

# Modern Slavery Statement

BridgeFAB Pty Ltd  
ACN 101 932 692  
62 Murdoch Circuit  
Acacia Ridge QLD 4110

**Reporting Period: 1 January 2025 – 31 December 2025**

## 1.0 Introduction

BridgeFab Pty Ltd (BridgeFab) is committed to conducting business ethically, transparently, and in manner that respects and upholds human rights.

This Modern Slavery Statement is published in accordance with the Modern Slavery Act 2018 Cth and outlines:

- The structure, operations and supply chain of BridgeFab
- The risks of modern slavery practices in our operations and supply chains
- The actions we have taken to address those risks
- How we assess the effectiveness of those actions

Modern Slavery includes trafficking in persons, slavery, servitude, forced labour, debt bondage, deceptive recruiting practices, forced marriage, and the worst forms of child labour.

## 2.0 Our Structure, Operations and Supply Chains

BridgeFab is a Queensland-based steel fabrication business specialising in the fabrication and installation of structural steel.

Our operations are based in Acacia Ridge, Queensland and include:

- Office and administrative personnel
- Workshop fabrication employees
- On-site installation teams
- Engagement of subcontractors and labour hire personnel

BridgeFab does not own or control any other entities. Accordingly, no consultation with subsidiaries or controlled entities was required in preparing this Statement.

## 2.1 Our Supply Chains

BridgeFab's supply chain includes:

- Procurement of structural steel and fabrication materials
- Imported fabricated components
- Subcontracted services
- Labour hire providers
- Transportation and logistics providers
- Equipment and consumables suppliers

While our direct operations occur in Australia, elements of our upstream supply chain — particularly raw material extraction and steel manufacturing — may involve overseas jurisdictions.

## 3.0 Risks of Modern Slavery Practices (s16(1)(c))

BridgeFab recognises that modern slavery risks may arise within both our direct operations and our supply chain. We assess risk by considering:

- Industry sector
- Geographic location
- Nature of labour practices
- Depth of subcontracting
- Workforce vulnerability

### 3.1 Risks Within Our Operations

Although BridgeFab operates solely within Australia — where robust workplace regulation exists — risks may arise in the following areas:

- Use of labour hire or subcontracted workforce arrangements
- Engagement of migrant or visa workers who may be more vulnerable to exploitation
- Underpayment or excessive working hours within subcontracting chains
- Limited awareness of modern slavery indicators among supervisors

Vulnerable groups potentially at higher risk include:

- Migrant workers
- Low-skilled or temporary workers
- Apprentices and young workers
- Workers engaged through third-party labour hire

While we consider the risk within our direct employment relatively low due to Australia's regulatory environment, labour hire and subcontracting arrangements present elevated inherent risk if not actively monitored.

### 3.2 Risk Within Our Supply Chain

The fabrication and construction industry has recognised inherent modern slavery risks, particularly in upstream supply chains.

We have identified the following risk areas:

Supply Chain Category	Risk Profile	Key Risk Drivers
Domestic steel distributors (Tier 1)	Low-Medium	Limited visibility into upstream manufacturing
Overseas steel mills and raw material extraction (Tier 2+)	Higher	Geographic risk, labour-intensive manufacturing, raw material extraction risks
Imported fabricated components	Medium-High	Manufacturing jurisdiction risk
Labour hire providers	Medium-High	Worker vulnerability, recruitment practices
Transport and logistics providers	Medium	Subcontracting layers

Upstream supply chains – particularly raw material extraction and overseas steel production – present the highest risk exposure due to:

- Higher prevalence of forced labour in some manufacturing regions
- Limited visibility beyond Tier 1 suppliers
- Labour-intensive production environments

BridgeFab acknowledges that transparency reduces beyond direct (Tier 1) suppliers. We recognise this limitation and are progressively strengthening our visibility and engagement across higher-risk categories.

#### 4.0 Actions Taken to Address Modern Slavery Risks (s16(1)(d))

BridgeFab has implemented a structured approach to identifying and mitigating modern slavery risks.

##### 4.1 Supply Chain Due Diligence

Our due diligence framework includes:

- Risk-based supplier assessment considering geography, sector and workforce exposure
- Categorisation of suppliers into risk tiers
- Requirement for contractual compliance with modern slavery legislation
- Inclusion of modern slavery clauses in supplier agreements
- Targeted review of higher-risk suppliers

Where higher risk indicators are identified, we may:

- Request additional documentation
- Conduct enhanced due diligence
- Require corrective action plans
- Reconsider or terminate supplier relationships if non-compliance persists

## 4.2 Supplier Code of Conduct

All suppliers are required to comply with our Supplier Code of Conduct, which explicitly prohibits:

- Forced labour
- Child labour
- Human trafficking
- Debt bondage
- Deceptive recruitment practices

Compliance with these standards is a condition of engagement.

## 4.3 Employee Code of Conduct

BridgeFab maintains a Code of Conduct that promotes:

- Ethical business behaviour
- Respect for human rights
- Lawful and safe employment practices

Breaches of the Code are investigated and addressed in accordance with our disciplinary procedures.

## 4.4 Training and Awareness

Training is provided to relevant employees and stakeholders to:

- Identify indicators of modern slavery
- Recognise high-risk supplier characteristics
- Understand reporting obligations
- Escalate concerns appropriately

Training participation is monitored and reviewed annually.

## 4.5 Remediation Framework

If modern slavery risks or practices are identified, BridgeFab prioritises:

- The safety and wellbeing of affected individuals
- Collaboration with suppliers to implement corrective action plans
- Ongoing monitoring of remediation progress

Where remediation is not possible or suppliers fail to engage constructively, commercial relationships may be reviewed or terminated.

During the 2025 reporting period, no instances of modern slavery were identified within our direct operations. No substantiated modern slavery breaches were identified within our Tier 1 supply chain.

## 5.0 Assessing the Effectiveness of Our Actions (s16(1)(e))

BridgeFab assesses the effectiveness of its modern slavery risk management framework through structured governance and measurable indicators.

### 5.1 Governance Oversight

- This Statement is reviewed annually.
- Modern slavery risk forms part of our broader governance and compliance review processes.
- Oversight responsibility sits with senior leadership, with final approval by the Board of Directors.
- Outcomes and key findings are reported to the Board annually.

### 5.2 Monitoring and Review Mechanisms

Effectiveness is assessed through:

- Annual review of supplier risk categorisation
- Monitoring of corrective action completion rates
- Internal review of procurement and subcontractor engagement processes
- Monitoring complaints, whistleblower reports and incident disclosures
- Periodic reassessment of high-risk supplier categories
- Review of geographic exposure risks

### 5.3 Key Performance Indicators

BridgeFab uses measurable KPIs to assess whether controls are strengthening over time, including:

- Percentage of active suppliers assessed for modern slavery risk
- Percentage of higher-risk suppliers subject to enhanced due diligence
- Number of identified risks and corrective actions completed
- Completion rate of modern slavery training
- Time taken to respond to reported concerns

Year-on-year comparisons are used to assess improvement in supplier coverage, risk mitigation and awareness levels.

Where trends indicate increased risk exposure or control gaps, mitigation strategies are refined accordingly.

## 6.0 Continuous Improvement

BridgeFab is committed to strengthening transparency across its supply chain, particularly in higher-risk upstream categories.

Future focus areas include:

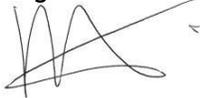
- Enhancing Tier 2 supply chain visibility
- Strengthening labour hire oversight

- Increasing supplier engagement in higher-risk jurisdictions
- Refining measurable risk indicators

## 7.0 Approval

In accordance with section 16(2) of the Modern Slavery Act 2018 (Cth), this Modern Slavery Statement was approved by the principal governing body of BridgeFab Pty Ltd.

Signed:



Michael Jon McNab

Sole Director and Secretary

DATE 06.03.2026