



MODERN SLAVERY STATEMENT 2020

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MODERN SLAVERY STATEMENT 2020

Introduction & Reporting Entity

1. E&A Limited (ACN 088 588 425) (**EAL**) is an Australian unlisted public company registered at 75 Verde Drive Jandakot WA 6164.
2. This statement has been developed in accordance with the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**), and sets out the actions taken by EAL and its wholly owned and controlled entities (referred to collectively in this statement as the **EAL Group**) to identify, assess and address modern slavery risks in its operations and relates to the financial year ending 30 June 2020.
3. The EAL Group is committed to managing the issue of modern slavery and working with its stakeholders to bring it to an end. In order to achieve that purpose, the key activities undertaken by the EAL Group in the financial year ending 30 June 2020 included a review of existing policies and procedures and development of a modern slavery framework. Ultimately the EAL Group adopted a uniform Modern Slavery Policy in July 2020 to ensure that it adequately assesses and addresses modern slavery risks in its business and its supply chains. To date, the EAL Group has not identified any instances of modern slavery in its operations or supply chains.
4. The corporate structure of the EAL Group is set out in **Schedule 1**. EAL is the reporting entity required to issue this statement under the Modern Slavery Act.

Structure, operations and supply chains of the EAL Group

5. EAL is a diversified investment company which owns and operates 12 operating entities. The EAL Group operating entities in the main provide services to essential industries and assets including, resource, energy, renewable energy, utility & infrastructure, water & wastewater and industrial maintenance sectors.
6. The structure, operations and supply chains of the EAL Group are more particularly described in **Schedule 2**.

Risks of modern slavery practices in the operations and supply chains of the EAL Group

7. In terms of operations, the EAL Group has a zero tolerance approach to any form of modern slavery within its own operations. The EAL Group considers that it is unlikely to have a risk of modern slavery in its operations as:
 - 7.1. The majority of the EAL Group's employees are employed directly under contract (permanent, fixed-term, part-time or casual) or under enterprise bargaining agreements.
 - 7.2. The EAL Group does not employ any person outside of Australia, save that one of its entities engages ad hoc services of three individuals based in the Philippines through a third party services provider located in Australia. The terms of the services agreement include an obligation that the third party must, inter alia, abide by Philippines labour laws and judgments handed down by the Philippines Department of Labour and Employment.

- 7.3. While the EAL Group utilises labour hire through third party providers and subcontractors, it has taken steps to identify and ensure that the entities with which it deals complies with relevant local labour hire licensing laws.
8. The greater risk of modern slavery is in the supply chains of the EAL Group, particularly in jurisdictions outside of Australia. To minimise that risk, the EAL Group is committed to working with subcontractors and suppliers to ensure their practices are aligned with the EAL Group's expectations concerning modern slavery. The EAL Group has a clear expectation that all of its subcontractors and suppliers operate in accordance with modern slavery laws and are socially responsible.

Mitigating risks of modern slavery

9. As part of the Modern Slavery Policy, each entity within the EAL Group is required to:
- 9.1. adopt procedures to ensure that it is addressing modern slavery and ethical sourcing risks in its operations and supply chains in a way that is appropriate for its business;
 - 9.2. make enquiries with its subcontractors and suppliers to identify any modern slavery risks;
 - 9.3. insofar as far as practicable, include in its operational and supplier contract terms:
 - 9.3.1. a requirement that suppliers comply with all local, national and other applicable laws and regulations in the areas in which they operate;
 - 9.3.2. a requirement that the supplier comply with certain minimum standards; and
 - 9.3.3. a right of termination if the supplier is unable or unwilling to work towards full compliance with certain minimum standards.

Measuring effectiveness of mitigation steps

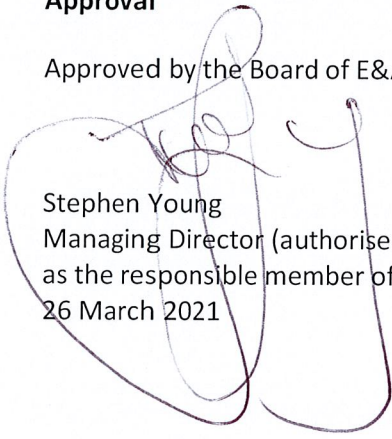
10. The focus of the EAL Group has been to put in place an appropriate modern slavery framework and adopt associated processes and procedures that help achieve its objectives. For that reason, the EAL Group has not yet implemented a uniform approach for measuring the effectiveness of its actions to mitigate risks of modern slavery.
11. However, it intends to develop an appropriate reporting and review process over the next 12 months to better measure the steps that it has taken to address modern slavery risks, as well as identify other steps that might be taken.

Consultation

12. The aims of the Modern Slavery Policy include providing clear guidance for the reporting and investigation of any suspected modern slavery within the EAL Group's business, and developing procedures to address modern slavery.
13. The Modern Slavery Policy applies to all entities, employees and representatives of, and within, the EAL Group. It is also expected that any supplier or subcontractor to the EAL Group apply similar standards when working with us.
14. As the reporting entity, EAL (parent company) consulted with each of its operating subsidiaries.

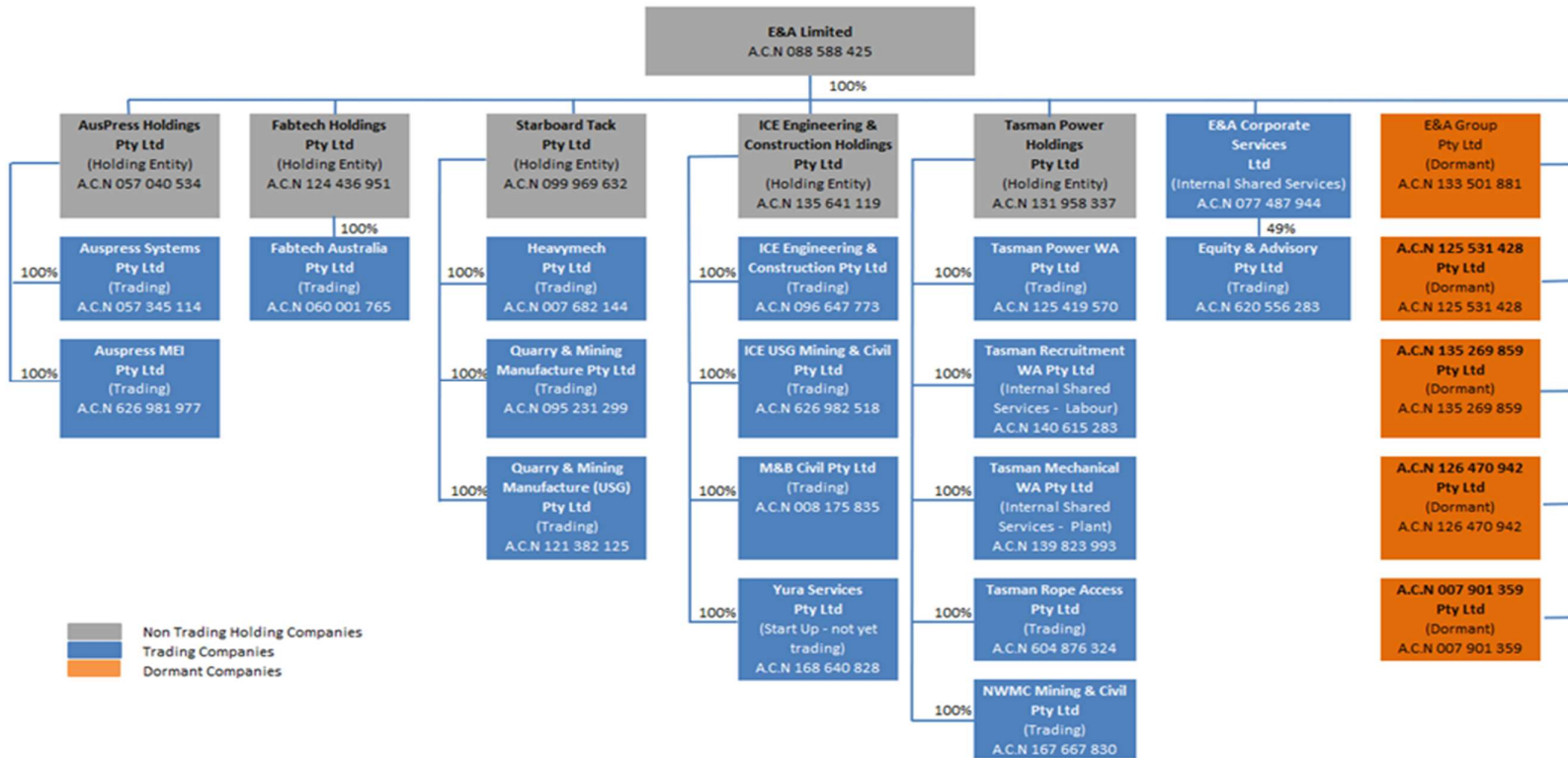
Approval

Approved by the Board of E&A Limited

A handwritten signature in dark ink, appearing to read 'S. Young', is written over the printed name and title. The signature is fluid and cursive, with a large loop at the end.

Stephen Young
Managing Director (authorised by the Board of E&A Limited to sign this Modern Slavery Statement
as the responsible member of the principal governing body)
26 March 2021

Schedule 1



Schedule 2

Entity	Operations	Supply Chains
AusPress Holdings Pty Ltd (ACN 057 040 534)	Holding entity of AusPress Systems and AusPress MEI Pty Ltd.	The procurement of suppliers and materials is common to each of the trading entities within the EAL Group. The EAL Group deals predominantly in engineering, labour hire, maintenance and shutdown services and construction projects, and has a complex supply chain that is built to support the operational requirement of each entities within the EAL Group.
AusPress Systems Pty Ltd (ACN 057 345 114)	Trading entity. Manufacturer and supplier of press-fit, drainage and press tool solutions.	
AusPress MEI Pty Ltd (ACN 626 981 977)	Trading entity. Manufacturer and supplier of press-fit, drainage and press tool solutions.	
E&A Limited (ACN 088 588 425)	Parent company. Investment company operating subsidiaries which provide services to essential industries and assets including, resource, energy, renewable energy, utility & infrastructure, water & wastewater and industrial maintenance sectors.	The EAL Group's suppliers include providers of a variety of goods and services including but not limited to: office consumables; uniforms and PPE; workforce labour hire; subcontract services; professional engineering and consultancy services; plant and equipment hire and maintenance; construction materials and consumables (dependent on the trading entity, and including electrical and instrumentation, structural steel, geomembrane liners); press-fit, drainage and press tool solutions; travel and accommodation.
Equity & Advisory Pty Ltd (ACN 620 556 283)*	Corporate advisory firm responsible for corporate management of the E&A Limited operating subsidiaries and also provides financial advisory services to clients external to the group.	
E&A Corporate Services Ltd (ACN 077 487 944)	Shared services provider for the E&A Group.	
Fabtech Holdings Pty Ltd (ACN 124 436 951)	Holding entity of Fabtech Australia Pty Ltd.	
Fabtech Australia Pty Ltd (ACN 060 001 765)	Trading entity. Contractor who undertakes supply and/or installation of geomembrane liners, covers and tanks to the water, agriculture, landfill, energy and resources industries.	
Heavymech Pty Ltd (ACN 007 682 144)	Trading entity. Supplier of machining and general engineering services to mining, manufacturing, power, defence, oil and gas and exploration industries.	
ICE Engineering & Construction Holdings Pty Ltd (ACN 135 641 119)	Holding entity of ICE Engineering & Construction Pty Ltd, ICE USG Mining & Civil Pty Ltd, M&B Civil Pty Ltd and Yura Services Pty Ltd.	

Entity	Operations	Supply Chains
ICE Engineering & Construction Pty Ltd (ACN 096 647 773)	Trading entity. Contractor who undertakes supply and/or installation of electrical and instrumentation works primary in the heavy industrial sectors.	
ICE USG Mining & Civil Pty Ltd (ACN 626 982 518)	Trading entity. Contractor who undertakes supply and/or installation of electrical and instrumentation works primary in the heavy industrial sectors.	
M&B Civil Pty Ltd (ACN 008 175 835)**	Trading entity. Contractor who undertakes supply and/or installation of electrical and instrumentation works primary in the heavy industrial sectors.	
NWMC Mining & Civil Pty Ltd (ACN 167 667 830)**	Trading entity. Provider of construction and building services including concrete services, building construction, building maintenance, plumbing, waste management and facilities for mining and commercial clients.	
Quarry & Mining Manufacture Pty Ltd (ACN 095 231 299)	Trading entity. Contractor who supplies engineering and maintenance services to mining and construction industry.	
Quarry & Mining Manufacture (USG) Pty Ltd (ACN 121 382 125)	Trading entity. Contractor who supplies engineering and maintenance services to mining and construction industry.	
Starboard Tack Pty Ltd (ACN 099 969 632)	Holding entity of Heavymech Pty Ltd, Quarry & Mining Manufacture Pty Ltd and Quarry & Mining Manufacture (USG) Pty Ltd.	
Tasman Power Holdings Pty Ltd (ACN 131 958 337)	Holding entity of Tasman Power WA Pty Ltd, Tasman Recruitment WA Pty Ltd, Tasman Mechanical WA Pty Ltd, Tasman Rope Access Pty Ltd and NWMC Mining & Civil Pty Ltd.	
Tasman Power WA Pty Ltd (ACN 125 419 570)	Trading entity. Contractor who undertakes a range of electrical services primarily as shutdown maintenance or upgrades.	

Entity	Operations	Supply Chains
Tasman Recruitment WA Pty Ltd (ACN 140 615 283)	Trading entity. Employing entity for the majority of site-based casual employees for Tasman Power WA Pty Ltd.	
Tasman Mechanical WA Pty Ltd (ACN 139 823 993)	Trading entity. Contractor who undertakes a range of electrical services primarily as shutdown maintenance or upgrades.	
Tasman Rope Access (ACN 604 876 324)	Trading entity. Contractor who provides rope access and working at height maintenance solutions.	
Yura Services Pty Ltd (ACN 168 640 828)	Trading entity. Contractor who undertakes supply and/or installation of electrical and instrumentation works primary in the heavy industrial sectors utilising an Indigenous labour force.	

* Not a wholly owned and controlled entity.

** NWMC Mining & Civil Pty Ltd and M&B Civil Pty Ltd were acquired on 12 June 2020 and 15 January 2021 respectively and at time of reporting operate under their own labour and supply chain management practices. A process has commenced to align these practices with the EAL modern slavery framework.