions, such as implementing appropriate policies and procedures, are not undertaken.

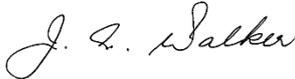
Effectiveness and Future Focus

The processes referred to above are subject to an annual review to assess their effectiveness and make any necessary improvements. An outcome of this review process saw the implementation of a Supplier Code of Conduct in 2024 and in FY25, Austin filled a newly created role of Global Supply Chain Manager to further support and manage all its supply chain obligations. The assessment process, that forms part of our Enterprise Risk Management

Framework, will continue in the next reporting period and will further develop a risk based modern slavery framework tailored to Austin’s operations, risk exposure and supply chain complexity to assess modern slavery risk whilst prioritising these risks at Board level.

Board Approval

This statement has been approved by the Board of Directors of Austin Engineering Limited on 28 November 2025.



JAMES WALKER
Chair of the Board



SY VAN DYK
CEO and Managing Director