

Modern Slavery Statement 2026

Alfabs Australia Limited
and controlled entities

Financial year ended 30 June 2026
First reporting period

REPORTING ENTITY AND OPERATIONS

Our Group and Supply Chains

Reporting Entity and Group Structure

Alfabs Australia Limited ("Alfabs") is the reporting entity. This statement covers Alfabs and its controlled entities (together, the "Group") for the financial year ended 30 June 2026 (FY2026). The controlled entities listed in the appendix were controlled throughout FY2026, with no additions or disposals during the year. The Group has advised that none of these controlled entities was separately a reporting entity for this period. Accordingly, this is a statement by a single reporting entity under section 13 of the Modern Slavery Act 2018 (Cth), covering risks and actions across the Group, rather than a joint statement under section 14.

Operations and Supply Chains

Alfabs operates principally in Australia, in New South Wales and Queensland. Its activities include equipment hire, workshop and maintenance services, engineering projects, fabrication, protective coatings, transport and related support services.

The Group has approximately 220 employees through full-time, part-time and casual arrangements. Employees are engaged under employment contracts and applicable industrial instruments. A small number of labour-hired workers are engaged to meet fluctuating production requirements throughout the year.

The Group's procurement categories include equipment, components and spare parts; steel and metal feedstock; fabrication and construction services; labour hire; personal protective equipment (PPE) and uniforms; transport; coating and chemicals; facilities services; and professional and technology services. Potential offshore fabrication is also considered in the risk assessment. These categories do not, by themselves, confirm actual FY2026 purchases or overseas manufacturing locations. An Australian supplier address does not establish where its goods were manufactured.



RISK ASSESSMENT

Risks of Modern Slavery

The risk assessment focuses on potential harm to workers in the Group's operations and wider supply chain. The areas below represent potential exposure, rather than findings that modern slavery has occurred.

Area	Potential risk and reason for focus
Workforce, labour hire and subcontracting	Recruitment, temporary work, layered subcontracting and possible worker vulnerability can reduce visibility of pay, working conditions and freedom to leave employment.
Manufactured goods and components	Equipment, spare parts, consumables, uniforms and PPE may contain imported inputs or pass through supply chain tiers where origin and working conditions are less visible.
Transport, cleaning and site services	Labour intensive services and subcontracted delivery may involve recruitment, hours, wages or coercion risks, particularly where oversight is limited.
Procurement and commercial practices	Compressed lead times, low prices or limited transparency may increase pressure on suppliers and their workers.

During the reporting period, the Group assessed modern slavery risks in its operations and supply chain. The assessment indicated a low risk within Alfabs' own operations and identified areas of potential vulnerability in the supply chain. Risk factors considered included country and geographic exposure, industry and product risk, workforce vulnerability and supply-chain complexity.



ACTIONS AND CONTROLS

Assessing and Addressing Risks

The Group's risk assessment supports an emerging approach to supplier review based on the level of risk. Risk mitigation controls which operated during FY2026 included the following:

Recruitment Safeguards

- Pre-employment screening, including verification of the right to work in Australia.
- Employment contracts and enterprise agreements aligned with applicable Fair Work requirements and employment regulations.

Policies: Policies address the fair and equitable treatment of employees, contractors and suppliers, including grievance handling, training and remediation.

Supplier checks: The assessment identified the risk of gaps in manufacturing-origin information, visibility of subcontracting arrangements and supplier-specific workforce safeguards. These potential gaps have been used to inform our risk mitigation process including the need for further verification procedures.

The approved supplier program is designed to assess and manage modern slavery risks across the Group's supply chain.

Policy Framework and Subsequent Development

Alfabs' Modern Slavery Policy sets out supplier due diligence based on risk, responsible purchasing, workforce controls, escalation and worker-centred remediation. The 2026 assessment proposes a short supplier questionnaire, detailed follow-up modules and the use of relevant supplier statements or audit evidence. Detailed reviews will prioritise labour hire and recruitment, overseas manufacturing and fabrication, and other material labour or subcontracting exposures. The Group reports progress against these areas during 2026 and will continue to review and refine its approach in future reporting periods.

Alfabs is committed to sourcing products and services, and conducting business, ethically and responsibly. Our approach considers worker welfare, health and safety, and potential environmental impacts in the locations where we operate.

The Group recognises that suppliers in some industries and locations may face greater challenges in meeting our policy requirements. These suppliers are expected to be transparent about identified issues and demonstrate continuous improvement.



REMEDIATION AND EFFECTIVENESS

Responding and Reviewing

Response and Remediation

The policy requires Alfabs to assess concerns promptly, protect affected people, preserve evidence, consider legal reporting obligations and pursue proportionate corrective action. Depending on the circumstances, the response may include supplier engagement, repayment of unlawful recruitment fees or unpaid wages, specialist support, increased oversight or managed disengagement.

Alfabs supports employee health and wellbeing through its programs, policies and third-party accreditation.

The Group expects suppliers and other organisations it works with to uphold ethical workplace conditions.

Alfabs' policies support the fair and ethical treatment of people. Training is provided on these policies, and compliance issues and remediation actions are recorded in the Group's compliance database and investigated.

No modern slavery incidents were identified or reported in the 2026 reporting period.

Assessing Effectiveness

The Group will continue to develop and refine its approach to identifying and managing modern slavery risks.

Alfabs maintains controls to identify and address modern slavery risks. Identified concerns are investigated, with confidentiality maintained throughout the process. Investigation outcomes are reported to senior management and board, and corrective action is taken as appropriate. Relevant authorities may also be notified where required.



CONSULTATION PRIORITIES AND APPROVAL

Our Next Reporting Period

Consultation with Controlled Entities

During the reporting period, Alfabs engaged and consulted with its controlled entities in preparing this statement. Consultation covered the reporting requirements of the Modern Slavery Act 2018, proposed actions to address those requirements, and relevant materials and updates.

Priorities for the Next Reporting Period

For FY2027, managements plan to assess effectiveness includes:

- Validation of supply chain via supplier questionnaires.
- Verification of manufacturing origins.
- Completion and close out of detailed reviews. Findings will be documented and escalated via the approved escalation channels.

Priority areas include labour hire and recruitment; fabrication, construction and maintenance subcontracting; PPE and uniforms; steel; imported equipment and components; and overseas manufacturing. This will be done via a structured and phased implementation plan, with review owners and deadlines assigned, initial supplier screening via appropriately sized questionnaires and detailed follow-up reviews. Credible indicators will be investigated promptly, and supplier coverage and corrective actions reported.

Approval

This statement was approved by the Board of Directors of Alfabs Australia Limited on 2 November 2026, as the principal governing body, and signed by an authorised director.

Signed: _____ Date: 2 November 2026

Matthew Torrance, CEO and Managing Director, Authorised director, Alfabs Australia Limited

GROUP SCOPE

Controlled Entities

The controlled entities within the scope of this statement are listed below.

Reporting entity: ALFABS AUSTRALIA LIMITED | ABN 52 674 455 442

Controlled entity	ABN
ALFABS ADMINISTRATION PTY LTD	33 002 242 328
ALFABS ENGINEERING GROUP PTY LTD	77 002 526 463
ALFABS MINING EQUIPMENT PTY LIMITED	18 099 383 650
ALFABS PROTECTIVE COATINGS PTY LTD	21 123 471 394
ALFABS LABOUR HIRE PTY LTD	78 612 870 416
ALFABS SERVICES PTY LTD	24 612 864 525
ALFABS FORKLIFT & ACCESS PTY LTD	97 613 023 564
ALFABS HIRE PTY LTD	27 638 729 923
ALFABS LOGISTICS PTY LTD	26 638 731 021
ALFABS PROPERTY PTY LTD	58 675 917 594
ALFABS NO 1 PTY LTD	31 688 359 462
CAMEL HIRE COMPANY PTY LTD	97 619 247 264
ADP STORES PTY LTD	23 638 730 640
AME Group Holdings Pty Ltd	45 638 729 183
ADP Equipment Pty Ltd	18 638 730 239