



Modern Slavery Statement 2025



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Multiquip Group – 2025 Modern Slavery Statement

Introduction:

Multiquip remains steadfast in its commitment to upholding human rights and eradicating all forms of modern slavery within its operations and supply chains. This **2025 Modern Slavery Statement** outlines the progress we have made in identifying, assessing, and mitigating modern slavery risks, as well as our future commitments.

This statement has been prepared in accordance with Section 16 of the Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2025. It has been approved at the July 2025 board meeting.

Reporting Entities:

This statement covers the operations of Multiquip Pty Ltd (ABN: 25 002 527 871) and its related entities:

- **Multiquip Poultry Pty Ltd** – ABN: 36 086 089 616
- **CEAL Limited t/a Multiquip Quarries** – ABN: 44 101 930 714
- **MQT Pty Ltd t/a Multiquip Transport** – ABN: 89 642 492 608
- **Multiquip Aggregates Pty Ltd** – ABN: 42 143 902 998
- **Imtreach Pty Ltd t/a Multiquip Concrete** – ABN: 52 002 480 186

These entities operate as a group, with shared directors, officers, policies, and systems. As such, a consolidated risk assessment and mitigation approach has been adopted across the group.



Understanding Modern Slavery:

Modern slavery refers to situations where individuals are exploited through coercion, threats, or deception, undermining their freedom and autonomy. Practices include:

- Human trafficking
- Slavery and servitude
- Forced labour
- Debt bondage
- Forced marriage
- Worst forms of child labour

Multiquip adopts a **zero-tolerance approach** to modern slavery and is committed to acting ethically and responsibly in all aspects of our business.

Operational Overview:

Multiquip Transport

Multiquip Transport services the Australian poultry industry end-to-end — from egg collection and incubation, to chick delivery and live bird transport to processing plants. As

a market leader in this field, we operate a large fleet in all five mainland states and maintain our own workshops in most states.

All operations are supported by shared internal services, including:

- **Information Technology**
- **Human Resources**
- **Workplace Health and Safety (WHS)**
- **Finance and Payroll**
- **Senior Management Oversight**

We are accredited under the National Heavy Vehicle Accreditation Scheme (NHVAS) in Mass, Maintenance, and Fatigue Management, and operate 24/7 to meet customer needs.

Modern Slavery Risk Assessment:

Following a detailed review of our operations and supply chains, Multiquip has assessed its overall modern slavery risk as **low**, due to the following factors:

- We primarily deal with reputable Australian suppliers and customers.
- Our workforce is directly employed under legal employment contracts.
- The majority of transport and operational services are performed in-house.



Risk Assessment Considerations:

- **Industry:** Agricultural transport and aggregate materials
- **Locations:** Australia
- **Labour Structure:** Mostly direct employment
- **Legal Relationships:** Reviewed regularly
- **Supplier Base:** Australian-based, including large corporations and sole traders

Despite this low risk, we remain vigilant and proactive in monitoring potential areas of vulnerability.

Labour Conditions and Ethical Employment:

Labour conditions remain an area of focus. We mitigate this risk through:

- Ensuring all employment agreements comply with National Employment Standards (NES) and relevant awards and agreements
- Maintaining enterprise agreements, some of which are negotiated with unions
- Providing a safe and compliant working environment for employees, contractors,

- and visitors
- Conducting regular training, particularly in WHS and driver compliance under NHVR accreditation

Ethical Recruitment:

While the majority of our workforce is employed directly, we engage a small number of workers via accredited labour hire agencies. These workers may include migrant or low-skilled individuals, who are statistically more vulnerable to exploitation. To mitigate risks, we:

- Conduct due diligence on all labour hire providers
- Maintain collaborative relationships with agencies to ensure fair and ethical treatment of all workers

Supply Chain Practices:

Multiquip owns and operates its own fleet, handling all logistics internally. Our supply chain includes:

- Trucks and materials handling equipment
- Supplies for our concrete, quarry, and aggregate operations

We maintain strict procurement practices and require all suppliers to:

- Comply with our Supplier Code of Practice
- Complete a Supplier Declaration
- Participate in periodic reviews or audits

Actions Taken in 2025:

Over the reporting period, we have taken the following steps to assess and address the risks of modern slavery:

- Updated relevant internal policies (e.g. HR, WHS, and Modern Slavery Policy)
- Delivered awareness training to relevant staff
- Continued internal auditing of modern slavery compliance
- Monitored ethical recruitment and labour hire practices

Policies Supporting Compliance:

- Modern Slavery Policy
- Code of Conduct
- Respectful Workplace Policy
- Privacy Policy
- Health & Safety Policy
- Ethical Employment Policy

These policies are developed and maintained by the relevant departments under the oversight of the Senior Leadership Team.

Future Commitments (FY2026)

Looking ahead, Multiquip will continue to strengthen its approach to combating modern slavery through the following initiatives:

1. **Training:** Expand training to all key personnel involved in procurement and operations
2. **Stakeholder Engagement:** Continue engaging with suppliers and customers to assess their compliance
3. **Audit Tool Development:** Develop and implement a standardised audit tool for internal and external assessments

4. **Supplier Declaration Review:** Update current supplier declaration documents to reflect evolving legal and ethical expectations

We also commit to handling any reports or allegations of modern slavery professionally, promptly, and thoroughly, ensuring appropriate actions are taken and future risks are prevented.



Jason Mikosic
Director/CEO

Date: 31 July 2025

