

Modern Slavery Statement 2024

1 January 2024 - 31 December 2024



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MESSAGE FROM PETER MCCANN MANAGING DIRECTOR & SENIOR VICE PRESIDENT, AUSTRALIA

I am pleased to share with you Civeo Australia's latest modern slavery statement for the 2024 financial year. At Civeo Australia we are committed to continually reviewing and improving our approach to combatting modern slavery. We recognise that modern slavery is a critical global issue that can affect industries worldwide, including the mining and workforce accommodation sectors.

At Civeo Australia, we seek to embed our values of Excellence, Care, Safety, Respect, Integrity and Collaboration in everything that we do. As an integral part of this, we have in place policies and practices that prioritise the well-being of our workers, guests and the communities in which we operate, and help mitigate the risks of modern slavery in our organisation. This includes robust procedures, ongoing staff training, and auditing our suppliers in relation to their compliance with regulations related to modern slavery and human rights.

During the 2024 financial year, we continued to take a proactive approach to identifying, addressing, and mitigating risks related to modern slavery through a number of key actions. These included supplier risk assessments and conducting compliance audits, improving staff knowledge and providing updated training, and increased collaboration with our suppliers and contractors.

As we move forward into the next financial year, we will continue to monitor our practices to ensure we are focused on continued improvement and accountability with respect to modern slavery. Our planned actions include:

- continued risk assessments and annual audits of high-risk supply categories
- improving internal modern slavery reporting mechanisms
- enhancing collaboration with our valued clients and suppliers
- implementing new learning management systems

At Civeo Australia we believe in fostering a safe, inclusive, and respectful environment for all individuals, and we are committed to playing our part to ensure that modern slavery practices are not tolerated in our supply chain.

ACKNOWLEDGEMENT OF COUNTRY

Civeo acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of country throughout Australia and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander ("First Nations") people.

Introduction

ABOUT THIS STATEMENT

This statement is a joint statement made under section 14 of the Modern Slavery Act Cth (2018) ("**Modern Slavery Act**") and is made in respect of Civeo Pty Ltd (ACN 003 657 510) and its wholly owned subsidiary, Action Industrial Catering Pty Ltd (ACN 071 228 807) (collectively referred to as "**Civeo Australia**", "**we**", "**us**" and "**our**" in this statement). This is Civeo Australia's fifth annual modern slavery statement.

The purpose of this statement is to detail the structure, operations and supply chain of Civeo Australia, as well as risks identified and actions taken by Civeo Australia, during the 2024 reporting period (1 January – 31 December 2024) ("**Reporting Period**"). Civeo Australia consulted with key stakeholders across Civeo Australia's business and Civeo Australia's leadership team to develop this statement.

The Board of Directors of Civeo Pty Ltd and Action Industrial Catering Pty Ltd have approved this joint statement.

CIVEO AUSTRALIA'S COMMITMENT TO MODERN SLAVERY

Civeo Australia remains committed to conducting business with integrity and maintaining a zero-tolerance stance with respect to modern slavery across our operations and supply chain.

Civeo Australia's approach to modern slavery not only aligns with our core values but also resonates with the values of our clients and suppliers. We recognise that modern slavery manifests in various forms and we are dedicated to ensuring strong controls and governance are present within our supply chain with respect to modern slavery.

This statement details the measures we have undertaken during the Reporting Period to detect, address and mitigate the risks of modern slavery practices within our operations and supply chain.

Key actions undertaken by Civeo Australia during the Reporting Period included:

- **Proactive Risk Monitoring:** We utilised specialised memberships and intelligence systems so our supply chain team can better understand and proactively manage supply chain risks. These tools provided Civeo Australia with detailed data and information, enabling us to gain better insights by using updated global intelligence and supplier data, focus on high-risk areas prone to exploitation, and make informed decisions to improve our risk management strategies and strengthen our supply chain.
- **Strengthened Supplier Engagement:** We enhanced collaboration with suppliers through joint risk assessments and audits. This fostered shared learnings and best practices to collectively address and mitigate these risks.
- **Capacity Building and Training:** We updated training programs for our supply chain team that aimed at improving awareness. This included modern slavery indicators, ethical recruitment practices and grievance handling.
- **Grievance and Reporting Mechanisms:** We updated our internal teams and suppliers on accessing our global whistleblower channels, ensuring the process is transparent and well understood both within and outside the organisation.
- **Modern Slavery Due Diligence in Procurement:** We embedded modern slavery screening into our procurement processes so this is consistent and standardised. We included stronger Key Performance Indicators in supplier agreements to manage compliance and cooperation in audits.
- **Ongoing Evaluation and Governance:** We regularly monitored and assessed the effectiveness of our actions. We used these insights to refine our strategy to managing modern slavery risks.

- **Client Participation:** We assisted and supported our clients in meeting their modern slavery requirements. We actively participated in their audits and offered industry expertise to address their questions.

- **Scope 3 Supply Chain Emissions Mapping:** We initiated mapping of key scope 3 supply chain categories to identify overlaps between carbon emissions hotspots and potential modern slavery risks. This dual analysis supports a more comprehensive and ethical approach to supply chain sustainability.



OUR VALUES

At Civeo, our approach to managing modern slavery risk is underpinned by our core values: **Excellence, Care, Safety, Respect, Integrity and Collaboration**. These values guide our actions across all aspects of procurement and supply chain management, ensuring our operations are not only compliant, but ethical, responsible and sustainable.



Excellence

We deliver service **EXCELLENCE** with passion and pride.

We maintain strong standards in our procurement processes. We embed our ethical sourcing practices through due diligence, supplier evaluations and risk assessments, which proactively identify and mitigates potential modern slavery risks. Our commitment to excellence means we source responsibly and protect human rights throughout our supply chain.



Care

We **CARE** about our people, guests, customers, environment, and communities.

We care about the well-being of every worker connected to our operations, including those employed by our suppliers and subcontractors. Our supplier engagement processes prioritise fair treatment, responsible recruitment practices and support mechanisms for vulnerable workers, particularly in high risk categories such as cleaning, catering and labour hire.



Safety

We put the **SAFETY** of our employees and guests above all.

Our definition of safety extends beyond physical hazards, incorporating the psychological and emotional safety of all workers. We are dedicated to reducing exploitative practices like forced labour and unsafe working conditions, which threaten the safety and dignity of employees in our industry.



Respect

We act with **RESPECT** in all that we do.

We believe every person deserves to be treated with dignity and respect. This value demonstrates our zero-tolerance approach to modern slavery and drives our efforts to ensure culturally appropriate communications, feedback mechanisms and inclusive supply chain practices, particularly for indigenous and international workers.



Integrity

We operate with **INTEGRITY**, earning trust and delivering on our promises.

We strive for honesty and transparency in our dealings internally and with our suppliers. Our procurement processes are built on principles of accountability and ethical conduct. We expect the same from our partners, who share our commitment to fair labour practices, human rights and open disclosure.



Collaboration

We **COLLABORATE** to share perspectives and to achieve shared success.

We recognise tackling modern slavery requires a collective effort. We actively collaborate with suppliers, industry groups and government bodies to build capability, share knowledge and create solutions that seek to address root causes of misconduct in supply chains.



Our Structure, Operations and Supply Chain

OUR STRUCTURE AND OPERATIONS

Structure

Civeo Australia provides remote accommodation, catering, site management and facilities services across our operations. These services are provided through our Civeo Australia owned villages as well as our Civeo Australia Integrated Services (third party owned) villages. These villages are located throughout key resource regions in Queensland, Western Australia, South Australia and New South Wales.

Civeo Pty Ltd is ultimately owned by Civeo Corporation, a Canadian company listed on the New York Stock Exchange. Civeo Pty Ltd has one wholly owned operating subsidiary, Action Industrial Catering Pty Ltd, which is considered a reporting entity under the Modern Slavery Act.

Workforce and Operations

During the Reporting Period, Civeo Australia employed 2133 employees across our Australian operations, with Civeo Pty Ltd employing 611 of these employees and Action Industrial Catering Pty Ltd employing the remaining 1522 employees. These workforce numbers represent a more than 27% increase in our employee numbers from FY2023.

In the Reporting Period:

- Civeo Australia owned villages accommodated 8,950 rooms.
- Civeo Integrated Services Villages accommodated 12,749 rooms, with the Pilbara region in Western Australia being our largest service hub.



OUR SUPPLY CHAIN

Overview

Civeo Australia continues to manage a complex and diverse supply chain that supports the delivery of our services to the resources sector. We recognise that some of our suppliers within our broad network operate in sectors or regions with elevated modern slavery risks.

Civeo Australia’s large scale operations require significant and consistent supply of critical food and beverage items such as meat, dairy and fresh produce. As a result we have a broad and complex supply chain, highlighting the importance of ensuring ethical sourcing practices at every stage.



These volumes reflect the scale of procurement across our operations and the importance of working closely with suppliers to monitor labour practices, particularly in sectors that may carry higher modern slavery risks such as agriculture and food processing.

Managing Our Supply Chain

Civeo Australia’s supply chain is a critical pillar of our business operations. In order to ensure a continued focus on ethical sourcing, compliance and continuous improvement our supply chain team, located across our three Australian corporate offices, plays a central role in managing relationships with over 2246 suppliers and subcontractors. We are committed to fostering transparent, ethical and sustainable procurement practices while supporting local industries wherever possible.

Our supply chain team is responsible for the end-to-end procurement lifecycle – from supplier onboarding and strategic sourcing to contract execution and ongoing risk management. We continue to embed modern slavery risk considerations into the procurement process with an emphasis on partnering with suppliers who share our values.

Our Sourcing Practices

At Civeo Australia we remain committed to sourcing products and services from Australian based producers and First Nations and local suppliers wherever possible. This approach not only supports the local economy but also enables greater transparency and oversight into our supply chain practices. By working closely with Australian based producers and suppliers, we are able to build stronger relationships, understand their operations, assess risks related to modern slavery and engage directly with respect to our ethical sourcing standards.

While we recognise that risks in modern slavery can still exist within Australian based supply chains, particularly in sectors such as agriculture, construction, laundries and seafood production, we believe that proximity and shared regulatory standards assist our ability to better detect and address modern slavery risks.

Civeo Australia continues to operate our supply chain under a category management structure. This means that during the Reporting Period, our supply chain category teams remained responsible for assessing and monitoring relevant key suppliers to help identify and manage modern slavery risks.

We are proud to continue sourcing locally from the following key categories, in alignment with our commitment to ethical procurement, supporting local industry and enabling greater visibility and control in our supply chain.



100% of Civeo Australia’s bread is made in Australia with 85% of our suppliers being locally owned and operated.



100% of Civeo Australia’s bulk water is sourced and bottled in Australia, with 75% of the suppliers being locally owned and operated.



100% of Civeo Australia’s coffee is sourced from Australian First Nations providers who partner with businesses that roast the coffee in Australia.



100% of Civeo Australia’s watermelon & bananas are grown locally here in Australia, equating to 1000 tonnes of product sent out to sites each year.

As part of our ongoing efforts to source locally where possible, we will continue to focus on Australian based producers, First Nations and local suppliers that demonstrate a commitment to ethical labour practices and actively participate in our modern slavery due diligence processes.



Identifying Modern Slavery Risks

KEY RISK AREAS

Civeo undertakes a structured approach to identifying high risk areas for modern slavery within our operations and supply chains. This involves ongoing assessments and analysis based on the following key factors:

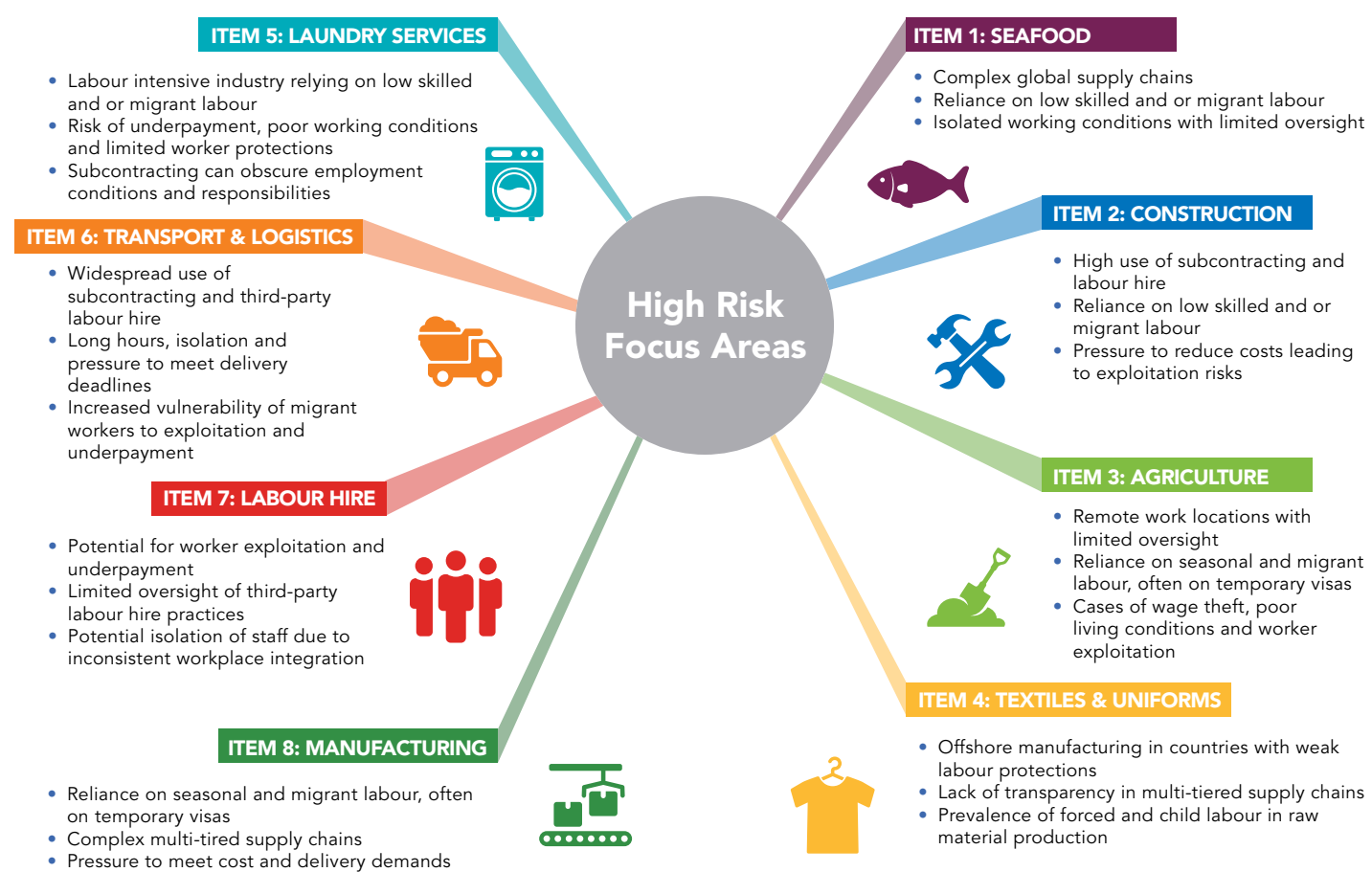
Risk	Description
Geographic Risk	We assess the countries and regions where our suppliers manufacture and or source, using reputable sources such as SEDEX. Attention is paid to suppliers who manufacture or source from countries with weak labour protections and documented corruption or modern slavery risks.
Industry and Sector Risk	We evaluate industries known to have elevated modern slavery risks – including construction, agriculture, textiles, labour hire and laundry services; particularly where subcontracting and low skilled, low paid labour is prevalent.
Supply Chain Transparency	We focus on understanding our supply chain beyond our direct suppliers and work with those who can share more about their own sourcing and employment practices.
Services Provided	We request our suppliers provide information to help us review their recruitment, employment, and onboarding practices in order to help promote transparency.
Extreme Weather Events	During extreme weather events, we identify alternative sourcing options and focus on maintaining adherence to ethical sourcing and modern slavery policies. These measures are in place to address the potential increased risk of modern slavery arising from labour and resources shortages during these events.
Global Conflicts	In collaboration with our suppliers, we assess the impacts of global conflicts on supply chains and manufacturing productivity, including food shortages, raw material disruptions, trade sanctions, and interruptions to trade routes.
Continued Labour Shortages	We collaborate with reputable labour hire providers and employ specialist personnel to ensure monitoring of, and compliance with, recruitment policies, wages and conditions amidst ongoing labour shortages in the hospitality and facilities management sector.
Global Trade Tensions	We reevaluate and seek to diversify our supply chains in response to global trade tensions and to minimise impacts from tariffs and export bans.

Our approach to identifying key risk areas informs our due diligence activities, supplier engagement strategy and mitigation planning.



During the Reporting Period, Civeo Australia continued to monitor a number of supply chain categories previously identified as high risk, with ongoing oversight and assessment of potential new key modern slavery risk areas (e.g. transport and logistics, as set out below).

HIGH RISK FOCUS AREAS



Our Actions to Assess and Address Risks in the Reporting Period

OVERVIEW OF KEY ACTIONS

Over the Reporting Period, we continued to enhance our approach to identifying, assessing and mitigating the risks of modern slavery within our supply chain. Our focus has remained on reinforcing internal governance, enhancing supplier engagement and refining processes to align with our ethical and operational standards.

Key actions and focus areas during the Reporting Period included:

- 1. Building Awareness & Capability through Training:** We continued to invest in targeted training and awareness programs to ensure our supply chain team understand the nature of modern slavery and how it can manifest in supply chains and the role they play in its prevention. We have mandated that our supply chain team undertake annual training provided by the Australian Government relating to Modern Slavery in Public Procurement. We recognise that informed and empowered employees are essential to identifying and addressing modern slavery risks.
- 2. Driving Impact through Cross-functional Collaboration:** In recognition that addressing modern slavery requires a coordinated approach, we continued to foster strong collaboration across key Civeo Australia business functions. These include supply chain, operations, health, safety, quality and environment (HSQE), people and culture and legal, and ensures that modern slavery risks are identified, assessed and managed consistently across our business. Having cross functional alignment strengthens our ability to embed ethical practices across the Civeo Australia business and respond proactively to any emerging risks.
- 3. Strengthening Governance through Policy and Process Review:** We are committed to maintaining strong frameworks that help mitigate the risk of modern slavery across our operations and supply chain. We have continued to review and update our internal policies and procedures to ensure they remain effective, relevant and aligned with best practices and legislative requirements. These efforts assist Civeo Australia in reinforcing our organisational values and support consistent ethical decision making across the business.
- 4. Embedding Modern Slavery Risk Assessment in Tendering and Sourcing:** Our commitment to ethical procurement includes embedding modern slavery risk considerations into our tendering and sourcing processes. We continued to include targeted questions on modern slavery and broader Environmental, Social and Governance (ESG) issues in all tenders. We further strengthened our ability to assess supplier practices through a combination of actions including mandated and standardised sourcing and onboarding processes, updated training, promotion of transparency by suppliers and the identification of potential risks early in the procurement lifecycle. This proactive approach supports more informed decision making in relation to our supply chains and encourages alignment with our ethical standards across our supply chain.
- 5. Annual Supplier Risk Assessments:** During the Reporting Period, Civeo Australia's supply chain team conducted its annual supplier risk assessment, which had a continued focus on high risk categories such as labour hire, laundry services and transport.

- 6. Supplier and Manufacturer Engagement:** We maintained a direct presence across our distribution network, by carrying out targeted due diligence including site visits and direct engagement with manufacturers. We continued to proactively source goods from reputable and preapproved suppliers in categories identified as higher risk to reduce our risk of exposure to unethical practices.
- 7. Country of Origin Audits:** We continued to conduct country of origin audits with several of our largest suppliers through data sharing activities allowing us to internally review the origin of a range of products and audit these against identified areas of concern.
- 8. Enhanced Employee Assistance Program (EAP):** We have selected a new EAP provider capable of travelling to remote locations. This is intended to support Civeo Australia's efforts to combat modern slavery by ensuring all workers, including those based in geographically isolated mining accommodation sites, have direct access to confidential mental health and well-being support. This increased presence on site will help promote early identification of potential indicators of exploitation or coercion and foster a culture of trust and transparency, while also demonstrating our broader commitment to worker welfare throughout our supply chain.

Looking ahead we remain committed to continuous improvement in our supply chain governance and modern slavery mitigation efforts. By actively engaging with suppliers and refining our internal processes, we aim to further strengthen our ethical sourcing practices and help drive positive change across our industry.



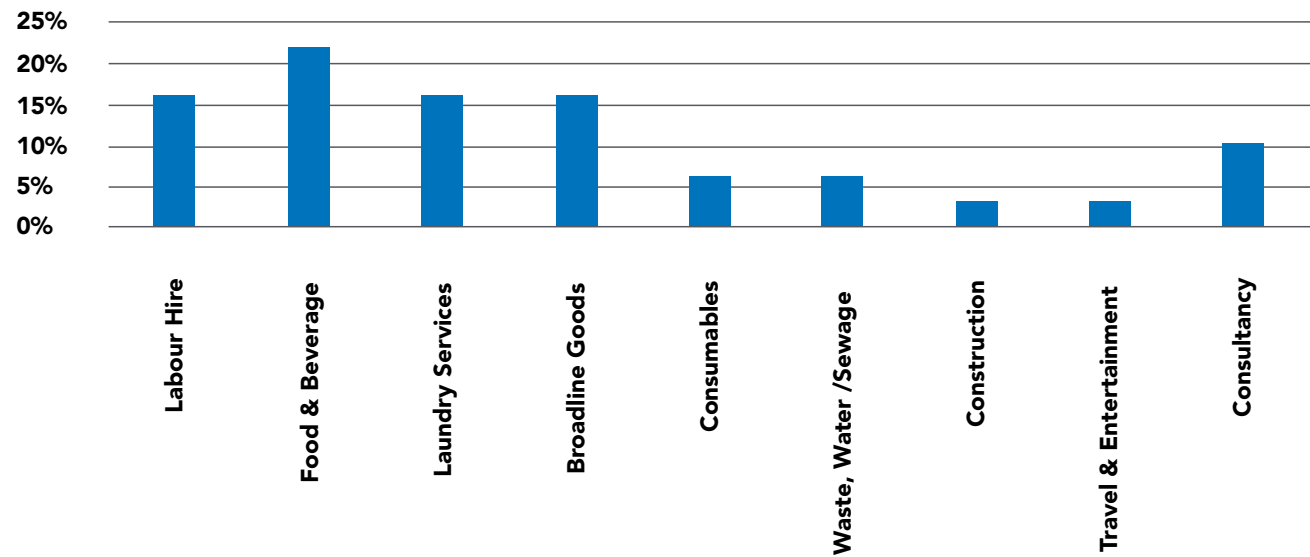
KEY ACTION - SUPPLIER RISK ASSESSMENT

To support our ongoing commitment to identifying and mitigating modern slavery risks, we engaged directly with our top 50 suppliers during the Reporting Period (Supplier Risk Assessment). These suppliers accounted for over 80% of our total procurement spend.

Each of these suppliers were requested to either complete Civeo Australia’s 2024 Modern Slavery Questionnaire or provide their formal Modern Slavery Statements, along with relevant policies and procedures.

The Supplier Risk Assessment is designed to strengthen our visibility across the supply chain, promote responsible sourcing practices, and improve our understanding of the potential modern slavery risks associated with our broad and diverse supplier base.

MODERN SLAVERY QUESTIONNAIRE RESPONDENT INDUSTRIES



SUPPLIER RISK ASSESSMENT PROCESS 6 PILLAR FRAMEWORK

For the Supplier Risk Assessment undertaken during the Reporting Period, Civeo Australia maintained consistency by continuing to use a Modern Slavery Questionnaire built around the same 6 Pillar Framework used in our previous Supplier Risk Assessment. These pillars enabled Civeo Australia to undertake a structured risk assessment of our primary approved supplier base, while also supporting deeper insights into our key areas of modern slavery risk.

The 6 Pillar Framework provided a consistent foundation to:

- Improve our understanding of how modern slavery could impact both our operations and those of our suppliers.
- Evaluate the effectiveness of our existing management strategies related to modern slavery and ethical sourcing.
- Strengthen data sharing and capture processes with suppliers to enhance transparency and reporting.
- Identify evolving business needs and integrate them into our supply chain practices and procedures.

This continuity ensured that our approach remained both effective and scalable, enabling more informed and consistent risk management across our supply chain.

6 PILLAR FRAMEWORK



SUPPLIER RISK ASSESSMENT KEY FINDINGS

The insights gathered through our Supplier Risk Assessment in the Reporting Period has provided valuable insight into how our suppliers engage with modern slavery risks.

Notably, the Supplier Risk Assessment demonstrated that 92% of respondents operate primarily within Australia. This domestic focus reduces exposure to overseas modern slavery risks and allows us to concentrate our efforts on local issues. Responses in the Supplier Risk Assessment also indicated that senior and executive management are typically responsible for implementing modern slavery standards and procedures, demonstrating a strong top-level understanding of business expectations in this area.

Additionally, 31% of respondents reported using supply chain management platforms such as SEDEX. Civeo joined SEDEX in 2024 to enhance our ability to monitor supplier practices, policies, and procedures more effectively.

However, the Supplier Risk Assessment results also revealed areas for improvement. Some suppliers showed limited visibility into the due diligence practices of their labour hire and subcontractor partners. While most suppliers rely on their own workforce, the lack of formal service level agreements suggests knowledge gaps and inconsistent practices.

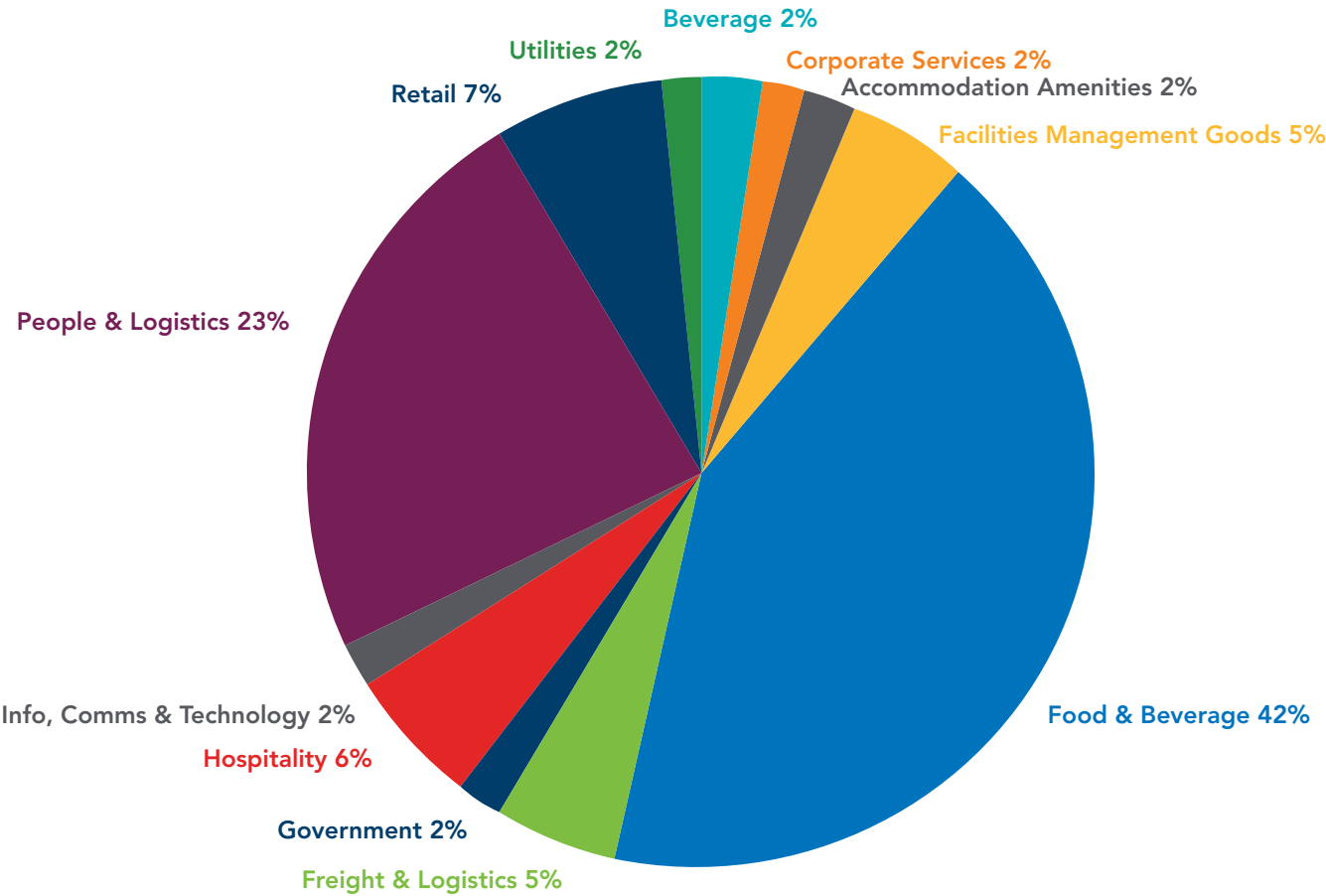
In the Australian context, modern slavery risks are particularly relevant for vulnerable groups such as temporary visa holders, migrant workers, and international students on restricted work visas. These groups may be more susceptible to forced labour, highlighting the importance of robust oversight within our supply chain.

Civeo Australia's supplier spends saw a slight shift this Reporting Period, with increased expenditure in the Food and Beverage category. This change reflects a full-year reporting cycle for a new supplier onboarded in 2023, as well as continued growth in our integrated service business model.

Conversely, spending in the People and Logistics categories declined compared to the previous year. This small reduction aligns with our strategic focus on bringing more recruitment functions in-house, thereby decreasing reliance on external hiring services.

Looking ahead, Civeo Australia aims to put in place more robust supplier agreements in the People and Logistics and the Accommodation Amenities categories. This initiative is directly informed by insights from our Modern Slavery Questionnaire, which identified these areas as needing greater structure and oversight.

TOP 50 SUPPLIERS % OF SPEND REPORTING PERIOD



05

Assessing Our Effectiveness

ASSESSING OUR EFFECTIVENESS DURING THE REPORTING PERIOD

During the Reporting Period, Civeo Australia has used various methods to assess the effectiveness of our actions in identifying and mitigating the risk of modern slavery within our operations and supply chains. This includes the following:

- **Monitoring Key Performance Indicators (KPIs) relevant to the risk of modern slavery:** We tracked metrics such as the number of risk assessments completed in relation to suppliers and/or potential suppliers, participation rates for modern slavery training by our employees, supplier compliance with contractual obligations and the number of relevant reported concerns or incidents escalated through our grievance mechanisms.
- **External Reviews:** An external review of our policies and procedures was undertaken by third party auditors. This review is undertaken on an annual basis as part of Civeo Australia's ISO9001 certification.
- **Reviews of Suppliers:** We have also proactively reviewed suppliers in high risk areas to test their adherence to ethical sourcing and modern slavery practices.
- **Standardised Questions in Procurement Tendering:** We now include a standard set of questions relating to ESG factors (including modern slavery) in our procurement tendering process to ensure that these factors are considered in the supplier selection process.
- **Engaged Stakeholders:** We gathered feedback from stakeholders across Civeo Australia to assess awareness levels in relation to modern slavery risks, identify gaps in understanding and refine our processes where necessary.
- **Intelligence Systems and Industry Memberships:** Market intelligence systems and our SEDEX membership supported our assessment of the effectiveness of our actions to combat modern slavery by providing access to real-time risk data, industry benchmarks and supplier self-assessment tools that help us identify potential issues and track improvements in our supply chain.
- **Supplier Engagement and Collaboration:** We collaborated with suppliers and industry peers to share best practices, align on common standards and gaining insight into emerging risks and successful mitigation strategies across the sector. This helped us better assess the effectiveness of the measures we take to mitigate the risk of modern slavery within our business and supply chains.
- **Training:** We provided our supply chain team with updated training. This helps us better assess our effectiveness in combating modern slavery by equipping staff with the knowledge to identify risk indicators, apply due diligence procedures and report concerns confidently and consistently.
- **Supplier Annual Audit Checklist:** We developed an annual checklist to assess supplier compliance with ethical labour standards, identify potential risk areas and ensure that corrective actions are tracked and addressed. Going forward, the checklist will also increase our visibility over our suppliers' practices and support our category management teams in making informed decisions when engaging or continuing relationships with suppliers.



Future Vision and Closing Statement

As we look to the future, our organisation is deeply committed to working towards eradicating modern slavery from our operations and our supply chain. We recognise that addressing modern slavery is an ongoing journey requiring vigilance, transparency and continuous improvement.

To maintain and enhance our standards, we are embedding modern slavery considerations deeper into our procurement practices and operational policies.

On this basis, Civeo Australia's key focus areas during the next reporting period are:

- 1. Deploy Learning Management System (LMS):** We will utilise LMS to deliver structured, accessible training on ethical procurement and modern slavery awareness across the Civeo Australia business.
- 2. Implement scheduled annual audits:** These will focus on key suppliers in high risk categories, as a way of assessing compliance with our ethical sourcing standards and identify areas for improvement.
- 3. Improve Incident Reporting Processes:** Improved processes will ensure the reporting and logging of incidents across the supply chain, which will better allow Civeo Australia to track and respond to any concerns or incidents of modern slavery including assigning responsibility for corrective actions and ensuring that these corrective actions are implemented in a transparent and accountable manner.
- 4. Collaborate with Clients:** We will continue to work closely with our clients to enhance transparency across shared supply chains. By sharing insights, best practices and performance data, we aim to foster a culture of mutual responsibility and continual progress toward the elimination of exploitative practices.
- 5. Establish Modern Slavery Champions Network:** We aim to establish a cross-functional team of "Modern Slavery Champions" within the Civeo Australia business. This team will be responsible for leading training initiatives, supporting ethical sourcing and acting as internal advocates in this space.

Our long-term goal is to be recognised as responsible business leaders who uphold human rights and ethical standards in all aspects of our operations and supply chain. This modern slavery statement reflects our current actions and our strategic direction to safeguard human dignity and promote fair treatment for all.

We will continue to review and strengthen our approach each year, adapting to new challenges and evolving best practices, to ensure we remain proactive and accountable in the fight against modern slavery.

In drafting this statement, Civeo Australia acknowledges the importance of prioritising discussions about modern slavery both within our organisation internally and externally. This approach is essential for raising awareness and fostering understanding throughout our supply chain. Consequently, we have worked closely with our Civeo Australia leadership team as well as our HSQE, legal and operational teams to develop this statement.

This joint statement has been approved by the board of directors of each of Civeo Pty Ltd and Action Industrial Catering Pty on the 27 June, 2025 and signed by Peter McCann, as director of Civeo Pty Ltd and Action Industrial Catering Pty Ltd.

Peter McCann

Director of Civeo Pty Ltd
Director of Action Industrial Catering Pty Ltd
27 June 2025



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