



## **Modern Slavery Statement 2025**

## **About This Statement**

This statement, pursuant to the Australian Modern Slavery Act 2018 (Cth) (Act), contains the activities undertaken by MC Quality Control Pty Ltd ('MC Quality') ABN 19 607 130 496/ ACN 607 130 496 to understand and address modern slavery risks in our business operations, and supply chain for the financial year 1 July 2024 to 30 June 2025. This statement has been approved by founder and Managing Director Mick Cameron.

## **Acknowledgement of Country**

MC Quality acknowledges First Nations people as the traditional custodians of country throughout Australia, and their continuing connection to community, land and sea. We pay our respects to the past and present Elders of this nation and to the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

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### ***Message from the Founder and Managing Director***

*At MC Quality, our vision is to build a world class company while supporting those organisations that we work with to become not only efficient and compliant, but also ethical in how they operate. We believe that quality systems must go hand-in-hand with integrity, and that includes a steadfast commitment to human rights and ethical sourcing across our operations and supply chains.*

*Modern slavery has no place in our business, or in the businesses we support. As a provider of quality, auditing, and compliance services, we work daily with clients who share our desire to meet not only legal requirements, but the moral imperative to uphold human dignity. This 2025 Voluntary Modern Slavery Statement outlines the steps we are taking to ensure our practices reflect our core values of transparency, accountability, and respect.*

*We continue to strengthen our policies, engage constructively with suppliers, and assess risks across all procurement and service delivery activities. These actions are guided by our belief that ethical sourcing is based on a shared commitment, and trust between partners, and is essential in creating long term relationships and lasting value and a fairer economy for all.*

*This statement, and our ongoing journey, go well beyond mere compliance with legislation and reflect our commitment to the role of responsible business practices and continuous improvement in key areas of our operation. We are proud to play our part in advancing the goals of the Modern Slavery Act and remain committed to collaborating with others to drive meaningful change.*

*Yours sincerely,*



***Mick Cameron***  
*Founder and Managing Director*  
*MC Quality*

*30.9.2025*



## **1. Identify the reporting entity**

This modern slavery statement has been prepared for MC Quality Control Pty Ltd (ABN 19 607 130 496/ACN 607 130 496), referred to as 'MC Quality'. MC Quality is a privately owned company registered in Australia with no owned or controlled entities.

## **2. Reporting Entity structure, operations and supply chain**

MC Quality is a world class quality organisation delivering reliable and effective quality control solutions including inspection and reporting of machinery, engineering and design of machinery repair and upgrades, maintenance project scope development and management. MC Quality has been providing quality control and servicing solutions in Australia since 2015. Our dedication to expectational quality services, development of our team members, and care for our communities has led MC Quality to be a trusted partner in our client's success and sets us apart from the competition.

### **Structure**

MC Quality is a privately owned Australian company with operations across the Hunter Region, Newcastle, Brisbane, Mackay, and Perth. The company's registered office is located at 1/149 Maison Dieu Road, McDougalls Hill, NSW 2330. MC Quality does not own or control any other entities, nor is it owned or controlled by another entity. This simple and independent corporate structure allows for strong oversight and control across all aspects of the business.

MC Quality employs 42 staff across our five regional locations. All personnel are directly employed by the company, and we do not engage third-party labour hire providers. This approach enables rigorous pre-employment screening and ensures all employees are engaged under lawful employment conditions, with remuneration and working arrangements that comply with all relevant legislation and uphold high standards of worker welfare.

### **Operations**

MC Quality is a service provider and operates solely in Australia. Our core expertise is in quality control solutions, with a focus on raising the level of quality, efficiency and MTBF (mean time between failures) with structural repairs, overhauls and component design of heavy equipment.

### *Industries*

MC Quality services a variety of industries including Mining, Defence, Renewable Energy, Manufacturing, plus Roads and Civil.

- Mining- increasing quality of manufacturing and maintenance of mining equipment
- Renewable Energy- welding inspection and quality services in the construction and maintenance of energy generation infrastructure.
- Manufacturing- MC Quality's range of welding supervision and inspection services, non-destructive testing, engineering and design capabilities are utilised in a range of manufacturing settings.
- Transportation- specializing in providing comprehensive support to enhance the structural integrity of rail equipment.
- Mineral Export Terminals- specializing in ensuring the structural integrity of key infrastructure at Coal and Iron Ore Terminals.
- Processing Plants- MC Quality stands as a reliable partner in supporting the processing plant industry, specializing in ensuring the structural integrity of vital infrastructure.

### *Services*

The services we provide include:

- Inspection and reporting of machinery- MC Quality is a service provider who can efficiently inspect a machine to determine its status and whether remedial action is required.
- Engineering and design- Engineering and design of repair solutions, upgrades and/or machine improvements is a growing part of the MC Quality business.
- Non-destructive and destructive testing- MC Quality has the capability to conduct non-destructive and destructive testing to Australian and ISO standards.
- Welding procedure specification development- MC Quality provides welders with a welding certificate which is used to track their welding history and prolongation of the qualification.
- Welding supervision and inspection- The qualified MC Quality personnel provide welding supervision and inspection in accordance with an approved or qualified welding procedure specification.
- Maintenance project scope development- We believe in preventative maintenance and build maintenance strategies to support the mine sites service day schedule.
- Overhaul project management- MC Quality has sound knowledge of Australian, ISO and AWS standards and technical documentation relevant to the repair of structural, wear and cast steels.
- Thermal Imaging- Thermal imaging is used during all inspections to check Pre/Post-heat and heat distribution and show the welder and the supervisor of non-conformance or conformance.

### **Community Engagement and Social Impact**

As part of our broader commitment to respecting human rights and supporting the wellbeing of people, MC Quality actively contributes to charitable initiatives that strengthen communities and support vulnerable populations. Through regular donations, employee volunteering, and partnerships with local organisations, we demonstrate our dedication to positive social impact. These efforts reflect our values and reinforce our commitment to

preventing exploitation in all its forms, including modern slavery, both within our operations and across our supply chains.

Our charitable activities include supporting numerous national and local charities. These include:

- Carrie's Place
- Hunter River Community School
- Sleepy's Foundation
- Singleton Neighbourhood Centre
- Singleton Family Support
- Hunter Breast Cancer Foundation

We are also proud to sponsor a number of local sporting teams and events such as:

- Local junior netball
- Interstate indoor cricket competition

### **Supply Chain**

As a service provider, our supply chain is minimal and consists of products and services that support the operations of our offices and staff providing client services.

The products that we procure include:

- Uniforms
- Personal Protective Equipment (PPE)
- Stationery and office consumables
- Technology hardware and software
- Tooling
- Vehicles

The services we procure include:

- Insurance
- Banking
- Cleaning
- Professional services to test and tag our electrical equipment and tooling
- Auto Electrical and Mechanical, Tyre Businesses and Glass businesses for the maintenance and repair of company vehicles

The majority of our suppliers are local businesses with whom we have a long-term relationship. This includes our procurement of uniforms, consumables, and cleaning services. While we recognise that some of these suppliers may source products or materials from overseas, we maintain a high level of oversight over our direct, local suppliers. These close relationships allow us to engage regularly, understand their business practices, and communicate our expectations around ethical conduct. Although we have limited visibility into their international supply chains, our direct oversight of local suppliers helps to reduce the risk of modern slavery within the parts of the supply chain we can directly influence.

### **3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls**

MC Quality has assessed the risk of modern slavery across both its operations and supply chains. Given the nature of our business as a professional service provider, we consider the risk of modern slavery within our own operations to be very low. We are a small organisation that directly employs our staff in Australia under fair and lawful employment conditions, and we maintain close, regular contact with our team members.

The primary area of potential risk lies deeper within our supply chains. While our direct suppliers are predominantly local businesses with whom we have long-standing relationships, we acknowledge that many of the products and services we procure — including uniforms, personal protective equipment (PPE), vehicles, electronics, and office consumables — may contain inputs sourced from overseas.

Some of these global supply chains are known to carry a higher risk of modern slavery, particularly in sectors such as clothing and textile manufacturing (e.g. uniforms and PPE) and electronics (e.g. IT hardware). These risks are associated with the use of low-skilled, vulnerable labour in countries with limited labour protections, as well as limited visibility and traceability of subcontracting arrangements in complex supply networks.

### **4. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes**

As this is MC Quality's first year preparing a voluntary modern slavery statement, our work to understand and address modern slavery risks is at an early stage. We have begun laying the foundation for a responsible and risk-aware approach, with a focus on identifying potential areas of exposure within our operations and supply chains.

#### **Assessing and Addressing Risk**

Given the relatively low risk within our direct operations and the minimal nature of our supply chain, our approach at this stage has focused on understanding our supplier base, building internal awareness, and embedding modern slavery considerations into existing policies and processes.

While our leverage over international suppliers deeper in the supply chain is limited, we do have a degree of influence over our immediate, local suppliers. We use this influence to communicate expectations around ethical sourcing and to encourage transparency. Our close relationships with these suppliers support regular engagement and help us identify and respond to any concerns that may arise.

We continue to monitor the composition of our supply chains and consider factors such as product type, sector, geographic origin, and supplier relationship when assessing modern slavery risk. While we do not currently have formal auditing processes in place for indirect

suppliers, we are committed to ongoing improvement in this area, including exploring opportunities to strengthen supply chain transparency and ethical sourcing practices in future reporting periods.

## **Policies**

Several existing policies and processes support our commitment to ethical conduct and help us begin to assess and mitigate the risk of modern slavery:

- Code of Conduct Policy
  - Which outlines the minimum standard expected for the way we work, behave and conduct ourselves at MC Quality
- Purchasing Policy
  - This policy outlines the rules, responsibilities, and procedures for purchasing supplies and materials and endeavours to eliminate or minimise the risks to workers.
- Modern Slavery Policy
  - To inform employees and stakeholders of this Policy in relation to modern slavery, including all forms of forced labour, bonded labour, child labour and human trafficking and any related exploitation as it relates to its operations and supply chain.
- Supplier Management Policy
  - To establish guidelines and procedures for managing relationships with immediate suppliers to ensure that all products and services provided meet company standards and requirements.
- Ethics and Compliance Policy
  - To establish and maintain the highest standards of ethical conduct and compliance with all applicable laws and regulations.

In addition to the above policies, we require all new suppliers and clients to complete a **New Client Form**, which supports our supplier onboarding and helps ensure we maintain oversight.

## **Modern Slavery Policy**

Our Modern Slavery Policy was introduced in September 2022, demonstrating an ongoing commitment to identifying and addressing modern slavery risks within our operations and supply chain. The policy applies to all MC Quality employees as well as contractors, subcontractors, agents, consultants, service providers, and other relevant stakeholders. It sets clear expectations regarding ethical conduct and outlines MC Quality's zero-tolerance approach to forced labour, child labour, and human trafficking.

A key focus of the policy is employment practices. All employees are engaged under clear, lawful contracts that comply with the Fair Work Act 2009 (Cth), and MC Quality conducts pre-employment checks to confirm candidates' identities and right to work in Australia. The company does not retain workers' identity documents and prohibits recruiters from charging fees to job candidates. Additionally, the policy includes safeguards for the appropriate engagement of young workers, apprentices, and school-based trainees to ensure that any employment is safe, supervised, and age-appropriate.

The longstanding nature of this policy - now in its third year - reflects a strong and sustained commitment within the organisation to upholding human rights and preventing exploitation, both within its own operations and in its business relationships.

## **5. Describe how the reporting entity assesses the effectiveness of these actions**

As this is MC Quality's first modern slavery statement, we acknowledge that actions taken to date to assess and address modern slavery risks are at an early stage. Our primary action so far has been the development and implementation of a Modern Slavery Policy, which provides a clear framework and communicates our commitment to eliminating modern slavery from our operations and supply chain.

Given the limited scope of current actions, we recognise that further work is needed to evaluate and improve the effectiveness of our approach. In future reporting periods, we plan to introduce mechanisms to assess the impact of our actions, including:

- Annual review of policies and practices, including the Modern Slavery Policy, to ensure relevance and alignment with evolving best practice and legislative requirements;
- Engagement with suppliers, including exploring opportunities to gather feedback from our direct suppliers about their own practices, awareness of modern slavery risks, and capacity for transparency;
- Internal review and training, to raise awareness across the business and ensure staff understand how to identify and respond to modern slavery risks.

As our understanding matures, we are committed to strengthening our processes and establishing meaningful measures to monitor progress and outcomes. This will support continuous improvement and ensure we are meeting our responsibility to respect human rights across our business relationships.

## **6. Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)**

MC Quality does not own or control any entities.