

## Modern Slavery Statement

Reporting Period: FY2025/2026

### 1. Introduction

This Modern Slavery Statement is made pursuant to the requirements of the Modern Slavery Act 2018 (Cth) and outlines the actions taken by RE:GROUP Australia Pty Ltd and its related entities (“RE:GROUP”, “the Group”, “we”, “our”) to assess and address modern slavery risks within our operations and supply chains during the reporting period.

RE:GROUP recognises that modern slavery can occur in many forms, including forced labour, servitude, human trafficking, debt bondage, deceptive recruiting practices and the worst forms of child labour. We are committed to conducting business ethically and responsibly and expect the same standards from our employees, contractors, suppliers and business partners.

### 2. Reporting Entity

This statement covers RE:GROUP Australia Pty Ltd and associated entities operating within Australia during the reporting period.

RE:GROUP is an Australian-owned business providing services across mining operations, heavy haulage and bulk haulage, civil construction, plant and equipment hire, maintenance and workshop services, and project support services.

The Group operates primarily throughout Western Australia, including metropolitan and remote regional operations.

### 3. Structure, Operations and Supply Chains

Operations include mobile plant operation, transport and logistics services, maintenance and workshop activities, labour hire and subcontracted services, equipment mobilisation and site support.

The business operates in both metropolitan and remote environments, including FIFO and residential workforce arrangements.

RE:GROUP’s supply chain includes fuel and lubricants, heavy equipment and parts suppliers, tyres and consumables, PPE and uniforms, labour hire and subcontractors, recruitment providers, accommodation and travel services, IT and telecommunications providers, industrial equipment and imported goods.

Some goods utilised within the business may originate from regions or industries identified as having elevated modern slavery risks, particularly in manufacturing, imported components, textiles and raw material extraction.

### 4. Risks of Modern Slavery Practices

RE:GROUP recognises that modern slavery risks may exist within both its operations and broader supply chains.

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Areas identified as presenting higher inherent risk include the use of subcontracted labour and labour hire arrangements, procurement of imported manufactured goods and components, supply chains involving overseas manufacturing, recruitment practices involving migrant or temporary workers, and remote operational environments where workforce vulnerability may be increased.

While RE:GROUP has not identified any confirmed instances of modern slavery within its direct operations during the reporting period, the business acknowledges the potential for modern slavery risks to exist indirectly through suppliers and subcontractors.

## 5. Actions Taken to Assess and Address Risks

During the reporting period, RE:GROUP undertook or maintained measures including senior leadership oversight of procurement and subcontractor engagement processes, review of supplier engagement practices and onboarding controls, and ongoing development of compliance and governance frameworks.

The business also undertook supplier assessments during onboarding, preferred reputable and compliant Australian-based suppliers where practical, and reviewed subcontractor engagement approval pathways.

RE:GROUP maintains direct employment arrangements aligned with Australian workplace laws, HR and safety reporting mechanisms, and policies relevant to ethical conduct and workplace compliance.

## 6. Assessing the Effectiveness of Actions

RE:GROUP acknowledges that modern slavery risk management is an evolving process.

The Group intends to continue improving its approach through enhanced supplier due diligence processes, increased awareness and education internally, further development of procurement governance controls, continued review of subcontractor engagement practices, and ongoing evaluation of operational and supply chain risks.

Effectiveness will be monitored through supplier engagement reviews, internal compliance processes, incident reporting mechanisms, and leadership oversight.

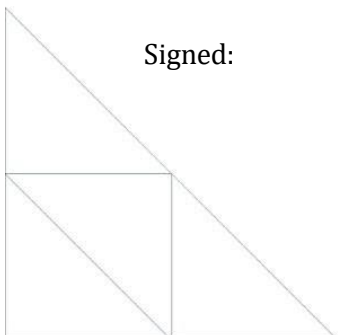
## 7. Consultation

This statement was prepared in consultation with relevant operational, commercial and corporate stakeholders across the RE:GROUP business.

## 8. Approval


This statement was approved by the Board of Directors of RE:GROUP Australia Pty Ltd in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Signed:



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Director  
RE:GROUP Australia Pty Ltd

Date: 18 / 05 / 2026

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