

2025

MODERN SLAVERY STATEMENT

Birdon[®]

BIRDON GLOBAL PTY LTD
ABN 93 646 170 836

ABOUT BIRDON

Birdon is a global maritime engineering and asset-lifecycle partner, delivering complex vessels, infrastructure and services for government, industry and communities around the world.

Operating across defence, national security and government services, energy, resources, maritime transport and regional services, Birdon supports critical assets from concept to completion. Our strength lies in understanding how assets perform over time, in real operating environments, and designing solutions that deliver long-term value, safety and reliability.

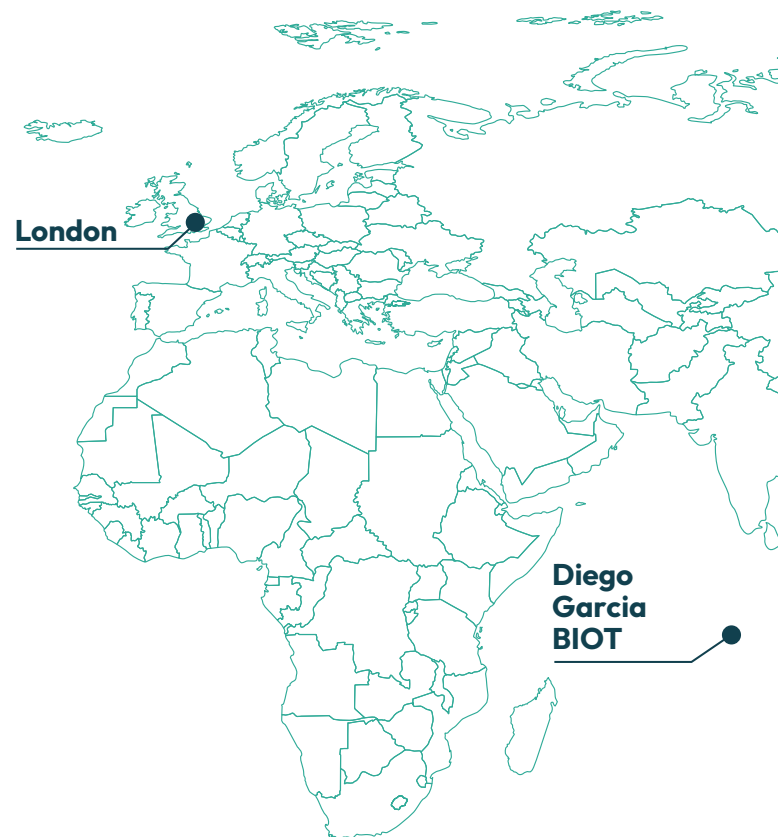
Birdon provides end-to-end lifecycle services, spanning:

Design, Build, Operate, Maintain, Remediate and Decommission.

This integrated approach allows us to reduce risk, improve performance and make informed decisions at every stage of an asset's life.

With operations across Australia, the United States and international markets, Birdon is trusted by governments, major operators and infrastructure owners to deliver in highly regulated, high-consequence environments. Our teams bring deep technical expertise, operational insight and a practical understanding of how policy, compliance, safety and commercial realities intersect.

At the heart of Birdon is a people-first culture grounded in accountability, collaboration and problem-solving. We invest in our workforce, regional capability and long-term partnerships, enabling us to respond quickly, work safely and deliver outcomes communities and customers can rely on.



OUR VALUES



MAKE IT
HAPPEN



TRUST



CUSTOMER
DRIVEN



FAMILY
CULTURE

OUR VISION

Creating certainty for our customers by engineering and delivering the right maritime solutions.

OUR GLOBAL FOOTPRINT



INTRODUCTION

This Modern Slavery Statement (“Statement”) is made under the Australian Modern Slavery Act 2018 Cth (“Act”) for the 2024-2025 financial year and is published on behalf of Birdon Global Pty Ltd Limited (ABN 93 646 170 826) and its subsidiaries (refer Schedule 1), which operate throughout Australia (collectively referred to as “Birdon”).

This Statement is Birdon’s first Modern Slavery Statement. We are committed to improving our practices to combat slavery.

This Statement addresses the specific reporting criteria required in section 14 of the Act and describes the steps taken by Birdon to address and mitigate modern slavery risks in our operations and supply chains.

Modern slavery is the severe exploitation of people for personal or commercial gain. Modern slavery is a major violation of human rights and covers serious crimes, including the following eight types of exploitation: human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

OUR STRUCTURE AND OPERATIONS

Birdon is a privately owned group of companies with its Head Office at 4 Glen Ewan Road, Port Macquarie, NSW 2444 (Registered Office 11 Murray Street, Port Macquarie NSW 2444). Birdon is a diversified global group of companies providing whole of life solutions to across three divisions: maritime, defence and environment. Birdon creates certainty for our customers by engineering and delivering the right maritime solutions. Birdon’s service offering includes manufacturing and supply of marine vessels, ship repair, decommissioning and recycling, dredging, maritime operations and remediation. Birdon has operations across the United States, Australia, and other regions.

Birdon has a global annual consolidated revenue of at least \$100 million and had over 350 employees in Australia at 30 June 2025.

For more information about Birdon’s business, refer to our website.



OUR SUPPLY CHAINS



Birdon’s supply chain consists of the procurement of goods and services to support project delivery for our customers. Our procurement team is centralised and sits across the business to manage and co-ordinate procurement activity across the end-to-end procurement lifecycle. Birdon sources a diverse range of services and goods.

Birdon is committed to supporting local suppliers that operate businesses in the regions in which we operate. Birdon’s procurement teams actively source from local suppliers and include them in sourcing activities where their operational capability, quality control and assurance capabilities are assessed to meet Birdon’s requirements and standards.

The majority of our suppliers are located in Australia; however, we recognise that our suppliers’ source products from elsewhere, presenting potential modern slavery risks deeper within Birdon’s supply chain.

For the year ending 30 June 2025, Birdon had approximately 1,800 active suppliers.

Approximately 85% of this expenditure was made within Australia, and the remainder was primarily spent in Europe, Canada, the United States of America, India, NZ, parts of Africa and China.

Birdon top 20 suppliers by category for year ended 30 June 2025:

Category	% of spend
Marine Support Services	36%
Engineering Services	20%
Material Supply	13%
Transport	11%
Disposal Support Servies	9%
Facility and Equipment Hire	6%
Fuel Supply	5%

OUR CONSULTATION PROCESS

We have acted in consultation with all Birdon reporting entities in preparing this statement.

OUR APPROACH TO MODERN SLAVERY & GOVERNANCE

Birdon is committed to respecting human rights, which is operationalised by Birdon's Modern Slavery Policy. This document sets out Birdon's approach to managing human rights and modern slavery risks in its operations and supply chains.

Birdon recognises the value of continual improvement and the importance of assessing the effectiveness of its human rights and modern slavery framework to mitigate modern slavery risks.

Birdon's procurement team are responsible for developing strategies to improve supply chain management and for reviewing the effectiveness of risk management actions in

the supply chain, including mitigating potential risks of modern slavery.

The Directors of Birdon provide strategic direction and oversee the effective management and performance of Birdon, and holds the ultimate responsibility for overseeing strategy, risk management, and policies, including modern slavery and approval of this Statement.

MODERN SLAVERY RISK

Birdon's procurement team is responsible for ensuring compliance with the Modern Slavery Act by undertaking risk assessments on suppliers, providing periodic updates on the procurement activities and monitoring performance of suppliers.

Birdon considers the risk of modern slavery practices within its direct operations and workforce as low, as most employees are working in Australia.

Our approach to identifying and assessing risks of modern slavery in our supply chains includes the following approach:

- Conducting supplier due diligence using Birdon's Supplier Questionnaire (which includes Modern Slavery Questions);
- Country of origin risk assessment; and
- Risk analysis of supply chain based on type of good or service.

MODERN SLAVERY ACTION



We have in place the below actions and processes to ensure we are constantly monitoring and addressing any risks identified:

- Assessing high risk areas in our business operations and supply chains.
- Mitigate the risk of modern slavery occurring in our business operations and supply chains.
- Monitor risk areas in our business operations and supply chains.
- Remediate harm caused.
- Protect those reporting through grievance mechanisms.

OUR POLICIES ON SLAVERY

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains or in any part of our business. Our Modern Slavery Policy addresses the risks of modern slavery in our business by requiring supplier declarations, contractual clauses, and ongoing monitoring of compliance.

Our Modern Slavery Policy can be viewed on the Birdon website.

We also have in place a Whistleblower Policy which addresses modern slavery by providing protected channels for reporting concerns, training for managers and staff, and clear procedures for investigation and remediation. The Whistleblower Policy can be viewed on the Birdon website.

Our Modern Slavery Policy and Whistleblower Policy are integrated into our business operations and contractual practices by embedding compliance requirements in supplier contracts, staff induction, and procurement processes.

Our Modern Slavery Policy and Whistleblower Policy are communicated to our employees, contractors and supply chains by staff briefings, intranet publication, inclusion in induction packs, and appropriate training sessions.

We have a dedicated team to monitor and enforce compliance with our Modern Slavery Policy, which consists of representatives from the following departments:

- Legal
- People and Culture
- Procurement.

DUE DILIGENCE PROCESSES

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, we conduct supplier due diligence, require completion

of the Birdon Modern Slavery Supplier Questionnaire as appropriate, and review supplier risk profiles periodically.

TRAINING

To ensure a high level of understanding of the risks of modern slavery in our business and supply chains, we provide training to our

employees as appropriate to their role. This includes online training modules and targeted workshops for procurement staff.

REMEDIATION

To ensure the harm caused by modern slavery in our business operations or supply chains is reversed or reduced to the extent possible, Birdon commits to providing a remediation program if modern slavery

is detected. This consists of investigation of reported incidents, engagement with affected individuals, and corrective action plans for suppliers as appropriate.

OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY

Birdon is proposing to use the following information to measure how effective we have been in ensuring that modern slavery is not taking place in any part of our business or supply chains:

- Number of suppliers completing the Modern Slavery Questionnaire

- Percentage of staff who have received training on modern slavery risks and identification in the following teams:

- o Procurement
- o People and Culture
- o Legal and
- o Bids Team

APPROVAL AND SIGNATURE



This is a joint Modern Slavery Statement made by Birdon Global Pty Ltd for the 2024 - 2025 financial period on behalf of the reporting entities according to the Act. The reporting entities under the Act are:

- Birdon Global Pty Ltd - 646 170 836
- Birdon Holdings Pty Ltd - 001 449 798
- Birdon Pty Ltd - 002 810 255
- Birdon (NT) Pty Ltd - 612 801 484
- Birdon (QLD) Pty Ltd ACN - 157 901 507

Birdon Global Pty Ltd is the entity that directly controls each reporting entity. The principal governing body of Birdon Global Pty Ltd comprises of two Directors. The principal governing body of Birdon Global Pty Ltd approved this modern slavery statement on the 18 December 2025.

SIGNATURE OF AUTHORISED SIGNATORY

TAMARA BUGLER

DIRECTOR

Date

09/06/2026

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