



MODERN SLAVERY STATEMENT

2023-2024

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1. About TAMS

Total AMS Pty Ltd ACN 091 839 619 (TAMS Group) is a diverse marine services provider that protects, maintains and enhances the spaces and places in which we live and work. At TAMS Group we are committed to the sustainability of the communities in which we work and to integrating responsible corporate behaviour into every aspect of our business. We employ over 400 people. Every one of our business divisions has comprehensive experience in its field, and our list of satisfied clients ranges from small local operators to some of the main players in the industry. The diversity of our skills and capabilities means we can execute a broad range of marine projects including construction and maintenance of harbours, wharfs, jetties and wide range of marine inspection services.

TAMS Group brings together the talents and capabilities of a diverse collection of specialists. Our business divisions are supported by a significant inventory of marine construction equipment, from piling hammers to heavy lift cranes. Our services include marine manning, harbour tug services, synthetic fibre ropes, construction, maintenance and commercial diving.

We have commercial marine vessels to suit a wide range of applications, and we can meet client needs around Australia. Our commercial marine vessel fleet includes tugs, barges, multicats, dive support boats, utility vessels and landing craft. Our shore bases include Gladstone, Broome, Port Hedland, Onslow, Cape Preston and Fremantle.



**All entities within the
TAMS Group adhere
to this statement.**



2. Introduction to Modern Slavery

Modern Slavery is a broad term to represent human trafficking, forced labour, and slavery like practices such as debt bondage, and the sale or exploitation of children. TAMS Group reject all forms of modern slavery which can take the form of unpaid or underpaid servitude, human trafficking and forced labour. We are committed to implementing effective systems and controls to mitigate the risk of modern slavery occurring within our own business or through any of our supply chains. TAMS Group is committed to the safe and ethical supply of goods and services. Our goal is to work with suppliers that are honest and transparent and committed to continuous improvement. We will work in partnership with suppliers, who share this commitment, to address deficiencies unique to their business, industry or country of origin.

TAMS Group regards non-conformances with our requirements related to the Commonwealth Modern Slavery Act 2018 as unacceptable. If non-conformance with this act has been identified and confirmed, TAMS Group will not proceed with supply and will immediately de-register the concerned suppliers.





3. Commitment to Human Rights

TAMS Group is dedicated to upholding the principles outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social, and Cultural Rights (ICESCR). The company recognises the importance of respecting human rights across all its operations and supply chains.

At TAMS Group we ensure that our business practices align with the fundamental human rights principles enshrined in these international agreements. This includes providing fair working conditions, protecting the rights of our employees, and ensuring that no form of forced, child, or exploitative labour exists within their supply chain. We are committed to fostering an inclusive and non-discriminatory workplace, where the dignity, freedom, and equality of all workers are respected.

Moreover, we work closely with our suppliers and partners to ensure compliance with human rights standards, engaging in continuous monitoring and auditing processes to address any potential violations. At TAMS Group we support the right to collective bargaining, provide safe working environments, and take steps to ensure that all employees have access to fair wages, reasonable working hours, and adequate social protections.

By aligning its operations with these fundamental human rights frameworks, we strive to contribute to the promotion of global human rights standards and the advancement of social and economic justice within the communities where it operates.



TAMS Group seeks to ensure that its business is conducted with integrity and in an environment of transparency.



4. Operational Risk

The largest proportion of our operations are conducted within Australia, where most of our employees are located. From a geographical perspective, given the controls, legislation and societal expectations, conducting business in Australia lessens the risk to most of our workforce from being subjected to modern slavery labour practices.

We continue to monitor our businesses to ensure all operations are undertaken in safe environments and our workforce is treated fairly under the relevant legislation and/or enterprise agreements.

5. Supply Chain Risk

At TAMS Group we purchase materials such as steel and aluminum for structural marine projects. Our international suppliers include organizations from China, Malaysia, Vietnam and Indonesia. These countries have been identified as high-risk suppliers. All subcontractors for fabrication in these countries are also considered to be at high risk.

In this commitment to ensure that no breach in the Modern Slavery statement occurs within our supply chain, we have personnel monitoring activities of our high-risk suppliers in high-risk regions, which includes suppliers facility visits and assessment.

At TAMS Group we make every effort to procure materials locally. If this is not possible then we will attempt to source our materials from low-risk suppliers. When this is not possible, TAMS Group follows the advice given in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities to manage this risk.





6. Procurement Visibility

At TAMS Group we aim to partner with international and national suppliers and vendors who share our ethical values regarding modern slavery, anti-corruption, personal data protection and human rights more broadly. TAMS Group will not knowingly contract with or purchase from companies who are in violation of human rights practices, and we understand that external providers who TAMS Group interact with may reflect on our organisation.

We record our suppliers in an approved vendor, contractor and supplier register. To be a TAMS Group approved supplier, the external entity is subject to an onboarding process conducted by TAMS Group Procurement Department and with the assistance of the online platform “Eftsure”, which includes the acknowledgment and declaration of respect of TAMS Group Modern Slavery statement, the Commonwealth Modern Slavery Act 2018 and TAMS Group Sustainable Procurement Policy. The onboarding process for new suppliers, vendors and contractors will also identify and classify them into three categories of risk (low, medium and high risk) allowing for the relevant legal documentations, which will then be recorded and updated when needed.

Being implemented in different states and regions of Australia, TAMS Group make local sourcing a priority, when possible. This allows for better transparency and visibility of our suppliers, contractors and vendors activities and operations.

The evaluation and audit of TAMS Group’s suppliers can be decided upon and conducted at any time by TAMS Group Procurement Department if any suspicion of breach of the Commonwealth Modern Slavery Act 2018 or non-respect of the TAMS Group Sustainable policy is found. Reports and required action will then be established and communicated to the concerned parties.



**TAMS Group is committed
to the safe and ethical
supply of goods and
services.**



7. De-registering Suppliers

TAMS Group may choose to cease purchasing from a supplier that fails to demonstrate a commitment to this statement. This lack of commitment may become evident through a lack of cooperation and participation in the supplier self-assessment process, poor audit results or a failure to address identified breaches within agreed timeframes. TAMS Group is committed to the prevention and detection of any slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain within its organisation.

TAMS Group seeks to ensure that its business is conducted with integrity and in an environment of transparency. This means that TAMS Group also seeks to ensure that its suppliers and business partners understand and appreciate its requirements to operate in this way, and that they also commit to doing so, in all their dealings with or on behalf of TAMS Group.





8. Policies and Training

At TAMS Group we have a Business Management System where established policies, standard operation procedures and guidelines that outline our expectations of employees and contractors who undertake tasks on behalf of TAMS Group. Our policies and procedures help implement our commitment to ethics, wellbeing, safety and demonstrate the protections afforded to our team members.

Constant training and e-learning through “Learn Upon” are conducted for existing and new employees to ensure the acquaintance of our valued employees to TAMS Group policies, procedures and ethical principles.

A few important policies and procedures of TAMS Group that are accessible by all employees include:

- [Procurement Sustainable Policy](#)
- [Procurement, Stores and Logistics Procedure](#)
- [Environmental Policy](#)
- [Project Management Procedure](#)

9. Reporting Obligations

TAMS Group personnel and all suppliers and business partners must immediately report to TAMS Group Procurement Department all actual or suspected breaches in respecting the Modern Slavery Act 2018.



**Our policies and procedures
help implement our
commitment to ethics,
wellbeing & safety.**



10. Ongoing Review

At TAMS Group our executive team does an annual review of our response to modern slavery. We regularly check our risk assessment process particularly in relation to suppliers in high-risk countries.

In the past reporting period, due to an expansion and ongoing fabrication projects located overseas we have identified a few additional High-risk Suppliers in our supply chain and have conducted the necessary site inspections and investigations, which has resulted to satisfactory reports. While projects are ongoing, senior management personnel from TAMS are actively recording the suppliers respect of the Modern Slavery Act 2018.

11. TAMS in the Community

At TAMS Group we are committed to the community in which we operate and are passionate about being able to make a positive contribution to society. TAMS Group has a long history of supporting the community and philanthropy. The TAMS Group fund, held by the Fremantle Foundation, facilitates our commitment to sustainable giving.

The TAMS Group Fund allows TAMS Group employees to nominate community organisations they are passionate about to receive grants. The Fund will be overseen by a group of TAMS Group employees who will meet regularly to review applications and identify not for profit organisations that are making a positive difference.





- [Fremantle Foundation](#)

Founded in 2010 by ex AFL player, Dylan Smith, the Fremantle Foundation has grown to be WA's premier Community Foundation. It provides philanthropic advice and administration to individuals, families and businesses that want to give effectively in their community. Based in Fremantle, it connects donors to community projects throughout Fremantle, Western Australia and the world.

Other TAMS Group's recent Corporate Social Responsibility Campaigns include:

- [Port Hedland Rovers Football Club](#)

TAMS are a proud sponsor of the league, reserves and woman's teams.

- [Ashburton Anglers Inc.](#)

Ashburton Anglers host the annual 'Catch the Biggest Spanish Mackerel' competition in Onslow. This competition attracts scores of avid fishers that travel far and wide to attend.

- [Fremantle Chamber of Commerce](#)

TAMS are a proud sponsor of the Fremantle Chamber of Commerce business awards in the category of "Champion Marine and Engineering".

- [QLD Police Legacy Child Safety Handbook](#)

TAMS Group is a proud sponsor of the 'Child Safety Handbook' which is compiled, produced and distributed by the QLD Police Legacy as a much needed and vital resource guide for children, parents and teachers.



**In 2024 TAMS Group
is celebrating its 25th
year of safe and
successful
operations across
Australia.**



This statement was approved by the board of Total AMS Pty Ltd in their capacity as principal governing body of TAMS Group on 20/12/2024.

During the reporting period this statement covers, we actively engaged and consulted with all companies we own or control in the development of this statement. We discussed details of the Modern Slavery Act 2018's reporting requirements including actions we intend to take to address these requirements. We also provided them with relevant materials and updates.

This statement is signed by Abraham Faulkner in his role as the Managing Director of TAMS Group on 20/12/2024.

A handwritten signature in black ink, appearing to read "Abe Faulkner", written in a cursive style.

Abe Faulkner

Managing Director | TAMS Group





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