



## Modern Slavery Statement

Wormall Civil acknowledges our responsibility to identify and assess modern slavery risks within the company's supply chains and embraces the establishment of the Commonwealth Modern Slavery Act 2018. Modern slavery is used to describe serious exploitation in situations where coercion, threats or deceptions are used to exploit, undermine or deprive victims. Contained below is Wormall Civil Pty Ltd.'s statement pursuant to the Modern Slavery Act 2018 following in compliance with reporting obligations under the Act for the financial year ending 30 June 2024.

### About Wormall Civil

Wormall Civil Pty Ltd (ABN 60 162 970 863) is a Western Australian family-owned civil construction company which focuses on the Urban and Regional Land Development Market, and currently employs approximately 400 employees. The company has developed expertise in civil contracting with special emphasis on providing effective sub divisional and infrastructure projects for private Land Developers, mining companies, Australian and State Government Departments and agencies and Local Authorities. Wormall Civil does not control or own any other entities

Wormall Civils' supply chains include the supply of products and services from various providers mainly located in Western Australia. The product and service providers include office supplies, logistics, IT infrastructure and services, security services, protective clothing and PPE, plant and equipment hire, plant and equipment sales and servicing, design and consulting, communications services, traffic management, waste and recycling facilities, construction raw materials and manufactured products. These include products which are manufactured in various locations including USA, Asia, UK, Europe, Middle East and Africa.

### Risk of Modern Slavery Within Our Operations

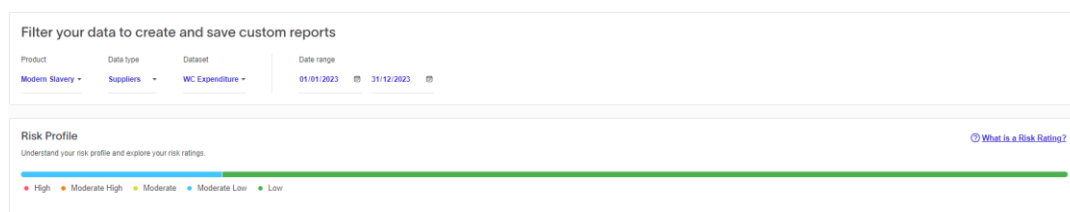
Wormall Civil has engaged Fairtrade Supply to conduct a formal risk assessment on our suppliers to map the risk of modern slavery in our supply chain.

Our returned risk profile shows:

**For Suppliers** – 287 assessments completed.

48 are considered Moderate/Low

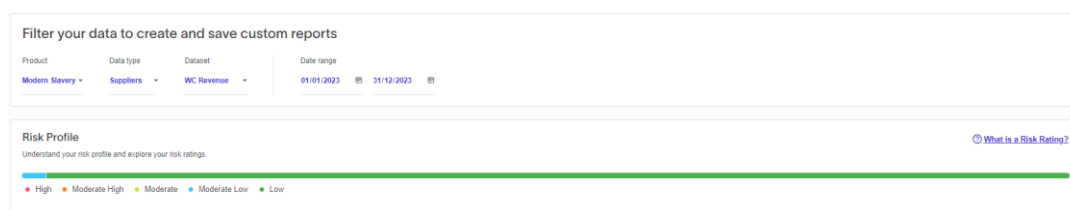
249 are considered Low



**For Revenue** – 43 assessments completed.

1 is considered Moderate/Low

42 are considered Low





## Risk Management of Modern Slavery

The procurement process determines how Wormall Civil identify the actions to be undertaken to facilitate the vetting of and engagement of suitably skilled, and appropriately qualified, subcontractors and suppliers to work on or supply materials to Wormall Civil projects. Suppliers and Subcontractors are then processed through the Fairtrade Supply risk assessment system. Wormall Civil then manage this risk by:

- Through the Fairtrade Supply platform, continued communication with and mapping of suppliers and subcontractors to determine what processes they have in place to identify the risk of modern slavery within their supply chains and any concerns they may have.
- Through the Fairtrade Supply platform, suppliers and subcontractors are complying with applicable modern slavery laws.
- Based on risk rating received from Fairtrade Supply, work closely with suppliers and subcontractors to gather information to ensure Wormall Civil are meeting their obligations under modern slavery laws.
- Ensuring suppliers and subcontractors understand our values and expectations towards environmental and workplace safety, corporate social responsibility, diversity and staff inclusion.

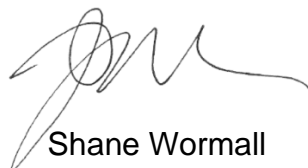
## Measuring Effectiveness of Our Actions

To measure the effectiveness of these processes Wormall Civil plan to:

- Based on Fairtrade Supply risk assessments, discuss controls, processes, and outcomes regarding modern slavery with suppliers and subcontractors within our supply chains.
- Train and assess our employees on what modern slavery is, context, risks, how to identify modern slavery within our industry and Australian Legislation
- Make available our Modern Slavery Statement to all suppliers and subcontractors.

Wormall Civil remains committed to continual improvement to our policies and procedures to identify risks within our business and supply chains and then through provided risk assessments, make positive changes to reduce the impact of modern slavery.

This statement was approved by the Sole Director of Wormall Civil Pty Ltd on 16th December 2024.



Shane Wormall  
Managing Director

