

MODERN SLAVERY POLICY

FMS Group is committed to operating its business with integrity, ethics, transparency, and a strong respect for human rights in a fair and responsible manner. We do not tolerate any form of modern slavery in our operations, including slavery, servitude, forced and compulsory labor, human trafficking, bonded labor, and child labor. This policy applies to all individuals working for or on behalf of FMS Group, in any capacity, including employees at all levels, directors, contractors, consultants, and third-party representatives.

As a diversified services provider delivering asset repair and maintenance, products, infrastructure projects, labour solutions, and engineering services across the resources, heavy industry, and construction sectors, we recognize the risks associated with modern slavery in our operations. In response, we have implemented policies to mitigate the risk of modern slavery and encourage that our suppliers take similar action.

To uphold our commitment to preventing modern slavery in our operations, FMS Group implements the following measures:

- Prohibits the use of modern slavery in any form across all operations.
- Encourages the reporting of suspected cases of modern slavery through direct managers or our grievance mechanisms.
- Conducts due diligence on our suppliers through the Supplier Modern Slavery Risk Assessment.
- Includes modern slavery clauses in our Prequalification process to ensure that contractors and service providers are taking action to prevent and eliminate the risks of modern slavery.
- Incorporates modern slavery into our induction process to ensure workers understand modern slavery and are able to identify potential cases.
- Encourages openness and supports anyone who raises genuine concerns in good faith under this policy, ensuring no worker will face detrimental treatment as a result of reporting.
- Included key performance indicators for modern slavery in our Objectives and Targets to assess the effectiveness on the implemented actions.
- Implements the Modern Slavery Standard to formalise and standardise our approach to identifying and responding to modern slavery risks and reported cases and ensures consistent application across the organisation

The Chief Executive Officer is responsible for ensuring this policy complies with the company's legal and ethical obligations and all those under our control comply with it. The Executive Management team is tasked with implementing and monitoring the policy's effectiveness, as well as addressing any related queries. Management at all levels must ensure that their teams understand and adhere to the policy.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working for us or on our behalf if they breach this policy.

This policy will be communicated to all employees, contractors, and relevant stakeholders across FMS Group operations and will be reviewed regularly to ensure it remains current, effective, and compliant with legal requirements.



Tony Caruso
Chief Executive Officer
May 2026