



YURRA

**MODERN
SLAVERY
STATEMENT
2024-2025**



yurra.com.au



Creating Opportunities, Building Communities

Since our establishment in 2013, Yurra Pty Ltd (“Yurra”) has actively invested in the development of the regions in which we operate. As our contracting capabilities have expanded, we’ve created greater work volumes that support local employment, education, and skills development.

Today, Yurra employs over 350 people and proudly maintains an average rolling Aboriginal & Torres Strait Islander engagement rate of 25%. This strong representation reflects our

commitment to creating real opportunities for Aboriginal people through sustainable employment and career development.

We leverage strong relationships with our partners and their networks to deliver employment, training, education, and a range of career pathway opportunities. Our proactive employment initiatives prioritise engagement with recognised Aboriginal businesses and suppliers, driving sustainable economic development and improved social outcomes across the communities we serve.



Yurra is a majority Aboriginal owned company, majority owned by all Yindjibarndi people. At the core of what we do and what we stand for, is the Yindjibarndi 3C's and how we, as a commercial business, support outcomes across all three areas, these are:

COMMUNITY:

Our dedication to working alongside communities to create meaningful and positive outcomes.

CULTURE (AND COUNTRY):

Our investment and responsibility in supporting initiatives and projects that facilitate the preservation and strengthening of culture and country.

COMMERCIAL:

How we leverage strong relationships with our partners and their networks to deliver employment, training, education, and career pathway opportunities, while delivering quality and sustainable projects.

We apply this framework to everything we do, driving genuine and meaningful engagement with community, partners and stakeholders.

OUR MISSION:

is to improve the communities in which we operate by offering opportunities, training and career pathways.

We are committed to engaging with Aboriginal Communities and Stakeholders to identify opportunities, respond to concerns, facilitate employment and training and deliver long-term social, cultural and economic benefits to the West Pilbara region. The successful operation of Yurra correlates directly to this ongoing engagement, resulting in the strategic formulation and execution of efficient, community-driven projects.

OUR VISION:

to develop and deliver projects that inspire collaboration, contribute to the broader community and towards a unified and sustainable future.

1.0

REPORTING ENTITY

This joint modern slavery statement is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) by Yurra Pty Ltd (ABN: 99 162 178 458) for the financial year ending 30 June 2025. Yurra Group (“Yurra”, “the Company”) is committed to identifying, preventing, and mitigating the risks of modern slavery in its operations and supply chains.

Yurra’s purpose is to build economically sustainable enterprises that deliver genuine and measurable benefits across economic, cultural and community dimensions for the traditional owners and communities in whose lands we operate. This statement outlines the actions taken to ensure compliance with the Act and demonstrates our ongoing commitment to continuous improvement and respecting human rights across all aspects of our business.

STRUCTURE, OPERATIONS AND SUPPLY CHAINS

2.1 Structure

Yurra is an Australian-owned business operating across the construction, maintenance, and services sectors. The Group comprises a collection of integrated business units that operate under a central governance framework, with shared corporate functions including finance, procurement, human resources, safety, and governance.

Yurra is governed by a Board of Directors and an Executive Leadership Team responsible for strategic direction, oversight of operational performance, and adherence to legal and regulatory obligations, including compliance with the Modern Slavery Act 2018 (Cth). All business units within the Group operate under unified policies, procedures, and risk management frameworks to ensure consistency and alignment with Yurra’s values and ethical standards.

The Group does not own or control any offshore entities, and all operational and administrative functions are based within Australia. Yurra’s structure supports the delivery of services across Western Australia and other regions as required, while maintaining a consolidated approach to corporate governance, modern slavery risk management, and supply chain oversight.

Yurra has continued its path of growth and at the end of the reporting period Yurra had approximately 365 directly engaged employees and 77% of those engaged on a permanent basis. 100% of our workforce resides within and is employed in Australia.



2.2 Operations

Yurra commenced its operations in 2013, a result of a pioneering partnership between Yindjibarndi People and ALM Landscaping. This collaboration was built on a shared vision: to deliver sustainable procurement outcomes that empower local communities. Early operations consisted of landscape construction and facilities maintenance (grounds maintenance and commercial cleaning services), scaffolding and engineering fabrication.

Today we are a multi-disciplinary construction and maintenance group providing a diverse range of services including:

- Civil construction and maintenance for mining, energy and infrastructure industries.
- Building construction and maintenance for residential and/or commercial.
- Facilities maintenance services for residential and/or commercial.
- Landscape construction for residential and/or commercial.
- Scaffold supply services for Oil & Gas industry.
- Surveying and spatial information services for construction and energy industries.
- Technology development and systems consultancy.

Our client operations are typically present in iron ore mining, oil & gas, civil construction, energy, conservation, infrastructure and government sectors across Western Australia.

While our operations are limited to Australia, Yurra understands the inherent risks of modern slavery practices that can arise in the construction and maintenance industries through its' supply chain and local operations with exploited workforces and raw materials.

Minimising negative impacts on the communities and environments where we operate is fundamental to how Yurra does business. Guided by our commitment to Yindjibarndi 3Cs (culture, community & commercial) being a responsible business means acting with integrity, care, and respect — wherever we work and whoever we work with.

Yurra employs a combination of permanent, part-time, and casual employees and engages subcontractors, suppliers, and training providers to support project delivery.

2.3 Supply Chain

Yurra's supply chain primarily consists of Australian-based suppliers and subcontractors providing:

- Construction materials including concrete, steel, timber, brick, and sand.
- Plant and earthmoving equipment and hire of.
- Industrial consumables such as fuel, lubricants, tyres, spare parts and personal protective equipment (PPE).
- Repair and maintenance services.
- Subcontractors such as civil contractors, concreters and other specialised tradespeople.
- Labour hire.
- Professional services.
- Training and RTO partnerships.
- IT equipment and consumables.

In the 2025 financial year, Yurra worked with 1537 direct suppliers and subcontractors, with circa 99% being Australian vendors. During this

period, Yurra has engaged four international vendors for the provision of technology and safety diagnostics supplies, making up 1% of its total spend. Yurra prioritises local and aboriginal-business procurement first where possible and confirms that 76.5% of our suppliers and subcontractors are based in Western Australia.

While Yurra's operations are only domestic to Australia, we acknowledge the potential indirect exposure to overseas suppliers through imported vehicles, electronic equipment, raw materials and manufactured goods. Yurra does not manufacture our own products.

Yurra mitigates risk through our contractual arrangements with our suppliers and subcontractors including our purchase order terms and conditions, minor or major works subcontracts agreements, long-term master agreements which have been negotiated to apply throughout the group.



RISKS OF MODERN SLAVERY PRACTICES

Yurra adopts a risk-based approach to identifying and managing the potential for modern slavery practices within our operations and supply chain. This approach ensures we assess where vulnerabilities may exist and implement appropriate controls to prevent practices that may cause, contribute to, or be directly linked to modern slavery.

3.1 Supply Chain Risk

The industries we operate within Australia are heavily regulated by Federal and State legislation, including work health & safety, industrial and workplace relations, anti-discrimination and consumer laws. Although the overall risk of modern slavery within our direct operations is assessed as low, Yurra acknowledges the potential for modern slavery risks to emerge deeper within supply chains, particularly where raw materials, manufactured components or goods are involved. These risks often occur at lower tiers of supply chains where visibility is reduced, and labour conditions are more difficult to monitor.

Yurra sources these materials and manufactured goods in their final form from Australian-based suppliers, providing greater oversight and reducing exposure to high-risk offshore labour practices. However, we recognise that some Australian suppliers may themselves rely on overseas inputs, and therefore indirect modern slavery risks may still be present within lower tiers of the supply chain.

To address and mitigate these risks, Yurra applies contractual controls across supplier and subcontractor engagements. These contractual arrangements set clear expectations and obligations regarding ethical sourcing, compliance with the Modern Slavery Act 2018 (Cth), and transparency throughout the supply chain. They require suppliers and subcontractors to undertake responsible practices and support Yurra's commitment to a fair and ethical supply chain.

No breaches of the Modern Slavery Act 2018 (Cth) were identified in the reporting period throughout our direct operations.

ACTIONS TAKEN TO ADDRESS AND ASSESS RISKS

Yurra implements a structured approach to identifying, assessing, and mitigating modern slavery risks across our operations and supply chain. Our actions are underpinned by strong governance, compliance with Australian legislation, and a commitment to ethical and sustainable business practices. Key elements of our approach include:

- Governance frameworks supported by ongoing review and continuous improvement.
- Compliance with Australian industrial relations, workplace health and safety, and human rights legislation.
- Commitment to sourcing from Supply Nation and local vendors primarily.
- Commitment to diversity, equity and inclusion as core organisational values.
- Strengthening of supplier and subcontractor onboarding and review processes and systems.

4.1 Supplier and Subcontractor Due Diligence

Yurra maintains a procurement and subcontractor management framework designed to ensure suppliers meet our ethical and legal expectations. The framework includes:

- Mandatory prequalification questionnaires and assessment processes for suppliers and subcontractors.
- Risk-based screening processes for new vendors, including sole traders, subcontractors and labour hire providers, with additional scrutiny for those operating in higher-risk industries..
- Contractual controls embedded within purchase orders, subcontract agreements, and master service agreements to ensure modern slavery compliance requirements remain current, enforceable, and aligned with standards.

4.2 Employment Practices

Yurra upholds ethical employment practices to ensure that all workers engaged directly or indirectly through our labour supply chain are treated fairly and lawfully. Our employment safeguards include:

- Verification of work rights and remuneration to ensure all employees receive fair and lawful wages and have the legal right to work in Australia.
- Grievance handling procedures.
- Oversight of Registered Training Organisation (RTO) arrangements, ensuring apprentices, trainees and employees receive ethical, compliant, and quality training without risk of exploitation.

4.3 Training and Awareness

Yurra promotes awareness of modern slavery risks and obligations across the organisation by:

- Providing relevant policy communication to employees to ensure awareness of modern slavery indicators, reporting pathways, and expectations regarding ethical conduct and procurement.

4.4 Grievance and Whistleblower Mechanisms

Yurra maintains confidential and accessible reporting channels for employees, suppliers, subcontractors and stakeholders to raise concerns relating to unethical, unlawful, or exploitative conduct. These mechanisms are supported by Yurra's Modern Slavery Policy, Whistleblower Policy, and Grievance Handling Policy.

All reports are treated confidentially and are investigated by the appropriate internal representative or, where required, an independent external investigator. Yurra is committed to ensuring individuals who raise concerns are protected from retaliation and that all matters are managed promptly, fairly, and transparently.

5.0

MEASURING EFFECTIVENESS OF OUR ACTIONS

Yurra measures the effectiveness of its modern slavery risk management by:

- Annual external auditing from external assurances services.
- Reviewing the number and outcomes of reported concerns or incidents.
- Monitoring compliance with training and induction programs.
- Reviewing and updating policies and procedures annually.

6.0

CONSULTATION PROCESS AND ACTIONS MOVING FROWARD

Yurra meets its obligations under the Modern Slavery Act 2018 (Cth) by ensuring that any entities it owns, or controls are actively engaged in the development, review and implementation of this Modern Slavery Statement. While Yurra operates as an integrated group, consultation processes remain central to ensuring consistency, accuracy and alignment across all parts of the organisation.

Planned actions for FY2025/2026 include:

- Conduct annual reviews of high-value, high-risk, and extended/overseas supply chain vendors to identify potential modern slavery risks.
- Audit supplier and subcontractor due diligence processes at the procurement stage to confirm appropriate checks are completed and any issues are addressed.
- Maintain and update contractual documents to ensure modern slavery compliance requirements remain current and enforceable.
- Monitor the whistle-blower reporting system and ensure any concerns raised—including potential modern slavery issues—are managed and investigated appropriately.
- Deliver internal training, ensuring all relevant roles complete procurement, commercial acumen and unconscious bias training as required.
- Annual review of labour hire and subcontractor partners to ensure compliance with Australian employment laws.



APPROVAL AND PUBLICATION

This Modern Slavery Statement for the financial year ending 30 June 2025 was approved by the Yurra Group Board of Directors on Friday 28 November 2025.

Signed on behalf of Yurra Pty Ltd:

A rectangular box containing a handwritten signature in black ink, which appears to be 'Liam Wilson'.

Liam Wilson
Managing Director and CEO
Yurra Pty Ltd





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