

Modern Slavery Policy

Overview

Modern Slavery is a crime and violation of human rights and is defined under the Australian Modern Slavery Act 2018 (the Act) as including eight types of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage
- Forced labour
- Debt bondage
- Deceptive recruiting for labour or services
- The worst forms of child labour (situations where children are subjected to slavery or similar practices or engaged in hazardous work)

Purpose

The purpose of this policy is to illustrate Kingfield Galvanizing Group's commitment to ensure, to the best of our ability, that there is no modern slavery in any part of our business operations. We are committed to acting ethically and with integrity in all business dealings and relationships, and where possible, to ensure modern slavery is not taking place in our own business or supply chain, consistent with the Group's disclosure obligations under the Act.

Scope

This policy applies to all persons working for and with Kingfield Galvanizing Group or on its behalf in any capacity, including employees, directors, officers, external consultants, third-party representatives and business partners.

For the purpose of this policy, Kingfield Galvanizing Group relates to the group of companies operating under Kingfield Galvanizing Pty Ltd (ABN 72 006 094 944).

Commitment

Kingfield Galvanizing Group is committed to sustaining a Modern Slavery program:

- ✓ That limits the risk of modern slavery occurring within the business, by ensuring there is transparency in our approach to tackling modern slavery throughout our supply chain.
- ✓ Where our employees and suppliers have a shared commitment to ensuring modern slavery does not exist in our business or our supply chain.
- ✓ That promotes ethical business practices that protects employees from being abused or exploited within our business and our supply chain.
- ✓ That actively identifies risks of modern slavery within the business and our supply chain, providing a pathway for these risks to be reported without recrimination.
- ✓ That regularly monitors our supply chains operations ensuring they are aligned with our own business requirements while acting where necessary to terminate engagements.
- ✓ That regularly reviews our procurement agreements and processes ensuring the Group are in line with all modern slavery compliance requirements.

| Approval

This Policy was approved by the board of directors of Kingfield Galvanizing Pty Ltd being the principal governing body of the Group (Governing Body).

Steven Lelli

Managing Director

15 December 2025